



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, October 15, 2024 – 9:00 A.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 9:10 a.m. at KCKCC-Pioneer Career Center Conference Room and in the KCKCC Zoom meeting platform on Tuesday, October 15, 2024. The Pledge of Allegiance was led by Trustee Ash.
2. **KCKCC Mission Statement:** Chair Isnard read the College mission statement.
3. **Roll Call:** Trustees present were Chairman Brad Isnard, Vice Chair Evelyn Criswell, Mr. Donald Ash, Ms. Linda Hoskins Sutton, Dr. Brenda Scruggs Andrieu and Ms. Mary Ricketts. Mr. Mark S. Gilstrap was not present.
4. **Approval of Agenda:** Chair Isnard called for a motion to approve the agenda. Trustee Scruggs Andrieu made the motion. Vice Chair Criswell 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 in the meeting room or online.
6. **Recognitions/Presentations:**
 - Chair Isnard invited Mr. Ryan Kuvin and Mr. Eric Mora of LinkedIn to present the LinkedIn Hiring Pilot Review. Mr. Kuvin and Mr. Mora presented the following –
 - Mr. Ryan Kuvin oversees LinkedIn's new higher education partnerships in the Central United States. Mr. Eric Mora oversees the new and scaled academic partnerships across North America at LinkedIn. They shared data slides to show what LinkedIn has been capable of and what they are delivering. Shared a snapshot of the LinkedIn

Talent Insights portal, which aggregates data from their 1-billion-member network into actionable insights for partners, showed there are over 44,000 higher education professionals in the Kansas City metropolitan area and which skills are the fastest growing. This contributes to economic development where LinkedIn can guide partners in seeing what the residents of the metropolitan area are interested in and what the highest needs of skills are to fuel the fastest growing industries. These insights make partnerships productive and successful.

- In May, the main goal was to competitively position the College as an employer of choice. There were three overarching goals to accomplish: 1) cast a wider net and spread the reach of jobs; 2) shift the approach to proactively source and tap into passive candidate pools, not relying solely on inbound applicant pools, especially for high priority senior level positions; and 3) drive employer brand awareness at scale and highlight what makes the College a special place to work, the culture and values.
- With four months of data, LinkedIn has executed these goals and made an impact: 1) the promoted jobs received 230,622 impressions leading to 1,153 applicants; 2) the sourcing team has contacted 698 new candidates boasting a 33.7% response rate; and 3) KCKCC's LinkedIn company page has gained 793 new followers and 3,403 page views. Three hires have been confirmed from LinkedIn in these four months: 1) the Chief Human Resources Officer position; 2) a professor of psychology role; and 3) an administrative assistant. Colleges and universities leverage LinkedIn to build off positive momentum like this that has been created in talent acquisition and economic development.
- Shared data of KCKCC's growth across stages of the candidate journey for the 4-month pilot period and the eight months prior. Focus was on two specific outcomes: 1) awareness – with this partnership nearly 300,000 people were exposed to the KCKCC brand on LinkedIn versus 10 people in the eight months prior; and 2) clicks and engagement - the prior eight months was zero and has currently ballooned to 19,000; and for the jobs specifically being promoted on LinkedIn for KCKCC, from May to August equaled 13,646 views, 850 applicants; when September was added it increased to 19,400 views, over 1,100 applicants. It is building and gaining momentum quickly.
- Shared a powerful anecdote and a quote from the KCKCC talent acquisition team with the takeaway to be excited for the bright future because LinkedIn allows and empowers teams to do more with less in a time where it's increasingly critical by using data, artificial intelligence and automation.
- Dr. Mosier added the College wanted to emphasize that the competition for talent gets tougher each year. With Dr. Balog's guidance, KCKCC started to look at using more direct targeted recruitment efforts and using LinkedIn since they have many users. Administration wanted to share with the Board the results of what has taken place these months and take a look at how to continue to move forward as great hires were found in this.

Trustee Ricketts gave thanks for all that was done and mentioned she had shared her excitement the first time she saw a KCKCC position posted on LinkedIn. She asked what the benefit was of looking for passive applicants versus those that are labeled open to work. The LinkedIn representative answered that many people are not actively applying to 10s or 20s of jobs at a time, but they are open to the right opportunity should it present itself and LinkedIn helps the College place job opportunities in front of the Kansas City community proactively rather than retroactively or relying on organic traffic to the website. Dr. Balog, Executive Vice President, added this approach allows KCKCC to target other regions across the country.

- Chair Isnard invited Mr. Jerry Pope, Vice President of Academic Affairs, to present the Annual Assessment Report. Mr. Pope presented the following –
 - Mr. Pope introduced the two employees that created this report - Director of Assessment, Ms. Angela Miller, and Dean of Academic Support and Assessment, Ms. Cecelia Brewer.
 - This is the first time to have had a summary of assessment as the information was compiled from fall 2019, which is the first time the College started doing this assessment report through spring 2024. Now there is a good baseline and this is the opportunity to look back and work on continuous improvement.
 - This report looked at the program learning outcomes, department level or discipline learning outcomes, student learning outcomes from each program versus those that were recorded on an assessment plan. That baseline of information, percentages and totals are recorded on page 12 and 13 of the assessment report.
 - Program level assessment percentages were comparable to what was done in previous years for the assessment plans and action plans. A spike in incomplete or not submitted status reports and a slight increase in some missing assessment finding reports were noted. It was discovered where most of that problem lay, it should not happen again and a fix is being worked.
 - Program level assessment completion rates are recorded on pages 14 through 25. Each two-year assessment cycle contains four submissions: the assessment plan in the first fall, assessment findings in the spring, action plan based on those findings in the second fall and the status report in the second spring.
 - A pilot for course level assessment was completed. There has been a robust process for assessment for individual sections. One item highlighted in the College's most recent Higher Learning Commission (HLC) report and what will be reported at the end of the year are course level assessment. For example, Composition I may have 30 sections that are all modalities: post-secondary students, high school students, blended classes, hybrid, HyFlex, face-to-face and online. All of those are being studied to ensure there are no discrepancies in how they meet the learning outcomes. A pilot was done with Composition I and Algebra as those are among the two highest enrolled courses. Over a period, the top 10 most enrolled courses will be done which will cover close to 100% of general education students and much of the workforce programs.
 - Class level assessment highlights the work of individual instructors and the reflection

on student learning. On pages 28 through 31, is a summary of those submissions with examples provided by the instructors. One item noticed was the improvements on timing and redesigning of assignments and there was increased focus on comparison between terms.

- Assessment is always a work in progress and it is getting better.

Trustee Ash has appreciated the periodic assessment newsletter as it is really helpful to Trustees to be able to track and monitor items. Dr. Mosier mentioned that he forwards that newsletter to the Board.

Trustee Ricketts asked if any good surprises stood out on the reports for the assessment team. The Assessment representative reported accolades were included at the back of the report and three programs were highlighted. Trustee Ricketts gave thanks for all the work.

Trustee Hoskins Sutton recalled that all of this came about because of the way the College was lacking with the Higher Learning Commission and was very pleased to see KCKCC was in the assessment mode and was going to stay in the assessment mode to stay accredited.

Chair Isnard agreed it was great continued progress and gave thanks.

- Chair Isnard invited Mr. Jason Sievers, Deputy Chief of College Police, to present the 2024 Annual Security and Fire Safety Report. Mr. Sievers presented the following –
 - This Annual Security and Fire Safety Report is required under The Clery Act for all educational institutions of higher education to be published annually by October 1 of every year. The Clery Act is a consumer protection law and is meant to help keep students, both future and current, and employees informed about crimes on campus. KCKCC's crime statistics are excellent - they are very low compared to other parts of the city and even just outside of campus borders. This is due to the College Police's diligent patrol and focus on high visibility which is a great deterrent for criminals.

Trustee Ash commented that in addition to the increase of visibility is educating constituents on what can be done to ensure their safety so they are not selected as a victim and asked Mr. Sievers to expand on some of the prevention programs the College Police offer. Mr. Sievers explained the College Police offer general safety classes to students every semester on all campuses. The classes are advertised on the web page and via email. Some faculty members bring entire classes and host a class period of the active shooter response training or the general safety training. The College Police welcome the college community to request trainings for classrooms. The College Police also visit the childcare center and offer Halloween safety and different trainings.

Trustee Ricketts questioned if anything specific was being done for student housing. Mr. Sievers explained the College Police participate in their Resident Advisor (RA) training at the beginning of

the semesters, they work with the Student Resident Life Director and Coordinator to make sure they are informed on what they need to do and fire drills are performed. This month during the Centennial Hall Halloween celebration the college community is invited to visit and the Police Department will be there to interact with students, hand out literature and share information.

Trustee Ash commented it was great to see all the zeros on the spreadsheets and the College could be proud of that, especially when the campus sits in the middle of an area with much police activity around it.

Chair Isnard liked the safety tip sheet of what students, faculty and staff can do to keep the statistics down and to not become a statistic – he hoped it was being posted around campus. Mr. Sievers thanked marketing for the design of the handout and explained it is used regularly at all the events.

7. Communications:

- Chair Isnard invited Dr. Greg Mosier, President, to present the Board of Trustees Annual Food Drive. Dr. Mosier presented the following –
 - This is the fifth or sixth year the Board of Trustees Food Drive has been held to help bring food to the student community as the holidays approach. There has been wonderful participation from Board Members, the College at-large, administration and many of KCKCC's partners. KCKCC has a student population that is sensitive to food insecurity and the institution wants to help students be healthy versus hungry. The successful food drive has been appreciated by students. Dr. Mosier encouraged everyone to participate. The donations would be shared at the November meeting.

Chair Isnard shared it is one of his favorite events every year since it is difficult to concentrate on academic or career achievement when a person is not sure if they would get to eat each day. He was excited to participate and make an impact.

Trustee Ricketts added that she helped facilitate conversations during COVID, during the Kansas Beats the Virus project with Kansas Leadership Center and KCKCC's food pantry was able to purchase refrigeration which made a huge difference for students on campus. Trustee Ricketts expressed her passion for this drive.

- Chair Isnard invited Dr. Greg Mosier, President, to present the Introduction of Mr. Robert Walker, MBA, Chief Information Officer. Dr. Mosier presented the following –
 - The new Chief Information Officer, Mr. Robert Walker, brings much and varied experience from institutional to corporate experience, having his last position working directly for Ellucian which is the College's Student Information System (SIS). That experience will be helpful as KCKCC continues to work with Ellucian to move into the cloud. His experience also includes being the Vice President of Technology at Arizona Western College and Chief Information Officer at Grantham

- University and Concord Career College. This is his fifth day on the job.
- Dr. Mosier gave thanks to Mr. Peter Gabriel for his six years of service as Chief Information Officer and building that area to make sure the networks are safe.
 - Mr. Walker thanked the Trustees for the warm welcome and from his colleagues and the community. He expressed happiness to be back home in Kansas City and to be a Blue Devil. The College would be continuing a significant change in growth and these would be a busy couple of years. He looked forward to helping lead the College during that time with the competent leadership team. Information Services would be managed with a great deal of communication, the change would be managed carefully and the Board would be well aware of what was being done and accomplished in the next few years.
 - Mr. Walker noted that if he had waited one day to apply to KCKCC, the LinkedIn statistics would have increased by 33%.

Chair Isnard and the Board welcomed Mr. Walker. Chair Isnard looked forward to seeing his impact.

8. Board Committee Reports: Chair Isnard invited the Board Committees to report.

- On behalf of the Board Finance Committee (BFC), Vice Chair Criswell, Chair of the BFC, reported the BFC met on Tuesday, October 8. The College continued to manage its financial resources well; the financials were reviewed. There was a discussion about the 2025 medical and dental health benefit insurance presented by Ms. Lorraine Mixon-Page, Chief Human Resources Officer, a presentation by Mr. Jerry Pope, Vice President of Academic Affairs, regarding the Career and Technical Education (CTE) fees and updates were given on the downtown location and the gymnasium floor.
- It is known that KCKCC is an excellent institution and when that is said with facts and examples it really rings true. Last month, Vice Chair Criswell pointed out how KCKCC's financial reporting was unparalleled compared to community colleges in the region and maybe in the country. Vice Chair Criswell did some comparative analysis of other community colleges and saw they have revenue in, they manage their expenses, they pay their bills and they manage controversy when it arises. The way KCKCC manages its finances is a whole different world as it is an evolved and refined financial management practice. For example, KCKCC does predictive modeling to know what is expected at what time of year or which year and manages revenue and expenses. It is important for taxpayers to have an understanding that in addition to managing the flow of revenue and expenses, KCKCC also invests. When the College has returns on those investments, it means that KCKCC has an opportunity to ask for less from the taxpayers and that is important. The College excellently manages its finances and has an evolved and refined financial management practice.

Chair Isnard called for a motion to accept the report. Trustee Ricketts made the motion.

Trustee Scruggs Andrieu seconded the motion. **The Motion Carried.**

- On behalf of the Board Policy Committee (BPC), Trustee Hoskins Sutton, Chair of the BPC, reported the BPC met last week, reviewed some policies and hoped to be bringing the policies to the Board next month for approval.

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

- On behalf of the Board Community Engagement Committee (BCEC), Trustee Ricketts, Chair of the BCEC, reported the BCEC met on Thursday, October 10. A key topic was the intentional building of the committee with a focus on including diverse community members across Wyandotte County and at least one representative from Leavenworth County. The BCEC will contact recommended individuals with the goal of having the full committee established and fully operational by January 2025. The BCEC will be updating their vision, mission and purpose statements, which would be shared with the president and Board Chair.
- The committee remains mindful of their role to uplift and support the work of KCKCC's faculty and staff. The BCEC is confirming what their lane is so that they stay in that lane as a committee with the purpose of becoming strong advocates and voices throughout the community to highlight the dynamic work that is happening at the College while bringing forward community needs or challenges that could otherwise be overlooked.
- About a year ago, Trustee Ricketts shared with the president that oftentimes when out in the community, individuals will hear things that the president was not going to hear and it is important for Trustees to share that as they will hear something different than what staff is going to hear.
- Ms. Kris Green, Vice President of Marketing and Institutional Image, is working on shareable documents that will help the Board become a more united front in ensuring that all have the appropriate facts and data to share with the community. This is especially important when the Board, as community members and Trustee Board Members, are asked to share updates on the College in general conversations or a speaking event.
- Ms. Green has shared recent community surveys. The BCEC will review those to determine their role in supporting the work of the College.
- Part of the Trustee Board Members' responsibility includes representing the College to the community and vice versa, as well as advocating on behalf of the College and the BCEC will continue to focus on these responsibilities moving forward.

Trustee Ash added that Trustees have been really busy attending a number of various public events and organizational events, not only Trustees but staff too. A few weeks ago Trustee Hoskins Sutton, Trustee Scruggs Andrieu and Trustee Ash with Dr. Patrick Schulte, Vice President of Finance and Operations, and Dr. Tiffany Bohm, Dean of Health Professions,

participated in the Blind All-Stars 5K Run which is a fundraiser for the Kansas School for the Blind at 11th and State Avenue and the College was a sponsor of the event. Trustees attend the legislative forum, various community events, the Powell event and Livable Neighborhoods. The Trustees are getting out there at various events, some of which the College is a sponsor for and some not. The Trustees are happy to do that as part of their duties and responsibilities while some events funnel into their passions. Any Trustees that care to join in are welcome. Any administration or staff that care to join are welcome - Trustee Ash knows that some attend a number of events because he sees them and is happy to include them.

Trustee Ash announced the survey that Ms. Green shared in 2023 would be submitted again to capture campus-wide who is involved in service clubs or organizations where employees are volunteering their time and talent in the community, making contacts, being a visible KCKCC person wearing Blue Devil swag. The BCEC is anxious for the 2024 report as individuals are giving thousands of hours across campus. An organization put a dollar amount on that of over \$31.00 an hour which adds up quickly in terms of the value to the community and these organizations. Trustee Ash gave appreciation to the entire campus community that has been involved. That is community engagement and that is where we need to be since community is a part of the College's name.

Trustee Ricketts added that it's not just showing up to events but it's also making sure to share what the College is doing, that all have the same message as a united front and having the voices of the community members to come back and share with the Board and with the president.

Chair Isnard announced an upcoming community relations event on Saturday, October 19 at 9:00 AM at the KCKCC Performing Arts Center. It is hosted by the Mayor and is a Public Officials Town Hall. Chair Isnard will be representing KCKCC along with at-large commissioners, District Attorney (DA), representatives from The Board of Public Utilities (BPU) and presidents of the Wyandotte County School Boards. Chair Isnard encouraged anyone interested to attend and hear from local elected officials.

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

- As the Kansas Association of Community Colleges (KACC) Delegate, Trustee Ash reported the KACC is busy working with the Kansas Board of Regents and others in preparation for the new legislative session in January. The KACC is monitoring how the Kansas Board of Regents is coordinating the community colleges. There was great news that Ms. Kathy Wolfe Moore of Wyandotte County, Kansas City, Kansas was appointed by Governor Kelly to the Kansas Board of Regents. She's a former state legislator, has worked professionally at the University of Kansas Health System and is now retired but volunteers there about 20 hours a week. In her previous legislator role, she was a key person for the College and Wyandotte County, was able to work

across the aisle, to form alliances and coalitions to help get things done that benefit people. She is a great person and very approachable, intelligent and collegial and KACC looks forward to working with her and having a friend on the Board of Regents. Also, the former President of Fort Scott Community College, Ms. Alysia Johnston, is on that Board. The next KACC meeting is the first weekend in December in Parsons, Kansas at Labette Community College.

- As the Association of Community College Trustees (ACCT) Delegate, Trustee Ash reported some Trustees are attending the ACCT Annual Leadership Congress meeting in Seattle next week. Trustee Ash will travel on October 21 to attend the Governance and Bylaws Committee meeting on Tuesday morning at 10:00 AM. Trustee Hoskins Sutton's Diversity, Equity and Inclusion (DEI) Committee meeting is that same day from 3:00 PM through 5:00 PM. The Trustees will be busy workshopping and attending sessions. For example, that's where they hear about topics like LinkedIn, Ellucian, what's working and what's going on. It will be the first trip to the ACCT event for some Trustees. Chair Isnard is scheduled to attend the pre-Congress Chair's Academy.
- Trustee Ash asked Trustee Hoskins Sutton if she had something she wanted to report from the DEI committee. Trustee Hoskins Sutton knew last time that Trustee Ash mentioned he had not gotten his information, but the DEI Committee got the information already and were set to go. Trustee Hoskins Sutton commented that the last minutes that the Board would be approving today stated that she did not have information to add to the report and she thought that was an odd statement to be in there because Trustee Ash usually reports and if she has something to say she will and she did not have anything to say last month. Trustee Hoskins Sutton reported she did not sign up for one of the pre-academies which cost money but she did sign up for a free one that's at the same time as the pre-academies and is titled "Innovative Solutions for Student Support and Offsetting College Expenses." Trustee Hoskins Sutton is looking forward to that because, even talking back to the food drive, KCKCC has students with a lot of different needs so if there's something that she can report back that can be done to help students she is looking forward to that.
- Trustee Ash agreed that every year food insecurity and housing insecurity for students nationwide is heard about and is a serious challenge. The food drive is appreciated to help students be successful. KCKCC helped eliminate some of the housing insecurity and may have the opportunity to do more in the future as the student housing has been fully occupied since it opened and has a large waiting list every semester, every year. The Trustees hear some of those same topics and there are innovative and creative things that, like Trustee Hoskins Sutton said, the Trustees will be happy to bring back and share.
- Trustee Hoskins Sutton reported the free Innovative Solutions session she is attending is on the same day at the same time from 1:00 PM to 4:00 PM as the academy that Chair Isnard will be attending.
- Trustee Ash, Trustee Hoskins Sutton and the other Trustees hope to have more to

report next month.

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

9. **Consent Agenda:** Chair Isnard called for a motion to approve the Consent Agenda. Vice Chair Criswell made the motion. Trustee Ricketts 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 –
 - Last week Student Senate worked a voter registration table at the College and had over 50 individuals sign-up for voter registration.
 - Student Senate is planning a Fall Festival for next week on October 25 in Lower Jewell Lounge from 6:00 PM to 8:00 PM.
 - Yesterday, Student Senate held a “Donut Worry” event where students could get donuts and sign up for the BlueConnect app.

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

11. **President’s Report:** Chair Isnard called for the President’s report. Dr. Greg Mosier presented the following –
 - The Student Senate is doing a lot of great work, led by Student Senate President Sanchez, and has wonderful ideas to enhance engagement with students among the College. Their work is appreciated.
 - Dr. Mosier was pleased to visit and have this meeting at the Pioneer Career Center. Ms. Marcia Irvine, Director of Pioneer Career Center, and her staff are doing great work.
 - Welcomed Mr. Bob Walker, new Chief Information Officer, and thanked Mr. Peter Gabriel, Director of Information Services, for his work.
 - Senator Marshall visited KCKCC yesterday. It was a good visit discussing the College, what KCKCC was doing at-large and with the downtown project.
 - Attended the Rita Blitt opening exhibition at the Mulvane Blitt Gallery in Topeka on Sunday which focused on women of abstract impressionism. It was a great turn out that showed the wonderful things going on with Ms. Blitt’s art world and what that brings to communities. There may be more discussion on that next month.
 - Ms. Kris Green, Vice President of Marketing and Institutional Image, and the marketing team won six national awards.
 - Last week Dr. Mosier participated in a panel discussion in Wichita with the Department of Commerce, Wichita Business and Kansas Manufacturing at the Kansas Manufacturing Summit hosted by the Kansas Chamber of Commerce. Several individuals asked questions specifically about what KCKCC is doing, the College’s role in expanding apprenticeship, the College’s partnership with Panasonic to bring 200

people through that specialized curriculum and KCKCC's partnership with the American Association of Community Colleges (AACC) and others.

- Dr. Mosier will be giving the keynote address at the National Institute for Construction Excellence (NICE) awards event on November 12. He will share the story about the downtown project and PGAV Architects are creating additional visual elements for the presentation. KCKCC has 20 seats available for the event.
- On November 14, the College will host the President's Leadership Circle breakfast.
- The College is heavily involved with some great non-KCKCC events in November - the Hispanic Development Fund's annual banquet and the High Aspirations Mentors' Challenge.
- Gave a reminder that flu season is coming up and to get flu shots. The COVID policies and procedures are almost done being updated.
- The College is in the final stages of an agreed upon sales contract with USD453 in Leavenworth for the Pioneer Career Center. KCKCC should be the proud owners of the center in a couple of weeks. This will allow the College to continue to offer the courses and programs as the new facility is developed and built.
- The Department of Housing and Urban Development (HUD) money was successfully transferred from brick and mortar to furniture, fixtures, and equipment (FF&E), saving the College \$2.92 million. Dr. Mosier gave appreciation to Merchant McIntyre Associates for their assistance.
- An exciting topic is that the grading permit for the downtown project was received. The demolition and the reshoring of State Avenue are complete. There will be about three and a half weeks of site grading work then building permit one and two should be received after some items are finalized with the Fire Marshall on permit one - within about 10 days. The project is now out of demolition and into the construction phase.

Chair Isnard called for a motion to accept the report. Vice Chair Criswell made the motion. Trustee 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 –

- The monthly update centers on KCKCC's institution strategy, partnerships and operations.
- The search for the College's new Chief Information Officer was completed and all are excited about welcoming Mr. Bob Walker to the KCKCC team.
- The past four months, a series of tone setting hires were made. Those brought on to the team have a combined over 75 years executive-level experience in their respective areas – Ms. Lorraine Mixon-Page as the new Chief Human Resources Officer, Dr. Patrick Schulte as the new Vice President of Finance and Operations, Mr. Bob Walker as the new Chief Information Officer and Dr. Tom Corti as the long-term Interim Vice President of Student Affairs and Enrollment Management.
- With support from Institutional Effectiveness, six strategic planning platform solutions were reviewed and one identified that the College would like to move

forward. At the next Finance Committee meeting and Board meeting, more will be shared about this. Over the next few months as the new platform is installed and loaded with content, a change will be noticed in the way administration reports to the Board, focusing more on strategy and impact. The monthly reports will culminate in biannual and annual reports to the Board and to the college community.

- Regarding partnerships, Dr. Balog and Dr. Ed Kremer, Dean of Math, Science, Business and Technology, recently hosted KC BioHub at the KCK Chamber and hosted the Economic Development Administration (EDA) that was touring the area. This was building off of the regional tech hubs proposal that was submitted. KCKCC was the only community college in the metro invited to contribute to that tech hubs proposal. There were visitors with EDA from Washington, DC, Denver and Kansas City. This was a trip that was coordinated, convened by KC BioHub. KCKCC was able to discuss interest in growing the College's biomanufacturing training which would be in partnership with Donnelly College to create a two plus two pathway for students focused on biomanufacturing in this area. EDA is very interested in the work that KCKCC is doing and the College is sharing with them the focus on biologics, biomanufacturing.
- Yesterday, Dr. Balog attended an economic outlook event with the Leavenworth County Development Corporation. They hosted this with the Center for Economic Development and Business Research through Wichita State University to discuss the future of Leavenworth's economy. Additional growth in construction and specialized trades is anticipated. It was interesting to learn more about the research that's going on through the center at Wichita State, its potential impact on the area and now starting to mobilize and align with economic development, workforce development efforts in Leavenworth County.
- KCKCC is coordinating the installation of "The 4 Disciplines of Execution" (4DX). The Franklin Covey consultants were at the College last month to facilitate the first team lead implementation session. Team leaders across the College are now socializing the methodology with their teams and developing their team wildly important goals, referred to as WIGs, and lead measures. Those team leaders will reconvene at the end of the month for the second implementation session. Dr. Balog thanked all the team leaders for their engagement and enthusiasm. Competitions are emerging among teams that are raising the bar and the performance levels.
- Gave thanks to Trustee Ricketts for her attendance at the Bootlegger's Ball on Saturday in Leavenworth benefiting the Lansing Educational Foundation and congratulated them on a splendid event that was over a year in the making and was enjoyed by all.
- Thanked Ms. Marcia Irvine, Director of Pioneer Career Center, and her team for hosting the Board meeting this morning, for Mr. Randy Royer, Director of Media Services, and his team for taking their show on the road and their support and Ms. Sheryl Brownell, Executive Administrative Partner to the President and Board of Trustees, for her efforts to handle the meeting arrangements.

Trustee Ash motioned to accept the report. Trustee Ricketts 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 –

- The highlights this month are about large projects in Academic Affairs.
- Statewide program alignment - Many of KCKCC's career and technical education programs are aligned at the state level. The Kansas Board of Regents (KBOR) and the Technical Education Authority (TEA) voted to check the alignment at each community and technical college. If the programs are not in alignment, the programs are not eligible for Perkins funding. The collection of that data started October 1 and by August 1 of every year, the president will be required to assert that it is known if a program is not in alignment. An example for why a college would not want a program to be in alignment, is if a community business partner wanted a different program than what was aligned at the state, then the college may decide not to align that program at the state level. There has been much discussion about this but this is how it stands currently. In the overwhelming majority of cases, colleges do want the programs to align. KBOR does not do this in a timely manner. Construction technology is going through realignment for 2025 – it was last reviewed in 2009. This questions how to keep the curriculum current and meeting the needs of business and industry partners if the wait for a realignment is 16 years.
- Math pathways - College algebra is no longer the gateway course for all of the transfer courses. There are three pathways: college algebra, contemporary math and elementary statistics.
- Redesign of developmental education - KBOR is not going to allow colleges to offer standalone credit for developmental education beginning fall 2026. Some options are supplemental course section, mandatory tutoring section, a bootcamp section or a compressed course section. The math group is working hard on that and the English group just started. KCKCC does a corequisite developmental education so if the College does not want to change the model, English is good but it is being studied to see if there are better ways to go.
- The Higher Learning Commission (HLC) interim monitoring report is due no later than December 31, 2024. Mr. Pope is reviewing the strong draft submitted by Ms. Cecelia Brewer, Dean of Academic Support and Assessment, and Ms. Angela Miller, Director of the Office of Assessment. The intent is to submit the report to HLC by Thanksgiving break. The following items are being reviewed and the process for those is being clarified: course level outcome, assessment strategy, a second complete cycle of assessment of courses, programs, general education, learning outcomes and institutional learning outcomes.
- The HLC visit date will be in November 2026. In January, Mr. Pope will reconstitute the HLC committee to begin working on the assurance argument which will be due 30 or 60 days prior to the HLC visit.
- Senator Marshall visited the College and looked at the biomanufacturing program and some of the health professions programs. Senator Marshall is an OB-GYN so he quizzed

some students.

- The Harvesters distribution took place at the Technical Education Center on September 27. Along with partnerships with United Way, Voter Network, KC Chiefs, KC Royals, Sporting KC, KC Current, \$32,500 was donated to Harvesters to provide additional nonperishables to multiple distribution sites this month and a total of over 20,000 pounds of food was distributed to 504 adults, 227 seniors and 563 children.
- The paramedic program had a 100% pass rate on their certification exam for their May 2024 graduates and they have a 100% job placement rate. The summer emergency medical technician (EMT) students had a 100% pass rate on their certification exam.

Trustee Hoskins Sutton questioned how the developmental realignment would impact students because many come to KCKCC not prepared and questioned if the College was working with the high schools to report what the students are lacking when they get to college to make sure they are ready. Mr. Pope answered that that is being worked through institutionally and at the state level but it not known yet; the College is conscious of those students, especially in this demographic. The College has all of the levels of corequisite support and maybe some mandatory training. For the Title III Grant, the College was able to use a placement testing that also will allow students to dig into exactly where their weaknesses may be and they can have some modules around those. This is a quick way for students to be able to get the support needed without taking a course. Dr. Mosier added that many states have been doing this for 10 to 15 years but the data now is showing that at-risk students are not successful. The presidents are trying to move something forward on that because students need options to be successful. Mr. Pope added that the courses can be offered but the consequence is not being in alignment with the performance agreement and not being eligible for new funding - the data is showing that this is late and it did not work. Trustee Hoskins Sutton thought maybe the two new people on KBOR could help because they would know the importance.

Trustee Hoskins Sutton noted that the Fulbright program was mentioned regarding the academic symposium and she stated that KCKCC did have the Fulbright program years ago with Dr. Henry Louis, Dean of Social and Behavioral Sciences. KCKCC used to have a Fulbright Scholar and it would be great if it came back because it helped students, faculty and staff to have that international perspective. Individuals in social sciences would know more about how that worked as Professor Dr. Valdenia Winn, with Dr. Louis, was very involved in that along with other social science faculty that has since retired. Mr. Pope thanked Trustee Hoskins Sutton for that context.

Trustee Ricketts asked for clarification that if KCKCC had an additional program that KBOR would say the College was out of alignment and could risk the Perkins funding. Mr. Pope answered yes. For the program alignments, if the program is not in alignment in every way it is considered out of alignment and the consequence is that the program is not eligible for Perkins funding. Dr. Mosier shared the example of the automation engineering technology (AET) program. The state's manufacturing curriculum is 10 or 15 years old. The College does not want to align to that as multiple manufacturers in the area need skill sets of today, not skill sets from

years ago. KCKCC is meeting the business and industry needs of today and tomorrow yet not able to utilize Perkins funding to purchase equipment and update labs.

Trustee Ash reiterated it's a continual struggle between the community college system and somewhat the technical colleges while KBOR figures out how to coordinate. KBOR does not control it, they are the Board for the universities and should be helping the colleges be successful and developing the workforce in Kansas. KBOR is getting into the responsibilities of a local Board. KACC is combating all the time and the presidents are in the combat all the way. Trustee Ash stated that Trustees need to engage with legislators to inform them. Trustee Ash agreed with Trustee Hoskins Sutton that, hopefully, KBOR Board Members Ms. Kathy Wolf Moore and Ms. Alysia Johnston would be able to help KBOR understand that a workforce needs to be built to have economic development in this state. KBOR wants to put it more onto the local taxpayers or the students. KCKCC is trying to help people out of food insecurity, housing insecurity and poverty. Dr. Mosier stated KBOR should not be forcing community colleges to teach a curriculum that is 15 years out of date. Chair Isnard added that a great thing about the community college model is that it is more nimble, able to innovate and change faster yet it is unfortunate to be held back by parts of the system that do not move as quickly. It is a constant battle between innovation versus compliance. Hopefully, a change for the positive is coming.

Trustee Ash motioned to accept the report. Trustee Hoskins Sutton 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. Greg Mosier, President, on behalf of Dr. Tom Corti, Interim Vice President of Student Affairs and Enrollment Management, highlighted the following –

- There is a new student engagement platform called BlueConnect, which Student Senate is helping to get people involved and sign up for BlueConnect. This app has much information about upcoming activities and events. Through this app, the College can connect with students and students can stay up to date in almost real time.
- The Student-Athlete Leadership Team (SALT) has been put together for FY2025. The team will be working to help shape the landscape of intercollegiate athletics at KCKCC, which is great involvement.
- The Counseling and Advocacy Center hosted the Women's Equality Day, Celebrating Kansas City's Black Suffragists, presented by Dr. Carmaletta Williams of the Black Archives of Mid-America.
- Student Engagement and the Art Gallery hosted and supported the Welcome Back Bash, Club Rush and Paint Throw Down. Over 600 students attended the event and it was great work by Student Affairs working closely with the student population.
- Enrollment is still up. There was a slight slip which is common as students may opt out of some classes that they are not doing well in; the College has efforts to continue to help those students. Enrollment was up about 4.5% in headcount and about 3% in credit hours. The College continues to emphasize and promote the 8-

week sessions. Ms. Kris Green, Vice President of Marketing and Institutional Image, and her team, marketed to increase the second 8-week enrollment. Enrollment for the second 8-week classes is up about 1,000 credit hours which is an increase of approximately 20% from the 20-day enrollment of last year. A day-to-day comparison is being built by the Director of Institutional Effectiveness.

Trustee Hoskins Sutton thanked Dr. Mosier for filling in for this report and stated as such she would forgo some of her questions. She commented that she liked the idea that Ms. Nicole Wilburn, Student Resident Life Director, would discuss with campus groups having summer camps use student housing. Many institutions rent their housing in the summer to bring in revenue versus having empty beds. Dr. Mosier agreed and explained the College specifically paused for the first two years of having student housing so everyone could get used to the center but now there is a push for hosting many groups, student activities and regional activities as KCKCC has several great fields plus a beautiful place for students to stay. Dr. Mosier thanked Trustee Hoskins Sutton for noticing that item.

Chair Isnard called for a motion to accept the report. Trustee Ricketts made the motion. Trustee Hoskins Sutton 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 Finance Committee worked through the process to give some insight into the financial position. Encouraged the full Board to reference the green and orange sheet as it gives a helpful financial forecast on when revenues come in and expenses go out. Noted for November and December the inflows are blank - the financials a month ago was a net asset increase of \$4.6 million, this last month it was down \$4.2 million partly due to timing and as the year goes by that will ratchet its way down. Looking at November and December financials, the expenses relative to revenue may shift but is in relation to timing as it is collected on the front end then used as a declining balance going forward.
 - Gave appreciation for Chief Human Resources Officer Ms. Lorraine Mixon-Page in working with Dr. Schulte and the benefits committee on the health benefits that would be presented later in this meeting. There had been good, open conversation with the benefits committee about the benefit structure and the development of that over the next 12-month period.
 - For 4DX, the finance side is focused on the goal of exceptional customer service and breaking down some of the barriers for students. The Business Office had conversations around food insecurity and are looking at food service requests for proposals (RFPs), vending RFPs, pouring rights agreements and finding ways to utilize food service and provide food service in various ways for students who may be struggling with food insecurity.
 - New markets tax credit conversations continue with up to four weekly meetings to work towards a closure date. That closure would mean the new markets tax credit

transaction would take place and provide the funds available to continue based on the new markets tax credit.

- In Human Resources, talent acquisition continues. Ms. Mixon-Page and her team continue to emphasize, along with the assistance of LinkedIn and other resources, how to attract employees to KCKCC, how to make sure KCKCC is an employer of choice and to get in front of individuals in various ways. Research is ongoing on a Gallagher study to review various college positions, getting an idea of the way positions are titled, what various positions the College has and doing job shadowing to get a more comprehensive idea of the positions KCKCC has and the positions needed.
- In Facility Services, the weight room is being finalized. Facility Services and Remco are working on the Wash Barn demolition at TEC and should be done by month end. The gymnasium floor process continues with a completion goal of mid-March. The mercury is mitigated and the floors are being installed. Athletics was notified and made alternative plans for where sports teams will play.
- Information Technology welcomed Mr. Bob Walker and Dr. Schulte was excited to have him on his team. Mr. Walker has talked much about process and procedure giving Dr. Schulte a playbook on how he will manage information technology.
- College Police continue to work on their infrastructure for staffing and their equipment. Chief of Police, Mr. Robert Putzke, has submitted his retirement effective January 6, 2025. Dr. Schulte will work on that phase planning.

Chair Isnard announced it was a great report and wished Chief Putzke the best in retirement.

Trustee Ricketts questioned if benefits for students were reviewed. Dr. Schulte responded that the College only runs insurance on students inside of athletics. Dr. Mosier replied insurance is offered for athletics and student clubs but not offered at-large for the entire student body; anyone participating in any college-related activity on campus or off campus is covered by the institutional insurance.

Trustee Ash asked how many people comprise the benefits committee. Dr. Schulte answered 16 employees from various positions offer a broad representation. Dr. Schulte stated that he and Ms. Mixon-Page want to lay out a plan for the next year to meet more often than just at the point of renewal on benefits.

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

Trustee Hoskins Sutton commented that she wanted to give Dr. Schulte time to sit down as her comments were not directed directly at him. She wanted to bring attention that, as Trustee Ash mentioned, several Trustees attended the KC Blind All-Stars Foundation 5K race, the race is pictured in the meeting book and Trustee Hoskins Sutton's name is not mentioned yet in her age group she was first in place. That day seemed like a team event with those that were all there together and then for Trustee Hoskins Sutton to not be included in the meeting

book is a pattern of microaggression. Trustee Hoskins Sutton stated she is being left out of a lot of things. She wanted to bring it to attention since there was talk about Trustees being a forefront. A better job needs to be done internally and not exclude. Talking about inclusion, there are a lot of places Trustee Hoskins Sutton is not being included now and she just wanted to bring that to attention.

Part of the reason this started coming out is in HR's report there is a workshop on inclusion. Trustee Hoskins Sutton attended an Association of Community College Trustees (ACCT) webinar about inclusion which talked about belonging and making people feel included. As a Trustee, she feels she is being excluded on things, which she can go into detail because she knows there will be some pushback. This webinar talked about how it trickles down and it has to start at the top. One thing mentioned that faculty can do to make their students feel more a part is the sense of belonging. For example, on student and employee applications, their legal name is received but what would they like to be called by? The webinar talked about what is being done to really make people feel inclusion.

Trustee Hoskins Sutton stated if she's feeling exclusion at the Board level, what is happening within the institution. It seems like it's just so blatant that for the last two to three years. Going back to why all this is coming together, in looking at this Blind race photo in the meeting book Trustee Hoskins Sutton is standing there but her name was not included.

Trustee Hoskins Sutton said this publicly because she wanted all the employees to know that she is not blaming them for anything, she is not chewing them out for anything, she does not want them to get chewed out for anything because however employees act, it is because they have been emboldened - they don't just act that way. Trustee Hoskins Sutton mentioned she did not want Mr. Rob Crane to get in trouble for this because she has known him for 30 years and she knows he would not exclude her intentionally.

Trustee Hoskins Sutton commented that this needs to be addressed. The Board cannot keep talking about being a united front and have this internal stuff going on on the Board. Trustee Hoskins Sutton is going to keep bringing it out. Trustee Hoskins Sutton spoke to Dr. Schulte and explained she wanted him to sit down because she did not want him to think she was calling him on the carpet as she was not. She was not calling anybody on the carpet. Trustee Hoskins Sutton did not want any employee to get in trouble for anything because however employees act toward her, it is because they have been emboldened.

Chair Isnard stated it was unfortunate that it was implied that any staff member would have done that on purpose and directed to move on since that had motion carried.

Trustee Hoskins Sutton agreed to move on as she claimed to have had the conversation with Chair Isnard and it was ignored.

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's report was given via a recorded video and highlighted the following –

- Dr. Mosier explained that Dr. Riobé was not present as she was nominated and accepted to the Lakin Institute for Mentored Leadership which is sponsored by the National Council on Black American Affairs and is a very prestigious leadership institute for up-and-coming rising stars in the leadership field.
- In Adult and Continuing Education, enrollment continues to rise. All general education development (GED) and English language classes are growing with waiting lists, which indicates high demand. To date, KCKCC has 33 GED graduates from the University of Kansas Health System and a Youth Ambassadors partnership began that focuses on empowering youth through skills, job training and mentorship. Revenue continues to increase by applying for grants, including the Workforce Innovation and Opportunity Act (WIOA) grant to help support the Kids on Campus programs.
- In High School Partnerships, in collaboration with the Jegna Klub, KCKCC is offering hands-on industry-recognized certificates to Pro Tools Sound Engineering. “Tuesday Takeover” and “Takeover Thursday” initiatives were launched where the high school partnership team are embedded in the high school district partners making sure to provide onsite counseling service and support in answering questions. Continuation of holding other events to help strengthen the relationship with local school districts.
- In International Scholar Services and Global Programming (ISS&GP), there has been a 40% increase in international student visa holders and new opportunities are being fostered to enhance comprehensive internationalization on campus. For example, the State University of New York – Collaborative Online International Learning (SUNY-COIL) initiative, where a team of faculty and the online education service team are learning the best tools and techniques on how to do collaborative online international learning. ISS&GP is partnering with great institutions to help build global awareness initiatives on campus and figure out the best resources and how to support international scholars. Dr. Candice Scott, Assistant Director of International and Immigrant Student Services, has been named the Kansas International Education Chair and presented at the Region II NAESA: Association of International Educations national conference.
- In Online Education Services (OES), there has been a successful transition to Blackboard Ultra and new integration tools are being promoted, like the EAC for assessment and the AI tool in Blackboard Ultra. OES is focused on getting faculty familiar with and thriving with the technology as they enhance their courses. OES has new virtual reality (VR) content being developed in partnership with some programs and the high school partnership team to help promote and enhance KCKCC programs and instructional material. OES is looking at new technology to start badging and providing micro-credential options so that programs are layered and OES is giving students more opportunity to demonstrate their competencies and skills.
- In Workforce Innovation (WFI), the Fall 2024 Automation Engineer Technology/ Federation of Advanced Manufacturing Education (AET/FAME) open house had 24 prospective students with 14 manufacturing partners. WFI participated with the high school partnership team in high school open houses, the Transition Day events at Fort

Riley and Advanced Manufacturing Day. WFI continues the partnership with local industries to promote the FAME and Industrial Maintenance Technology (IMT) program and to promote the opportunities that experiential learning could do for students. Dr. Riobé played a video of a KCKCC TEC student who is currently working for Amsted Rail stating the type of raise he will receive after passing his course. The student is the twelfth IMT trainee to be sponsored for Amsted Rail.

- International Education Week will be the week of November 18 and the College will host a major event which is a partnership between KCKCC, Kansas State University, Association of International Education Administrators (AIEA), and industry partners focused on the global workforce development. The theme is “A Community College and University Approach to Preparing Learners For Global Competence.” This is a registration-based event featuring dynamic keynote speakers and an engaging panel discussing global skills and competencies that are required for today's workforce.

Chair Isnard called for a motion to accept the report. Trustee Ricketts made the motion. Trustee Scruggs Andrieu 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. Ms. Kris Green highlighted the following –

- Ms. Green played a powerful workforce video coordinated with INX International, a company discussing the benefits of KCKCC's FAME program. Ms. Green shared that the student in the video bought his first house after finishing his FAME program which is what sparked the conversation between Mr. Rich Piper, Director of Workforce Innovation & Apprenticeships, Dr. Riobé, Vice President of Educational Innovation and Global Programming, and Ms. Green about recording this video. INX International was very generous in letting KCKCC inside their facility to get good on the ground footage. The video will be shown everywhere soon after INX International's legal team finalizes their review today.
- Ms. Green thanked her great team as they produce items seen every month at the Board meeting and every day across campus. The marketing team received six awards for their work. Four gold awards were received for the Centennial magazine, the “Ride the Cyclone” theater poster, the All-American Athlete social media post and the M-PACT microsite. Those gold awards is not in any one area of the work being done, but it's across a lot of areas of the College showing the depth of the quality of the team. The marketing team also won two bronze awards for the Blue Devil Block Party t-shirt and an original photo taken at a basketball game.
- The team appreciated getting the recognition at the conference and Ms. Kelly Rogge, Public Information Manager, and Ms. Green presented at the conference. One presentation was on the Centennial Anniversary and received much positive feedback about the depth and scope of the work that was done. The other presentation was on the College's experience with Archer Education and Clarus. Clarus is the College's digital marketing provider, which Ms. Green reported to the Board on the marketing

return on investment (ROI) and Archer Education is KCKCC's online journey and digital experience for students.

- Ms. Green has been working fairly extensively with Archer Education to expand the partnership which goes from now pre-application through admission through enrollment so students will have that hand-holding experience, be able to find the information they need from the very beginning of an inquiry through the time they enroll with an advisor. The paperwork is mid-completion to be able to build that experience and hopefully have it go live in early November when spring enrollment is available.
- Yoodle is the website redesign partner. The wireframes are put together. About half to two-thirds of the academic divisions have turned in their surveys and academic pages are being written for all programs so students get the needed information. The website redesign is getting close to being presented to administration to show what the new website might look like, what the research looks like and get buy in before moving to the implementation stage of the project.

Trustee Ricketts commented it all looks great and she is excited to see the level and the quality of work that Ms. Green and her team are doing.

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

18. Unfinished Business: Chair Isnard presented the Revision of KCKCC Board Assignment as follows –

- The revision of the KCKCC Board Assignment is due to the change of the Chief Information Officer (CIO). The Board Freedom of Information Officer position is traditionally held by the College's CIO which has recently been filled by Mr. Robert Walker.

Chair Isnard called for a motion to approve the Revision of KCKCC Board Assignment to include Mr. Walker as the College's Board Freedom of Information Officer. Trustee Scruggs Andrieu made the motion. Trustee Hoskins Sutton seconded the motion. **The Motion Carried.**

19. New Business:

- Chair Isnard stated the **FY2025 Master Contract Between The Board of Trustees Kansas City Kansas Community College and the Faculty Association of Kansas National Education Association (KNEA) Kansas City Kansas Community College** [Presented by Mr. Jerry Pope, Vice President of Academic Affairs.] was **approved** at the KCKCC Board of Trustees Special Meeting after the executive session which was held at 8:30 a.m. on Tuesday, October 15, 2024.
- Chair Isnard invited Mr. Jerry Pope, Vice President of Academic Affairs, to present the Special Course Fees for Excel in Career and Technical Education (CTE) for High School. Mr. Pope presented the following –

- The Excel in CTE course fees are course fees charged to high school students for career and technical education programs. This is a new process by the Kansas Board of Regents (KBOR). They are due to KBOR by October 31 then to the KBOR technical education authority to be approved in February. The College has started pre-entering the fees with any changes notated. On the fees list, the black font are fees paid to KCKCC by the student - those funds are used to buy materials. The blue font are costs that go directly to the students - there may be a high school that has agreed to pay some of those costs, they are largely supplies that can be bought anywhere, sometimes graduation fees and in some cases textbook. The far-right column shows the difference from last year to this year. This is a work in progress to make it as beneficial to the students as possible. Mr. Pope gave examples of some large decreases from programs determining that students' needs could be met by buying a classroom set of textbooks or a classroom set of tools to be used over a number of years. A few programs increased because of changes in prices or certification changes in a program.
- Dr. Mosier added for clarification that classroom tool sets etcetera are mostly purchased through Perkins.

Trustee Ash stated the information was reviewed in the Finance Committee meeting with very few questions as this is done every year and the committee voted to move it forward to the full Board.

Trustee Hoskins Sutton questioned if students, especially high school students, know about the fees ahead of time in addition to what the course will cost. Mr. Pope explained that students know about the fees various ways as, once approved, these high school fees are on the KCKCC website, students know when they enroll in those courses and anyone can visit the KBOR website and see these published fees. Trustee Hoskins Sutton made the point that individuals may not know about KBOR or what KBOR is and wanted the high schools to be aware of the fees.

Trustee Ash questioned if the high schools pay some of these fees for the high school students. Mr. Pope confirmed yes, some of the high schools do and some of the high schools pay specific fees but not other fees.

Mr. Pope clarified that KCKCC does communicate the fees to the high schools.

Chair Isnard called for a motion to approve the Special Course Fees for CTE for high schools. Trustee Ash made the motion. Trustee Ricketts seconded the motion. **The Motion Carried.**

- Chair Isnard invited Ms. Lorraine Mixon-Page, Chief Human Resources Officer, and Dr. Patrick Schulte, Vice President of Finance and Operations, to present the Annual Medical and Dental Benefits. Ms. Mixon-Page and Dr. Schulte presented the following –
 - The 2025 benefit renewal rates and information were in the Board packet.
 - The College partnered with the health insurance broker Bukaty Companies again to

review available options for health care benefits. Last year, KCKCC changed from Aetna to Blue Cross Blue Shield and at the time Bukaty, as part of their bid process, asked for a renewal guarantee of 12%. The College was cognizant of that during bids this year. Bukaty was able to successfully negotiate a 7.9% increase over the current rates versus that 12% guaranteed rate cap. Bukaty also received a quote from United Healthcare that proposed a 2.29% reduction in current rates without a rate cap guarantee. A rate cap guarantee would allow the College to better manage healthcare costs for the future. If KCKCC switched carriers again, there would be a second consecutive year of disruption to the current membership. No major complaints about the service from Blue Cross Blue Shield have been received. Given the lack of a rate guarantee from United Healthcare, the recommendation is to go with Blue Cross Blue Shield for another year for the 2025 plan year.

- For dental insurance, last year KCKCC benefited from a huge reduction in the dental rate with Delta Dental. For the premiums for this year, Delta Dental proposed a 6% rate increase. For the 2025 plan year, the recommendation is Delta Dental.
- The vision company, Surency, was negotiated last year for a multiyear renewal so there is no change to the rate for vision and the recommendation is to continue with Surency.
- For 2025, the recommendation for the cost share for the employee and the employer remains the same. Specific premium rates are in the Board packet.

Trustee Hoskins Sutton gave thanks for all the work in providing the information as having health insurance is important and a draw for employees. Trustee Hoskins Sutton asked about the difference between the PPO Preferred Care Blue and Select Blue other than the premium. Ms. Mixon-Page answered the Select Blue is a high deductible plan, which means employees would have to meet their higher-level deductible than what a traditional PPO plan offers. Trustee Hoskins Sutton questioned if the Preferred Care Blue is an even higher deductible. Ms. Mixon-Page clarified that two high deductible plans are offered and a Spira Care plan which is a much smaller network and like a PPO in terms of the deductible.

Chair Isnard explained if the question is between the two PPO plans, Blue Select Plus is a narrower network than Preferred Care Blue which is referred to as the I-35 plan with most of the hospitals in the core of the city. Ms. Mixon-Page added that HR will ensure that employees understand which hospitals are covered under which plan and to steer employees into some of the lower cost plans that will overall benefit the College in terms of the premium rates going forward.

Trustee Ash added the information was reviewed in the Finance Committee meeting with a recommendation to move to the full Board for approval.

Chair Isnard called for a motion to approve the Annual Medical and Dental Benefits. Vice Chair Criswell made the motion. Trustee Hoskins Sutton seconded the motion. **The Motion Carried.**


- Chair Isnard invited Dr. Greg Mosier, President, to present the Alcohol Resolution for the Retirement Celebration of Patrice Townsend. Dr. Mosier shared that Ms. Townsend is having a celebration for retiring from 40 years of work at the Kansas City Board of Public Utilities (BPU), she, her husband and daughter are KCKCC alum and all are original Wyandotte Countians. Dr. Mosier read the resolution as posted in the Board packet.

Dr. Mosier requested a motion to approve the resolution. Trustee Ricketts motioned to approve the resolution. Trustee Hoskins Sutton seconded the motion. Trustee Scruggs Andrieu opposed the motion. **The Motion Carried.**


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

The meeting adjourned at 11:16 a.m.

ATTEST:



Chairperson, Mr. Brad Isnard



Secretary, Dr. Greg Mosier