



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 18, 2025 – 5:00 P.M.**

**CONSENT AGENDA – Item A**  
**Meeting Minutes**

1. **Call to Order & Pledge of Allegiance:** Chairman Brad Isnard called the Kansas City Kansas Community College (KCKCC) Board of Trustees Meeting to order at 5:03 p.m. in the KCKCC Zoom meeting platform on Tuesday, February 18, 2025. The Pledge of Allegiance was led by Trustee Don Ash.
2. **KCKCC Mission Statement:** Chair Isnard read the college mission statement.
3. **Roll Call:** Trustees present were Chairman Brad Isnard, Vice Chair Mary Ricketts, Mr. Donald Ash, Ms. Evelyn Criswell, Mr. Mark S. Gilstrap, Ms. Linda Hoskins Sutton and Dr. Brenda Scruggs Andrieu.
4. **Approval of Agenda:** Chair Isnard called for a motion to approve the agenda. Trustee Criswell made the motion. Trustee Gilstrap seconded the motion. **The Motion Carried.**
5. **Audience to Patrons and Petitioners:** Chair Isnard invited patrons or petitioners to address the Board for a 3-minute limit. There were no patrons or petitioners online.
6. **Recognitions/Presentations:**
  - Chair Isnard invited Dr. Amanda Williams, Director of Library and Learning Services, to present the Academic Affairs Program Highlight: Learning Commons. Dr. Williams presented the following –
    - The Learning Commons prides itself on being one building with endless resources which houses tutoring, the library, an active learning classroom and various study spaces. Dr. Williams shared key accomplishments as hiring new team members (including three bilingual Peer Tutors), being part of the MOBIUS consortium, to date this year having over 20,000 searches in the databases, acquisition of the Cumulative Index to Nursing and Allied Health Literature (CINAHL) and Respiratory

Care for Health Professions, having an average of 110 checkouts of printed materials per month, acquiring archive space that will allow digitization for the first time of the college archives, increasing outreach and collaboration with faculty, and increasing services for the credit-bearing English for Speakers of Other Languages (ESOL) classes, First Generation and non-credit English as a Second Language (ESL) populations.

- The Learning Commons participates in campus and community partnerships such as hosting finals week programming with a therapy dog, multiple workshops and stress relievers, showing a film for Black History Month, peer tutors assisting the student financial aid office and TRIO with the Free Application for Federal Student Aid (FAFSA) programming, and faculty volunteering through Giving the Basics in Wyandotte County.
- Dr. Williams presented data from August 2022 to January 2023 for the Math and Science Center (increased from serving 78 to 141 unique students with 753 visits from math and science tutoring), the Writing Center (increased from 97 to 197 unique students with 504 writing consultations), and the overall general study usage (increased from 422 to 527 unique students with almost 5,000 visits, which equates to serving 30% of the total headcount at main campus, an increase of 2% year over year since 2022).
- Dr. Williams shared testimonials from students and photos of the learning spaces.

Trustee Scruggs Andrieu questioned the term unique student. Dr. Williams explained that a unique student is an individual student that visits the Learning Commons that only gets counted one time. Dr. Williams expressed pleasure in seeing the increase in reengaging students as that was a challenge after the pandemic. Vice Chair Ricketts questioned if there is a way to connect with the struggling students. Dr. Williams responded that a next step was to work with Institutional Effectiveness to look at the overall impact on students with persistence, retention, and academic success. Trustee Hoskins Sutton gave thanks for the outstanding work.

- Chair Isnard invited Dr. Shawn Derritt, Dean of Student Services, to present the Ruffalo Noel Levitz Student Satisfaction Inventory. Dr. Derritt presented the following –
  - The results were for the 2024 survey. Gave thanks to Ms. Kris Green, Vice President of Marketing and Institutional Image, and Dr. Stephen Nettles, Director of Institutional Effectiveness, for their assistance in putting together the presentation and gathering the data, respectively.
  - The survey data reflected that KCKCC student satisfaction was 69%, students that would enroll again was 77%, and the response rate was 7%; there was a decrease in response rate due to the timing of the survey, the 2026 survey would be in March in the spring semester. The top five reasons to enroll highlighted that academic reputation was a strong factor. The top strengths were summarized as campus safety, knowledge and caring of faculty and staff, sense of belonging and access, bookstore staff, and academic advisors' approachability. The top challenges were faculty availability which was a crossover from the high ratings of faculty availability; focus groups will be created to determine what the students meant by the

responses. Satisfaction with College Police and Security increased by 4% and the freshman seminar class increased by 5%. Students that would enroll again, from ages 25 to 44, provided a rating of six and above, on a 7-point scale, meaning that overall KCKCC was the institution of choice.

- Dr. Derritt provided the following recommendations from key individuals to address some of the concerns from the survey: establish a focus group to understand the results, establish a centralized information desk or chat service, use the college's texting system to increase response rate, conduct training sessions for faculty on effective feedback strategies and the significance of timely responses, and organize professional development workshops for all college advisors related to program requirements and resources available to students.

Dr. Mosier noted that the presentation would be emailed to the Trustees.

Chair Isnard gave appreciation for the report and looked forward to reviewing the presentation further. Dr. Derritt would attend the next Board meeting to be able to answer additional questions.

- Chair Isnard invited Ms. Lorraine Mixon-Page, Chief Human Resources Officer, to present the Applicant and Hires Data Biannual Update. Ms. Mixon-Page presented the following –
  - The demographic data represented the last two quarters of 2024 and gave thanks to the Human Resources (HR) team and the Institutional Effectiveness team for the data collection.
  - Job seekers in the Kansas City metro area were interested in working for KCKCC with increases in the number of applicants, including those with a reported disability and/or veteran status. Out of the 1,289 applicants for employment, 54% were female and 41% were male; a significant number of applicants chose not to identify their sex or opted to use their gender identity.
  - The racial demographics of the applicants and those hired showed an interesting shift. A small number of positions were posted and received many applicants. The total applications were a 14.25% increase from this time last year with a 24.06% increase from July 2024. It is possible that the types of positions available were not of interest to a varied applicant pool. Strategies to reach all demographics would include to seek partnerships with local organizations, including the Hispanic Chamber of Commerce and an event with El Centro.
  - Positions included one administrative position with over 100 applications and four supervisor positions with over 300 applicants. One faculty position was open which speaks to the longevity of the current full-time faculty; for the 24 adjunct faculty positions, KCKCC received 175 applications. The racial breakout was similar to other openings posted.
  - The HR team plans to focus on improving representation in all staff positions. Thirty-eight positions were posted with well over 900 applications, yet there were no Hispanic applicants. Strategies were identified to make improvements in this area to have a workforce that reflects the communities served.
  - For a race comparison summary, KCKCC saw a 6% interest from Asian applications,

and hired approximately 6% Asians; in comparison, Wyandotte County census indicates that Asians make up 5% of the population, KCKCC has just over 4% Asian students which indicates the applicant interest and hire ratios are higher in this category. For Black or African Americans, there was an overall 20.87% applicant pool with about 14% hired. Many individuals did not respond and could be any of the racial categories. The last couple years of data indicates consistent recruitment for black and white applicants for employment, with an increase in the number of those choosing not to identify their race which could account for the decrease in some of the other areas.

- A snapshot of recruitment related to gender indicates an increase in the number of female applicants and new hires and a decrease in the number of male applicants and new hires.

Trustee Hoskins Sutton expressed concern for the Latino numbers, especially taking into consideration the college's number of Latino students. She hoped that HR was reaching out to certain avenues, since seeing college workers who look like them was part of making students feel welcome. Ms. Mixon-Page agreed and stated that, while the college does not set goals or specific targets for any racial demographic, KCKCC wants to make sure to reach all demographics in the community so that staff, faculty and the student population are reflective of the community. She continued that partnering with El Centro and the Hispanic Chamber of Commerce may help in recruiting individuals to consider employment with KCKCC.

Dr. Mosier added that some individuals may be listed in the two or more races category, that a year ago the number was about 10% of hired applicants, that specific organizations that work with Hispanic demographic groups would be contacted, and some marketing was happening with radio stations that have a high Hispanic-listening population. He stated that the reported numbers posed a proactive call-to-action and thought the numbers would change in the next 6-month report.

Vice Chair Ricketts commented it was important to make sure the facts and data were available for connecting with community members. Dr. Mosier reported that more targeted recruitment activities will be done for the downtown center. He added that with the Executive Orders, the college decided to report the gender category the same way as six months ago, but by February 28 the federal laws change, and options will not be gender-oriented but sex-oriented with the only two options being male and female. The college's reporting will need to transition.

Trustee Hoskins Sutton stated that HR will need to be ready for that explanation when those options change and students only see male or female selections, they will be upset with the college not understanding that KCKCC was following an Executive Order. Vice Chair Ricketts agreed.

Chair Isnard gave thanks for the report, shared that it was good to see that for the vast majority of the categories the hired staff matched the demographics of the county, and that identified areas would be given additional effort. He stated that he was impressed by and proud of the number of total applications versus the available positions and that the high interest overall

spoke to the quality of individuals that approach the college for opportunities.

7. **Communications:** Chair Isnard gave the Reminder of the Board of Trustees Retreat - Quarter 1. The Retreat date is February 22, from 9:00 AM to approximately 11:40 AM and the agenda was shared with the Board, including links to documents to be reviewed and documents to complete for the president's evaluation – due Friday. Trustee Scruggs Andrieu commented that she requested a paper copy of the evaluation to complete. Chair Isnard stated he would check if staff had sent the document and thought additional discussion would be needed about dedicating staff time to sending paper copies. Trustee Criswell shared that the evaluation was designed to be digitally completed as the paper process was labor intensive upon the Board Chair and assisting staff.
8. **Board Committee Reports:** Chair Isnard invited the Board Committees to report.
  - On behalf of the **Board Finance Committee (BFC)**, Trustee Criswell, Chair of the BFC, reported the BFC met on Tuesday, February 11 and that the college continues to effectively manage its financial resources. Trustee Criswell thought it was important to state every meeting that the college finances were effectively managed, to affirm an understanding of taxpayer dollars and that the college ensures that students get the maximum value for their education. The January financial summary and the financial Board reports reviewed and there was discussion about the recommended fees for the fiscal year 2025-2026 for tuition, general fees, student housing fees and course fees. The recommended fiscal year 2025-2026 mid-year budget adjustment was discussed along with an update on the Certificates of Deposit. The BFC discussed a more efficient recommendation for approving the mileage reimbursement rate going forward – opposed to reviewing and voting annually, the BFC recommended that the Board should use the federal recommended rate to keep the college aligned with the standard rate.
  - An update was given on the downtown location which Trustee Criswell found to be exciting; the concrete is being poured, and the project looks much different than it did three months ago.

Chair Isnard called for a motion to accept the report. Vice Chair Ricketts made the motion. Trustee Gilstrap seconded the motion. **The Motion Carried.**

- On behalf of the **Board Policy Committee (BPC)**, Trustee Hoskins Sutton, Chair of the BPC, reported the BPC would have three policies brought to the Board later in the agenda.

Chair Isnard called for a motion to accept the report. Trustee Scruggs Andrieu made the motion. Trustee Criswell seconded the motion. **The Motion Carried.**

- On behalf of the **Board Community Engagement Committee (BCEC)**, Vice Chair Ricketts, Chair of the BCEC, reported that the BCEC has a meeting scheduled next week for the new community members' launch call. The purpose of the meeting would be for community members to brainstorm and share the items they would like to know more

about from the college.

Chair Isnard looked forward to the kickoff meeting and would be excited to give a welcome on the launch call. Chair Isnard called for a motion to accept the report. Trustee Hoskins Sutton made the motion. Trustee Criswell seconded the motion. **The Motion Carried.**

- As the **Association of Community College Trustees (ACCT)** Delegate, Trustee Ash reported that the KCKCC representatives had a productive trip to Washington, D.C. Trustee Ash's Governance and Bylaws Committee met Saturday morning to discuss one information item – review of the Legislative Summit schedule – and two action items – approve the questions that would be asked of candidates for nomination to the executive board and approve the new language for the bylaws that help govern the work of the Regional Nominating Committee processing candidates for the executive board. His committee was scheduled to meet again before the conference in October in New Orleans. Other items attended were the general opening session, an informative panel presentation of the Executive Orders with a legal perspective from attorneys, and an overview of the 2025 community college priorities, which provided information for the legislator meetings. Trustee Ash attended a session on possible Executive Orders coming from the White House – it was good, speculative conversation. On Tuesday the KCKCC group visited with Senator Marshall, Representative Derek Schmidt, and Senator Moran plus had lunch in the Senate dining hall with the college's consultants from Merchant McIntyre Associates.
- Trustee Hoskins Sutton reported that she serves on the Diversity, Equity and Inclusion (DEI) Committee, she felt that it was unfortunate that the term DEI had been weaponized to divide the people and stated that she thought it was important to teach the full history of America. Trustee Hoskins Sutton noted that ACCT led the way in changing the committee's name, not from demand from the White House, but because of member institutions who are dealing with this on a local level. The name of the committee was changed to the Committee for Impact and Success and within that Trustee Hoskins Sutton would serve on a subcommittee to revise all the documents; that committee would meet on Zoom on Friday, February 21.
- Trustee Hoskins Sutton pointed out that the college was still committed to serving the full populations. In the Board packet, she noticed the Blue Devil Institute for Teaching and Learning, under the direction of Director Tom Grady offered good sessions at the faculty professional development event, she gave kudos for the session titled Equity Through Pronouns: Inclusive Language in Higher Education. She also gave kudos for the session titled The Neurodivergent College Student presented by Ms. Linda Warner, Director of Counseling and Advocacy, as this was a topic that had been discussed in her DEI Committee about a year ago. Trustee Hoskins Sutton noted that the DEI label had been recognized as being about race but is far from that, that KCKCC's students cover the gamut and so we strive to cover those things. She added that that shows the community work is being done to include all students of diverse populations. Also in the Board packet, Trustee Hoskins Sutton noted HR's three-part series titled Creating a Safe and Welcoming Environment and stated this shows the community that the college is

- still committed to serving the diverse population.
- Trustee Hoskins Sutton stated it was a different feeling on Capitol Hill this time due to the chaos, but the group had good meetings with the Senators and Representative and the sessions contained overall good information.
- As the **Kansas Association of Community Colleges (KACC)** Delegate, Trustee Ash reported that monitoring continues in Topeka with Ms. Heather Morgan, Executive Director of the KACC, as it is going to be a busy legislative session; so far the college is okay.

Vice Chair Ricketts asked if information was given during the conference on how Trustees should support the college president, faculty and staff, especially in a climate change. Trustee Hoskins Sutton replied one of the main things was to be true to who we are to the people we serve, that community is in the name and is what we do, and that though different terminology may be used we are still here for the students. Trustee Hoskins Sutton continued that an item stressed was the reigniting of a community college caucus, to encourage the Senators and Representatives to participate to help move forward the interest of community colleges, which Senator Moran said he would be participating in. She noted that participation in the community college caucus on a federal level would help Kansas community colleges and community colleges nationwide.

Chair Isnard added that he joined the trip to D.C., appreciated the meetings with Senator Moran, Senator Marshall and Representative Schmidt and the meeting with Dr. Greg Mosier, President, Dr. Scott Balog, Executive Vice President, and the Merchant McIntyre Associates representative with the United States Department of Labor (DOL) and a subgroup of the Department of Labor with their Office of Apprenticeship. The DOL meetings were to discuss the innovations KCKCC is doing in Wyandotte County and the surrounding area with all the economic development, how the college is preparing residents for the coming workforce needs to take the most advantage of those good, high paying jobs. Chair Isnard mentioned there was excitement about the information shared and thought that when grant opportunities arise or a college is needed to work with, it will be known that KCKCC can be called for assistance and that hopefully KCKCC will have assistance in the future.

Chair Isnard continued that a lot was going on in D.C. and echoed Trustee Hoskins Sutton's message that it felt different. He stated that everyone was working to adapt as things were happening, which is the best that can be done and to make sure the college complies with D.C. to keep the funding but also to keep true to ourselves and the community ultimately served in Wyandotte County. The day-to-day development was being watched closely and being navigated. It was a productive trip as always.

Trustee Ash reported that Mr. Jee Hang Lee, president and CEO of ACCT, would be visiting Kansas City Kansas Community College for the first time in the coming months, possibly in April. Trustee Hoskins Sutton reported that he would be visiting the Metropolitan Community Colleges also and it will be exciting to have him on campus. Dr. Mosier added that Mr. Lee was looking forward to touring KCKCC, seeing the AET lab as he has heard a lot about the Panasonic training,

and visiting the progress of the downtown project. More details to come.

Chair Isnard called for a motion to accept the report. Vice Chair Ricketts made the motion. Trustee Criswell seconded the motion. **The Motion Carried.**

9. **Consent Agenda:** Chair Isnard called for questions, comments or a motion to approve the Consent Agenda. Trustee Criswell made the motion. Trustee Hoskins Sutton seconded the motion. **The Motion Carried.**

10. **Student Senate Report:** Chair Isnard called for the Student Senate report. Mr. Joseph Sanchez, Student Senate President, presented the following –

- Student Senate members attended a leadership training on equality and inclusion in partnership with the Center for Equality, Inclusion and Multicultural Engagement (CEIM) on January 29.
- Student Senate assisted with grocery bingo on February 4. The event was held in Lower Jewell, there were no groceries left after the event.
- On February 12, Student Engagement hosted a Have a Heart, Be Engaged event where candy was handed out and the Blue Connect app was promoted.
- Mr. Sanchez attended the Washington, D.C. trip with the Trustees and administration. He reported that he had a fun time, his favorite part was visiting the Capitol and seeing the sights, and it was a great experience meeting with the legislators.

Chair Isnard thanked Mr. Sanchez and stated it was a pleasure having him on the trip to experience some of the work that the Board does in supporting the students, employees and the community. Chair Isnard called for a motion to accept the report. Vice Chair Ricketts made the motion. Trustee Hoskins Sutton seconded the motion. **The Motion Carried.**

11. **President's Report:** Chair Isnard called for the President's report. Dr. Greg Mosier presented the following –

- With the weather causing this meeting to be virtual, he thanked Media Services, College Police and Facility Services for making all the changes to virtual presentations, for keeping the college safe and ready to go for when employees return to campus. Anticipated being open the remainder of the week.
- Two good news items from the Higher Learning Commission will be reported by Mr. Jerry Pope, Vice President of Academic Affairs.
- As a college, KCKCC wants to take a sage and objective approach to the Executive Orders. The college serves a very diverse student population in a very diverse county. Many good things can continue to be expressed like how much the diversity of the students and the different thoughts, backgrounds and conversations are appreciated. Living in a multicultural environment and a global society, those types of educational components to the students' education and to staffs' experience are important. Everything that all students bring to the institution is valued. KCKCC is an open-door institution and will continue to be an open-door institution. The



Executive Orders are fluid and need to be communicated that way to staff and faculty. Some of the communications and rulings will change how the college operates as institutions that continue some past practices will be at risk of losing federal funding.

- Serving the entire diverse student population needs to be figured out but one population of students, whether it be race, gender or orientation, cannot be treated differently than another. There is a bill in front of Kansas that will make the use of pronouns illegal. This would apply to applications, meaning options would no longer be gender based with male, female and other categories – as of February 28, the choices will be male or female. The college would not have an option to include that without losing federal money. People would still be respected for how they see themselves. These actions are not from the college; these are Executive Orders from the federal government. Dr. Mosier read communication from the Department of Education stating that the Office of Civil Rights does not tolerate any overt or covert racial discrimination, the law is clear, that treating students differently on the base of race or other items such as diversity, racial balancing, social justice, equity, or under other pretenses is illegal and violates Supreme Court precedent. The language is clear, institutions that fail to comply with consistent and applicable laws face potential loss of federal funding.
- Website scrubbing is being done. KCKCC has been taking a proactive approach as this is not new to the state of Kansas; some of this was implemented over two years ago when the elimination of Diversity, Equity and Inclusion (DEI) was implemented, the college changed the Center of DEI to the Center for Equity, Inclusion and Multicultural Engagement because those items are important to education and to KCKCC's inner workings with each other and with students. Centers that have similar representations of services are being looked at; the college needs to carefully review how some things are structured to ensure good decisions are being made for the institution and the students. Dr. Mosier stated that he shared that information with everyone out of transparency and honesty, which is how he always operates.
- The state of Kansas is in its budget season. Dr. Mosier was asked by a legislator during the budget proceedings if 51% of student enrollment was based on online enrollment as they wanted to cut about 50% of some funding sources, and if enrollment at community colleges was on a continued steady decline. Dr. Mosier explained that was not accurate for KCKCC – enrollment was up 6.5% this semester, spring to spring, the last two previous semesters for each semester was up 3.5%, and credit hour distribution for online classes, which is how the college gets paid not by headcount, was only about 31%. The colleges have a good advocate with Ms. Heather Morgan, Executive Director of KACC. Cuts have been reduced by about 40%, but there are still cuts to be made in the budget. The anticipated numbers for KCKCC were a \$250,000 cut for cybersecurity, a 40% reduction in student success equaling about \$446,000, a technical innovation grant for \$9,000, technology fund \$19,000, tech equipment \$25,000 – in total a projected cut of about \$750,000 for KCKCC for this next fiscal year. Work will continue with Ms. Morgan and the legislators.
- A reporter and photographer from the “The Hechinger Report,” a national magazine

with “The New York Times” and “USA TODAY,” visited the college to write a story on what KCKCC is doing with Panasonic. Dr. Mosier will also be interviewed by “The Educational Magazine,” which has an online subscription of a couple million individuals and about 250,000 in the United States, for an article about Ten Inspirational Educational Leaders of 2025 in Higher Education.

- The position description for the Vice President of Student Affairs and Enrollment Management will be posted this week. The title is being updated for an emphasis on enrollment management, admissions, persistence and completion; the title will be the Vice President for Enrollment Management and Student Affairs.
- The downtown project is making good progress with the first concrete being poured two weeks ago for the foundation stem walls to sit on for the basement walls which are about 20 feet tall. The photos posted on LinkedIn have received almost 11,000 impressions in the last two weeks. The winter weather has delayed construction and possible overtime would be implemented to stay on schedule.
- Dr. Stacy Tucker, Director of Honors Education/Phi Theta Kappa/Service Learning, and the Phi Theta Kappa (PTK) team received the 2024 PTK Reach Award. The college’s PTK students will receive that special stole to wear at commencement.
- KCKCC was recognized as a finalist for the Kansas City, Kansas Chamber of Commerce Partner of the Year Award, the event will be held on Tuesday, March 4.

Chair Isnard called for a motion to accept the report. Trustee Gilstrap made the motion. Vice Chair Ricketts seconded the motion. **The Motion Carried.**

**12. Executive Vice President’s Report:** Chair Isnard called for the Executive Vice President’s report. Dr. Scott Balog highlighted the following –

- Attended the productive trip to Washington, D.C. to advocate on behalf of KCKCC and community colleges nationwide. Gave special thanks to Trustees Isnard, Hoskins Sutton and Ash for their time and support to the advocacy efforts and to Mr. Joseph Sanchez, Student Senate President, for his attendance as congressional members enjoy hearing directly from students. Positive meetings were attended with the college’s delegation and with staff at the Department of Labor. Thanked Ms. Kris Green, Vice President of Marketing and Institutional Image, and the president’s office for the support with planning the trip.
- KCKCC continues to grow relationships with area school districts, specifically in Leavenworth around Career and Technical Education (CTE) and with Piper High School and Kansas City, Kansas Public Schools around entrepreneurship work.
- Relationships are being cultivated with community-based organizations in the area like the Chambers of Commerce and the Downtown Shareholders of KCK.
- Work continues to advance with the American Association of Community Colleges (AACC) Electric Vehicle (EV) Hub consortium partners including Feeding America and the Society for Human Resource Management.
- Work is being systematized to better plan and track progress on activities and initiatives using tools like Planner. The college is moving to a different monthly reporting approach from respective areas; the WorkBoard platform has been

procured and over the next six months KCKCC's Director of Institutional Effectiveness and Dr. Balog will be building the college's presence on that platform in preparation for the rollout with the next annual strategic planning cycle.

- Gave thanks to all the team leads and internal coaches for their commitment to and work on KCKCC's installation of "The 4 Disciplines of Execution" (4DX) across all college areas.

Chair Isnard called for a motion to accept the report. Vice Chair Ricketts made the motion. Trustee Criswell seconded the motion. **The Motion Carried.**

**13. Vice President Academic Affairs Report:** Chair Isnard called for the Vice President Academic Affairs report. Mr. Jerry Pope highlighted the following –

- Two good news items from the Higher Learning Commission (HLC). 1) HLC accepted KCKCC's interim monitoring report without needing further information. The next event with HLC is their midcycle visit in February 2027. Work on that assurance argument will begin soon. 2) Notice was received of the HLC staff recommendation to approve KCKCC's Pell-eligible prison education program substantive change application for Welding Certificates B and C at Lansing Correctional Facility. The college was previously a second-chance Pell program, this is the next step in the process. Ms. Ashley Irvin, Associate Dean of Career and Technical Education, did a lot of work on the applications and on the Memorandum of Understanding (MOU) with the Kansas Department of Corrections. The approval is pending final action by the Institutional Actions Council on March 10 and 11.
- In response to Vice Chair Ricketts's question during the Learning Commons presentation this evening by Dr. Amanda Williams, Director of Library and Learning Services, about connecting with struggling students, Mr. Pope confirmed with Ms. Cecelia Brewer, Dean of Academic Support and Assessment, that the staff review ratings of students, and reach out to those students based on that information.
- Ms. Cecelia Brewer, Dean of Academic Support and Assessment, Dr. Amanda Williams, Director of Library and Learning Services, and Ms. Angie Miller, Director of Assessment, attended a conference in Hawaii and presented "A Journey from Probation to Progress: Transforming a Culture of Assessment at a Community College." KCKCC has been contacted by several institutions because of the college's assessment story. Faculty participation, full time and adjunct, in class level assessment is a strong 80% compared to 63% last year.
- Bettering Life Utilizing Education (BLUE) 101 Freshman Seminar faculty, Ms. Karisse Whyte and Dr. Todd Miles are attending the 44th Annual Conference on the First Year Experience in New Orleans to help improve the first-year experience course for students.
- Welcome Week had many presenters, including a well-known session coordinated by Dr. Gena Ross, Director of Student Support for Program Success, and Dr. Stephen Nettles, Director of Institutional Effectiveness, titled "Serving At Risk Students;" this is a two-part session with the second part being presented in August.

Chair Isnard called for a motion to accept the report. Trustee Gilstrap made the motion. Vice Chair Ricketts seconded the motion. The Motion Carried.

**14. Vice President Student Affairs and Enrollment Management Report:** Chair Isnard called for the Vice President Student Affairs and Enrollment Management report. Dr. Tom Corti, Interim Vice President of Student Affairs and Enrollment Management, highlighted the following –

- Enrollment numbers remain very strong. As of this week, headcount is up 4.6% and credit hours are up 6% compared to last spring and for the two-year comparison, headcount is up 8.5% and credit hours are up 10%.
- Athletics – the men's basketball team is on a 19 to 8 streak and are ranked 22nd in the nation. Men's soccer has a new coach who was the women's soccer coach and was soccer coach of the year. The field house is repair is coming along, but the teams are still practicing at Homefield Kansas City.
- Student Success Center – Placement testing increased about 43% compared to last year increase, this is a good indicator.
- Additional things can be done to increase the relationship with recruiting Hispanic students and their families. Admissions has two bilingual staff members and for the first time this spring, a Hispanic counselor is attending the Hispanic career fairs. At no additional cost, business cards can be in English and Spanish.

Vice Chair Ricketts confirmed that headcount and credit hours were increasing and gave kudos for the work. Dr. Corti replied that enrollment is a team effort between many areas. Dr. Mosier added that the college gets paid by credit hours and this trend means students are taking more credit hours; the average was about 9.0 credit hours per student head and that number is increasing. Chair Isnard agreed that was a nice trend as he was glad to see the students can finish quicker and it is good for the institution.

Chair Isnard called for a motion to accept the report. Trustee Gilstrap made the motion. Trustee Criswell seconded the motion. The Motion Carried.

**15. Vice President Finance and Operations Report:** Chair Isnard called for the Vice President Finance and Operations report. Dr. Patrick Schulte highlighted the following –

- The college received the county property tax allocation of about \$24 million which substantially increased revenues; from this point forward, that will be a declining balance as expenses are paid through the year.
- Business Office – Data requests for student information are being routed directly through Dr. Schulte's office who will validate the information and review the inquiring source; respect was given to all the college areas, especially Student Affairs, who are working closely with Dr. Schulte on those requests. The Business Office has expanded their office hours to better serve students. Annual tax forms for 2024 were sent by the end of January. A request for proposal (RFP) for onsite food service was published on February 13. Budget information was sent to the departments and is underway; the majority of budgets were received back last

Friday and next steps will continue with the budget timeline on reviewing budgets and bringing the strategic new asks forward. The state funding position is being closely monitored.

- The Human Resources team is actively recruiting for the Controller position, a Graduation Specialist and the Director of Student Engagement.
- Information Services is progressing with the Ellucian team in preparation for Software as a Service (SaaS).
- College Police – Chief of College Police Kacey Wiltz started with KCKCC on Monday bringing more than 22 years of experience in law enforcement, having served in various roles with the Lawrence Police Department and the Topeka Police Department. Most recently, she served as a School Resource officer and was honored as the 2023 Kansas School Resource Officer of the Year. Chief Wiltz earned a master's degree in criminal justice and is working on her Ph.D. in criminal justice leadership.
- Facility Services continues an approach to deferred maintenance at the college locations. The cold weather puts stressors on the facilities and the response and engagement of Facility Services in making sure the locations are accessible and open has been excellent. Work on the development of the downtown project continues working closely with the downtown partners.
- The Wellness Center kicked off its 30/60 Miles in 30 Days Challenge on February 3 with 34 registered participants.

Trustee Hoskins Sutton questioned if the food service would offer meal plans to the student housing residents. Dr. Schulte explained that the college is exploring more of a retail operation and that an expansion into student meal plans could be discussed. Trustee Hoskins Sutton agreed that that was a good start, so students did not need to walk far for food. Vice Chair Ricketts commented that there had been much turnover in the food service area and wondered what could be done to make it more sustainable for the next vendor, possibly food plans. Dr. Schulte responded that the RFP is looking at vending service options also. Dr. Mosier added that COVID hit the food service hard because students were not on campus. Dr. Mosier pointed out that student housing has full kitchens which would make the food plan idea difficult, but maybe the regular student population would have interest.

Dr. Mosier invited Chief Kacey Wiltz to introduce herself. Chief Wiltz expressed excitement at being at KCKCC and looked forward to partnering with leadership throughout the college in support of all students as 10 years of her law enforcement profession was school-based policing. The Board welcomed Chief Wiltz.

Chair Isnard echoed the comments about the food service as it has been a frustration for quite a while, and it is difficult to find the right thing that will be sustainable and the right thing for the students. He gave appreciation for the work in looking for those options.

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

16. **Vice President Educational Innovation and Global Programming Report:** Chair Isnard called for the Vice President Educational Innovation and Global Programming report. Dr. Fabiola Riobé highlighted the following –

- Enrollment Overview – Kudos to Online Education Services for progressing the Genius integration and handling 248 support tickets focusing on faculty inquiries. Adult and Continuing Education is growing with 439 participants to date; in measurable skills gain from the General Education Diploma (GED) and English Language Acquisition (ESL) programs, KCKCC is at 68% which is above state benchmarks. Workforce Innovation started the new Industrial Maintenance Technician (IMT) program with nine students and is on track for fall 2025 enrollments as new cohorts and new programs are developed. Kudos to Dr. Candice Scott, Assistant Director of International and Immigrant Student Services, and her team who has 90 international students with 26 new students this semester – a 25% increase from fall 2024 and an 80% growth since fall 2023. High School Partnerships is creating new opportunities and pathways for enrollment with Mr. Julius Brownlee, Assistant Director of High School Partnerships, having a consistent presence within the schools; currently about 1,200 students from the high schools are enrolled in programs with over 9,500 credit hours.
- Student Success – Dr. Jack Henderson, Executive Director of Workforce Innovation, has engaged with internal stakeholders and external partners around how KCKCC could expand apprenticeship opportunities and work-based learning. International students were supported with the creation of new orientation and onboarding programs to help that transition; the most recent international student orientation had 26 students in attendance. Dr. Richard Wallace, Director of Adult and Continuing Education, and his team are reviewing alternative placement measures to help students onboard with the GED or ESL programs and there are 14 new GED students. Susan Stuart, Director of Online Education Services, and her team are streamlining dual and concurrent enrollment and noncredit pathways while helping manage a new system integration.
- Quality Programs and Services – Two new micro credentials linked around financial literacy will launch in the fall: 1) a personal finance program and 2) a financial literacy planning course that will be embedded in the high schools in support of a new high school mandate that requires all K-12 institutions to have financial planning in their curriculum. Sixty new online enrichment courses were added to the continuing education program.
- Employee Engagement – President Mosier presented at the Workforce Development Institute (WDI) conference which a strong delegation from KCKCC attended to better understand how the work will be done and how to align with K-12 partners and the workforce.
- Community Engagement – KCKCC was named in two of the six Collective Impact Grants awarded by the Kauffman Foundation: one focused on entrepreneurship and one in line with reentry and prison education. This summer, the first study abroad initiative will launch – KCKCC is officially global.

Trustee Criswell commented that a few years ago the word global was not in the conversation and now it powerfully is. She felt proud, honored and grateful for the work being done by the President's Cabinet, faculty, staff and the Board.

Vice Chair Ricketts expressed excitement and gave thanks for Dr. Riobé and her team's work. She was glad that KCKCC was the connection to providing financial education in K-12. She continued that it was phenomenal for the college to have international students, both for their benefit and for the local students to be able to interact with people from other countries. Dr. Riobé explained that the financial education component was extremely necessary and gave thanks to Mr. Rich Piper, Director of Technical Programs/KCKCC Liaison to the KC FAME Chapter, for pushing financial education with the FAME cohort students.

Dr. Mosier clarified that the nine IMT students mentioned were only in customized training and did not include the 20 students in the Panasonic cohort, which is run once in the first semester and once in the second semester; 16 students now plus up to 20 students starting in week eight or nine this semester.

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

17. **Vice President Marketing and Institutional Image Report:** Chair Isnard called for the Vice President Marketing and Institutional Image report. On behalf of Ms. Kris Green, Vice President of Marketing and Institutional Image, Mr. Randy Royer, Director of Media Services, highlighted the following –
- The Marketing and Institutional Image (MII) division has two widely important goals (WIGs) for “The 4 Disciplines of Execution” (4DX): the Vice President of Marketing and Institutional Image (VPMII) presented the website design to student groups and ensured the customer service survey was part of all completed project emails related to marketing projects.
  - The VPMII launched new digital advertisements promoting the college to those applying for federal aid and students who may want to enroll in 8-week classes.
  - Working with High School Partnerships, the division created a promotional toolbox to help promote college classes to high school students.
  - The VPMII worked with the Executive Vice President to complete the content and design for the most recent strategic plan update. Collaboration was done with Student Affairs and Enrollment Management to complete the presentation for the Student Satisfaction Inventory.
  - The MII division completed the hiring process for two positions: a content specialist and multimedia designer.
  - The VPMII worked with Human Resources, Student Affairs and Enrollment Management and others to communicate strategic messages about housing, inclusion and the hybrid remote work pilot program.
  - The VPMII worked with the president's office to host a reporter from the nationally known “The Hechinger Report” at KCKCC. The MII team completed work on a

national feature in “The Education Magazine” and local news stories on the downtown center.

- o The MII division is working on the new gymnasium floor design.

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

18. **Unfinished Business:** Chair Isnard presented the nominations for the 2025 KCKCC Board and College Committees, and Delegate Assignments, noting that there were very few changes this year for committee assignments.

- For the **Board Audit, Finance and Facilities Committee**, Chair Isnard nominated **Ms. Evelyn Criswell as Chair**, with **Mr. Don Ash and Mr. Mark Gilstrap as members**. Chair Isnard called for motion to approve the Board Audit, Finance and Facilities Committee assignments as nominated. Vice Chair Ricketts made the motion. Trustee Criswell seconded the motion. **The Motion Carried.**
- For the **Board Community Engagement Committee**, Chair Isnard nominated **Ms. Mary Ricketts as Chair**, with **Mr. Don Ash as a member and Mr. Brad Isnard as a substitute member** as needed since there were not three committee members. Chair Isnard called for a motion to approve the Board Community Engagement Committee assignments as nominated. Trustee Criswell made the motion. Trustee Gilstrap seconded the motion. **The Motion Carried.**
- For the **Board Policy Committee**, Chair Isnard nominated **Ms. Linda Hoskins Sutton as Chair**, with **Dr. Brenda Scruggs Andrieu and Ms. Mary Ricketts as members**. Chair Isnard called for a motion to approve the Board Policy Committee assignments as nominated. Trustee Scruggs Andrieu made the motion. Trustee Criswell seconded the motion. **The Motion Carried.**
- For the two **Board Representatives of the Executive Committee for the Foundation**, Chair Isnard nominated **Mr. Brad Isnard and Ms. Linda Hoskins Sutton** to continue those roles. Chair Isnard called for a motion to approve the Representatives of the Executive Committee of the Foundation assignments as nominated. Vice Chair Ricketts made the motion. Trustee Gilstrap seconded the motion. **The Motion Carried.**
- For the **Delegates of the Association of Community College Trustees (ACCT)**, Chair Isnard nominated **Mr. Don Ash** to continue his role as the delegate and **Mr. Brad Isnard** as the alternate. Chair Isnard called for a motion to approve the Delegates of the Association of Community College Trustees (ACCT) assignments as nominated. Vice Chair Ricketts made the motion. Trustee Criswell seconded the motion. **The Motion Carried.**



- For the **Delegates of the Kansas Association of Community Colleges (KACC)**, Chair Isnard nominated **Mr. Don Ash** to continue his role as the delegate and **Mr. Brad Isnard** as the alternate. Chair Isnard called for a motion to approve the Delegates of the Kansas Association of Community Colleges (KACC) assignments as nominated. Trustee Gilstrap made the motion. Vice Chair Ricketts seconded the motion. **The Motion Carried.**
- For the **Representative of College Senate**, Chair Isnard nominated **Mr. Brad Isnard** to continue that role. Chair Isnard called for a motion to approve the Representative of College Senate assignment as nominated. Trustee Criswell made the motion. Trustee Gilstrap seconded the motion. **The Motion Carried.**

#### 19. **New Business:**

- Chair Isnard invited Trustee Linda Hoskins Sutton, Chair of the Board Policy Committee, to present the College Policies. Trustee Hoskins Sutton presented the following –
  - The three policies were in the Board packet – Work Breaks (Policy 5.43), Return of College Property (Policy 5.44), and Leave Time for Election Day Voting (Policy 5.65). Robust conversation was had about work breaks and Trustee Hoskins Sutton wanted the staff to know their comments were seen and she reassured staff that administration would not deny a break for restroom use, medication or something similar.

Chair Isnard thanked Trustee Hoskins Sutton, commented that he heard some conversation with the College Senate around the policies, and gave appreciation for everyone's input and the committee's work as the policies were being updated. He noted that KCKCC has policies but would always comply with the law that would cover scenarios like medication breaks.

Chair Isnard called for a motion to approve the policies as presented. Trustee Scruggs Andrieu made the motion. Trustee Criswell seconded the motion. **The Motion Carried.** Chair Isnard confirmed that all three policies were approved in one vote. Trustee Hoskins Sutton asked if there was a preference for voting on each single policy in the future. Chair Isnard explained that like the Consent Agenda the policies would be approved at once and more in-depth discussion or a roll call vote could be had for a particular policy if needed.

- Chair Isnard invited Dr. Scott Balog, Executive Vice President, to present the KCKCC Strategic Plan Bi-Annual Report. Dr. Balog presented the following –
  - KCKCC's planning and work is guided by the college's values – student success, excellence, inclusion, innovation, integrity, and collaboration.
  - KCKCC's four priorities within the strategic plan include: 1) Student Success (provide services and resources that empower students to attain their goals); 2) Quality Programs and Services (provide excellence in education by offering relevant and innovative educational programs and services that meet the needs of our students and community); 3) Employee Engagement (foster an institutional culture that promotes diversity and inclusion, and a commitment to KCKCC, student and employee success); 4) Community engagement (advance KCKC to its next level of excellence and elevate the college's presence in the community).

- Recent accomplishments over the past six months and future projects for continued growth were highlighted.

Chair Isnard called for a motion to approve the KCKCC Strategic Plan Biannual Report. Vice Chair Ricketts made the motion. Trustee Hoskins Sutton seconded the motion. **The Motion Carried.**

- Chair Isnard invited Mr. Jerry Pope, Vice President of Academic Affairs, to present the Proposed FY 2026 Special Course Fees. Mr. Pope presented the following –
  - The proposed fees are in the Board meeting book beginning on page 121. These are the special course fees for post-secondary students taking courses. Comments were posted in the document to note significant increases or decreases. The college was carefully tracking the expenses. Some increases were due to equipment or a pricing increase in testing. Dr. Patrick Schulte, Vice President of Finance and Operations, added that this was moved forward by the Board Finance Committee.

Chair Isnard asked Trustees Criswell, Gilstrap, and Ash if there were concerns or questions from the Board Finance Committee. Trustee Criswell confirmed that the committee approved to present this to the Board and recommended approval by the Board as there were not huge increases and there were not a lot of increases.

Chair Isnard called for a motion to approve the Fiscal Year 2026 Special Course Fees. Trustee Criswell made the motion. Vice Chair Ricketts seconded the motion. **The Motion Carried.**

- Chair Isnard invited Mr. Jerry Pope, Vice President of Academic Affairs, to present the Program Revisions: Criminal Justice - Associate in Applied Science (AAS) and Criminal Justice - Certificate C. Mr. Pope presented the following –
  - The proposed program revisions are in the Board meeting book beginning on page 138. This program was not aligned with the Kansas Board of Regents (KBOR) and the college was moving to put it in alignment; the college has the option to not align programs. If KCKCC is not in alignment for this program, the college is not eligible for Perkins. The changes included a couple of new courses that were created, the large number of electives were changed, and obtained alignment with the state-approved law enforcement academies. Work has been done with the KBOR staff, the advisory committee and the faculty member. There are two proposals. Certificate A was not an approved exit point, now the college has the approved exit point of Certificate C and an Associate in Applied Science (AAS).

Chair Isnard called for a motion to approve the Program Revisions: Criminal Justice - Associate in Applied Science (AAS) and Criminal Justice - Certificate C. Trustee Gilstrap made the motion. Vice Chair Ricketts seconded the motion. **The Motion Carried.**

- Chair Isnard invited Dr. Patrick Schulte, Vice President of Finance and Operations, to present the Proposed FY2026 Tuition, General Fees and Student Housing Fees. Dr. Schulte presented the following –

- This was presented at the Board Finance Committee. A zero-dollar increase was given to Wyandotte County in-district residents since those individuals were already paying a portion of the property tax; that total remained at \$83 per credit hour. For in-state, metro rate, online rate (non-Wyandotte County), out-of-state, and international fees comparisons were made to Metropolitan Community College (MCC) and Johnson County Community College (JCCC), a review of KCKCC's rates was done while working towards maintaining affordable access to education for students, and considered how to appropriately price to increase additional tuition revenue as state and federal funding resources may be on the decline; this led to recommended increases of \$1.50 in-state, \$2.00 metro rate, \$2.00 online rate, \$3.00 out-of-state, and \$3.00 international. The KCKCC FY2026 per credit hour amounts remain lower than MCC and JCCC. A 3% and 5% increase in credit hour enrollment was calculated with confidence in the 5% opportunity for KCKCC to generate additional enrollment which would bring in about \$582,000 additional of tuition revenue next fiscal year. That was the recommendation moved forward by the Board Finance Committee.
- Dr. Mosier pointed out that some colleges have additional student fees like technology fees. MCC does not have that fee yet have a higher rate; JCCC has a \$16.00 fee similar to KCKCC. In calculating this comparison and knowing the probability of state budget cuts, the standard tuition rate per residency and that dollar fee were considered to help cover some of that balance and not putting the entire burden of the state cuts on the students.
- Dr. Schulte shared the proposed student housing revenue and expense model and explained the approach with Dr. Mosier was to make sure the college was netting almost to zero in relation to taking care of the debt service, providing the resources needed for the individuals running the facility, and the facility's expenses. Considering the projected occupancy rates for the next year, this year's information was utilized as a guide for a \$50.00 increase in cost per semester rate per bed. The cost would increase from \$3,000 for the term to \$3,050 for spring and for fall. That would net down to under \$21,000, knowing there would be some potential variability in expenses, being relatively close to this year's budgeting and maintaining an affordable opportunity for students to reside on campus.
- Dr. Mosier added that that is significantly below anything that is comparable in quality, age and amenities; KU and K-State are about \$11,000 per year for a shorter term versus KCKCC's \$6,100 for 10 months. That was the recommendation moved forward by the Board Finance Committee.

Chair Isnard called for a motion to approve the Fiscal Year 2026 Tuition, General Fees and Student Housing Fees. Trustee Criswell made the motion. Trustee Ash seconded the motion. **The Motion Carried.**

- Chair Isnard invited Dr. Patrick Schulte, Vice President of Finance and Operations, to present the 2025 Mileage Reimbursement Rate. Dr. Schulte presented the following –
  - Annually the Board Finance Committee, would adopt the acceptance of the annual


Internal Revenue Service's mileage reimbursement rate. This year there was discussion on a way for the Board to blanketly adopt that annual rate. The rate would be reviewed by the Board Finance Committee on an annual basis, but not necessarily for recommendation of change unless there was a reason to amend it. The Board Finance Committee recommended that the Board adopt the acceptance of the annual Internal Revenue Service (IRS) mileage reimbursement rate.

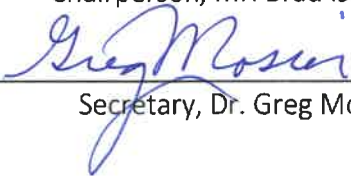
Chair Isnard agreed with that idea of not having the Board come back to it every year. Chair Isnard called for a motion to adopt the acceptance of the annual Internal Revenue Service's mileage reimbursement rate. Trustee Criswell made the motion. Trustee Hoskins Sutton seconded the motion. **The Motion Carried.**

20. **Adjournment:** Chair Isnard called for a motion to adjourn the meeting. Trustee Ash made the motion. Vice Ricketts seconded the motion. **The Motion Carried.**

The meeting adjourned at 7:30 p.m.

ATTEST:

  
\_\_\_\_\_  
Chairperson, Mr. Brad Isnard

  
\_\_\_\_\_  
Secretary, Dr. Greg Mosier