



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, December 17, 2024 – 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 5:01 p.m. at KCKCC- Main Campus Upper Jewell Lounge and in the KCKCC Zoom meeting platform on Tuesday, December 17, 2024. The Pledge of Allegiance was led by Chair Isnard.
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, Mr. Mark S. Gilstrap, Ms. Linda Hoskins Sutton, Ms. Mary Ricketts and Dr. Brenda Scruggs Andrieu.
4. **Approval of Agenda:** Chair Isnard called for a motion to approve the agenda. Trustee Ricketts 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 online.
 - Mr. Adam Hadley (23531 W. 74th Street, Shawnee, Kansas, Johnson County), Faculty Senate President, made the following comments about the proposed 2026-2027 academic calendar.
 - This is a calendar that has added five days for faculty work. The Faculty Senate has rejected this proposal and have expressed many concerns about the addition of the five workdays, three days in August 2026 and two days in January 2027. Historically, faculty have had five “floating days” in recognition of the flexible nature of their work. Faculty are 365-day professional employees, but the academic calendar has 177 days scheduled and this new calendar wants to add five days.

- Faculty work during summers, winter break and spring break. Since 1971, the calendars had those five floating days in there, so this would be a marked change in approaching the scheduling of this academic calendar. The five floating days recognized that faculty are called up during all times to work on hiring committees, participate in training – such as this past summer for the rollout of the new online learning management software system in June that faculty had to work on their classes for the fall 2024 semester. The importance of those five floating days is to recognize that faculty are working at all hours, at all times in service to students, recruiting, in service to the college, on hiring committees and other committees. At the last Faculty Senate meeting, the proposal was brought forth and the Faculty Senate rejected that proposal of the five added days.

Trustee Scruggs Andrieu asked if the preference was to have the calendar as it was with the five floating days. Mr. Hadley answered that was correct - essentially what was done for at least the past 50 years to recognize the flexibility of faculty work and to have those five floating days where faculty perform service to students in the college when it's needed, not just simply to have faculty scheduled on those calendar days.

Trustee Hoskins Sutton questioned if those five days were being added so it would be an additional 10 days in total. Mr. Hadley answered that was correct and the faculty sees that as an addition to their workload. Mr. Hadley continued that the Faculty Senate also rejected the proposal in deference to the Interest-Based Bargaining (IBB) process [contract negotiations] - the administration's negotiation team had acknowledged that this topic should be taken to IBB. Mr. Hadley added that there was a suggestion that it be taken to the contract negotiation process and the administration's negotiating team and the faculty negotiating team both agreed that it should be taken for contract negotiations, not to Faculty Senate.

Trustee Hoskins Sutton commented she had never seen this happen before and thought that between academic affairs, the president's office and faculty that that academic calendar was set and everyone was pleased. She questioned if Mr. Hadley was stating that this time that faculty were not pleased with the calendar. Mr. Hadley confirmed that was correct.

Chair Isnard gave thanks for the information, made note to respect the procedures for community comment and cautioned the Board to not make it too interactive - to hear the views of the public in this portion of the agenda, but if the Board had questions, he thought it would be best to provide those to Dr. Greg Mosier, President, to continue to work through that negotiation process.

- Mr. John Hattok (17213 Jamison Road, Leavenworth, Kansas; Leavenworth County), Kansas National Education Association (KNEA) Vice President, made the following comments about the proposed 2026-2027 academic calendar.
 - Since 1971, faculty have always come back the Monday of Welcome Week and have never had three extra days in the fall and two extra days in the spring – the

- calendar has always started on that Monday.
 - Faculty consistently work on hiring committees, negotiations and other committees on summer breaks and fall breaks, which is time that faculty give to the college and faculty views those five floating days being discussed as those days. There are also weekend deadlines for faculty which means that faculty now work weekends. If this calendar is approved, faculty will be working more than 182 days. Two years ago this five floating days was brought up in negotiations by Vice President Pope and, at that point, Mr. Hattok thought those five days were going to be put in a negotiation process with the union and the administration to be brought to negotiations.
 - Mr. Hattok asked the Board to either send this calendar back to Faculty Senate and the calendar committee to be rehashed or to approve the calendar but leave those five days out and have those five days pushed to the negotiation process.
- Mr. Darren Elliott (15905 W. 153rd Street, Olathe, Kansas, Johnson County), Kansas National Education Association (KNEA) President, made the following comments about the proposed 2026-2027 academic calendar.
 - During his 23 years as a KCKCC faculty member, he has served as KNEA President, Faculty Senate President, College Senate President, and is proud of the work always done collaboratively with the administration. He noted that in those 23 years, he has never come before the Board publicly to express concern.
 - This calendar was rejected unanimously by the Faculty Senate, which represents 160 faculty, and it was rejected unanimously by the KNEA, which represents 100 union members. Faculty believes this is a direct attack of shared governance. Faculty also know that the Higher Learning Commission (HLC) had dinged the college before for shared governance, and ironically HLC will be at KCKCC in the fall of 2026, which is the days these calendars add to the faculty calendar.
 - Many faculty were not happy. Many faculty believe this possibly violates the Kansas statute which requires that hours and amounts of work be mandatorily negotiable; the faculty would request that this topic go to negotiations. Faculty committed to the interest-based bargaining (IBB) process a number of years ago, where both sides sit down with an issue and discuss what the issues and interests are to reach common ground. There are interests for both the faculty and the administration and there are interests for the students which should happen in that interest-based bargaining, it should not be sent to the Board without context asking the Board to vote and make the Board the proverbial bad guy in this situation. Mr. Elliott continued that there is a lot of context behind this that cannot simply be addressed in three minutes, this issue is ripe for interest-based bargaining negotiations and that is where it should go, otherwise, Mr. Elliott did not know how the faculty could continue to believe the IBB is part of a shared governance model that KCKCC seeks to uphold. The faculty thought this process has undermined shared governance, it undercuts the processes this college has long held, it devalues the work that faculty do, and it deteriorates confidence in

- the relationship between the faculty and the administration over this issue.
 - Mr. Elliott respectfully requested that the Board send this calendar, either in whole or in part, back to Faculty Senate or to the negotiations process where these five days can be dealt with and figure out what the best interests are for the students, faculty, staff and administration and resolve it in that form.
6. **Recognitions/Presentations:** Chair Isnard announced there were no Recognitions or Presentations scheduled.
 7. **Communications:** Chair Isnard announced there were no Communications scheduled.
 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, December 10. As usual, the college continues to manage the finances and resources quite well. Discussion during the meeting included making sure the college consistently provides clarification to citizens regarding the burn rate - that is important for people to understand. KCKCC's average burn rate is trending at about \$7.6 million and in November the college's burn rate was \$6.6 million. The college wants to make sure individuals understand what is being done with the money they have entrusted KCKCC with and the institution will continue to educate the public on what the burn rate is, and that the college is correctly, appropriately and effectively managing the way the resources are spent.
 - For clarification regarding what goes into the downtown campus as it being classified as a "revenue," this does not mean the college took in additional funding. Part of the funding for the downtown campus is coming out of the reserves as it is like revenue is being taken in, but the project has not been built yet, which is clearly not the case.
 - Summary information and reports were given by Dr. Patrick Schulte, Vice President of Finance and Operations, on the specifics of the finances.
 - The college is consistently managing and consistently aligning to be able to educate the public about how well the college is managing.

Chair Isnard called for a motion to accept the report. Trustee 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 met and reviewed three policies for a first read. Depending on if the Senates have been able to review the policies will determine whether or not the BPC will bring policies to the Board for approval in January or February.
- Trustee Hoskins Sutton gave thanks to the committee and to Ms. Lorraine Mixon-Page, Chief Human Resources Officer. Trustee Hoskins Sutton mentioned that it seems like the policies are simple, but she enjoys the robust conversations about the policies as that is how the committee determines what they really want to do.

Chair Isnard asked if Trustee Hoskins Sutton was able to share the policy topics that were being considered. Trustee Hoskins Sutton shared that two were already policies that were being updated and that that information is not usually divulged until the policies are brought forward. She stated that if Chair Isnard wanted that information, she could bring it to the next meeting. Trustee Ricketts remembered that one policy was regarding time off for voting and one was regarding break times.

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 Community Engagement Committee (BCEC)**, Trustee Ricketts, Chair of the BCEC, reported the BCEC met Thursday, December 12. The BCEC will create a small pilot team of five community members that will help the committee test engagement strategies and processes before creating a larger community engagement team. The BCEC reviewed and confirmed which current public documents they want to share with the community members. These will be the same documents that the BCEC will share during the upcoming Board Retreat. The first set of emails will be sent this Friday to potential community members as part of the engagement process. The committee's virtual launch meeting is scheduled for January and the first in-person meeting with the community members is scheduled for February.
- The engagement plan for the committee will be quarterly with the pilot team of community members and continuing monthly with the internal Board team to review progress, address any challenges and ensure that the goals are aligned. The BCEC will continue to monitor and evaluate that pilot group and gather further feedback after the February meeting to share with the team.

Vice Chair Criswell asked for clarification on the plan of sharing the already-public documentation. Trustee Ricketts explained the documents that will be shared are the Centennial document, the annual report and the fast facts document so that all will have the same information.

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

- As the **Association of Community College Trustees (ACCT)** Delegate, Trustee Ash reported the Trustees are preparing for the ACCT Legislative Summit in February in Washington, D.C. The president's office has set appointments with the two Senators, is working on the appointment with newly elected Congressman Derek Schmidt and possible other appointments in D.C. Trustee Hoskins Sutton and Trustee Ash will travel a day early to attend their committee meetings. Arrangements are made for the Trustees that are attending. Not much is being done in Washington as it relates to affecting community colleges at this point, Trustee Ash thought it should start quickly

in January.

- Trustee Hoskins Sutton stated that according to last month's minutes in her report about the ACCT Leadership Congress trip in October and the Diversity, Equity and Inclusion (DEI) committee she serves on, she had mentioned she would report this month about an article she read. The website is Diversity Resources and the article title is "The Cost of Not Being Inclusive" by Shaimaa El Ghazali. Trustee Hoskins Sutton gave the following excerpts from the article:
 - In 2018, the Chief Executive Officer (CEO) of Papa John's made the company take a hard hit because of a racial slur he made with the consequences of that being that they lost millions of dollars and stores had to close.
 - In 2020, the CEO of CrossFit, made insensitive remarks about Black Lives Matter causing CrossFit to lose tons of partnerships in the United States, including Reebok and many others - this affected them worldwide.
 - Companies that prioritize inclusiveness see direct financial benefit, according to a research by McKinsey, with diverse teams, more creativity, better problem solving and an understanding of customer needs. An example is, Ben and Jerry's and how they have a loyal following and how they still do so well because they pay attention to inclusion.
 - The clear takeaway is that inclusion is not optional. The cost of not being inclusive can be measured in dollars, lost trust, and damaged reputation. It's about building a substantial business that can thrive in today's world.

Trustee Hoskins Sutton stated she could forward the article to interested Trustees. Trustee Hoskins Sutton thought that it does not matter whether it's a business in the business world or an educational institution, all have to be inclusive.

- As the **Kansas Association of Community Colleges (KACC)** Delegate, Trustee Ash reported that he forwarded to the Board a recap of the meeting from Parsons a couple of weeks ago that Heather Morgan, KACC Executive Director, put together. The information included the finalized legislative agenda for KACC for when the State House convenes in January and KACC's scheduled meetings for 2025.

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 questions, comments or a motion to approve the Consent Agenda.

Trustee Hoskins Sutton noted that she had two comments on Item A - Approval of Minutes [of the November 19, 2024 Meeting], on page 14 of 118 in the overall meeting book or page 11 of 26 on the specific minutes.

Trustee Hoskins Sutton first addressed the way the minutes were written about Dr. Tami

Bartunek, former Chief Marketing Officer. Trustee Hoskins Sutton wanted to give a clarification that she knows Dr. Bartunek really well, she does fabulous things in the community and when they see each other, they talk. Trustee Hoskins Sutton stated that they have talked recently and Dr. Bartunek understands and knows that Trustee Hoskins Sutton was not saying that Dr. Bartunek had done anything wrong. Trustee Hoskins Sutton thought it should be clear and that it's imperative that because of the way the minutes were written that Trustee Hoskins Sutton make this statement that Dr. Bartunek knows, that Dr. Bartunek and Trustee Hoskins Sutton have talked and Dr. Bartunek knows that Trustee Hoskins Sutton was not saying that Dr. Bartunek had done anything wrong.

Trustee Hoskins Sutton next addressed that below that a statement she made was not included, so the conversation was not completed. Trustee Hoskins Sutton pointed out that above the words "Additional conversation ensued" it reads "Chair Isnard thought it was important to remember that things do not have to be something intentional, that some things are oversights and can happen." Trustee Hoskins Sutton affirmed the statement she made after that was not included and the correction is that she wants that to be included in the minutes. The statement that should be included should be "Trustee Hoskins Sutton said that a single oversight is very different from a pattern of oversight over several years."

Trustee Hoskins Sutton motioned to approve the minutes with that correction added that "Trustee Hoskins Sutton stated that simple oversight is very different from a pattern of oversight over several years."

Chair Isnard stated there was a motion on the floor and wondered if Trustee Hoskins Sutton may be willing to amend her motion that the video would be reviewed again to make sure the wording was correct before the Board approved the minutes with that edit. Trustee Hoskins Sutton agreed and noted that she may not have stated it exactly but knew that she had made that statement and remembered addressing Chair Isnard. Trustee Hoskins Sutton commented that her main concern was that with her statement being left out, the conversation was not completed and that as long as there is an understanding that her statement that was said immediately after Chair Isnard's statement is going to be added then she was okay, but her statement should not be left out because it was part of the conversation.

Dr. Scott Balog, Executive Vice President, added that the archive would be reviewed to ensure that the minutes accurately reflect the comments made by Trustee Hoskins Sutton.

Chair Isnard confirmed that Trustee Hoskins Sutton's motion was to approve the consent agenda with a review of that portion of those minutes to correct the statements. Trustee Hoskins Sutton agreed. Trustee Scruggs Andrieu 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 is working on a safety walk around campus to see which items need

- to be fixed such as sidewalks and water fountains.
- Student Senate hosted a finals breakfast on December 9 which served over 250 students and staff.
- This Thursday from 9:00 a.m. to 1:00 p.m., Student Senate will host Winter Wonderland. There are 59 families registered.

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

11. **President's Report:** Chair Isnard called for the President's report. Dr. Scott Balog, Executive Vice President, on behalf of Dr. Greg Mosier presented the following –
- President Mosier sent his regrets for being unable to attend this meeting.
 - The year was full and productive with many projects in the works, such as the downtown project, new assessment processes being implemented, advanced emphasis on high school partnerships and international development, preliminary work on the Lansing site, implementing "The 4 Disciplines of Execution" (4DX) as the institution's new operational model and much more. Gave sincere thanks and gratitude to the countless people it took to make all this happen.
 - KCKCC's 100th Candle Lighting Ceremony was celebrated last week. This was a great event with amazing talent demonstrated by students, faculty and staff.
 - The holiday party was wonderful and it was terrific to see so many people attend, including members of the Board of Trustees and retirees.
 - Emphasized the terrific work everyone at KCKCC is doing to continue the level of excellence in multiple areas and even enhance what the college does and how it is done with 4DX.
 - Wished everyone a happy and safe holiday season, with the hope that all have the opportunity to spend time with friends and family. Dr. Mosier looked forward to seeing everyone again in 2025.

Trustee Hoskins Sutton gave kudos under this report since her comments are regarding the Foundation office which reports to the president's office. Trustee Hoskins Sutton noticed in the separations that Ms. Katie Lindgren, Foundation Coordinator II, is resigning. She stated that Ms. Lindgren would be missed and that her work with the scholarship within the Foundation has been amazing. As a Trustee, one of Trustee Hoskins Sutton's committee assignments is the Foundation and within that she serves on the scholarship committee and reviews many applications – the same as other members who are on that committee. Trustee Hoskins Sutton pointed out that Ms. Lindgren has streamlined the process to be smooth and it was amazing what she has done. Trustee Hoskins Sutton was sorry that Ms. Lindgren was leaving and thanked her for all she has done as she brought up this scholarship process to be seamless and smooth. Trustee Ash seconded that sentiment. Trustee Ricketts commented on how the Foundation has come along beautifully and smoothly. She stated that the scholarship process was a big challenge from the years that she served on the Foundation and Foundation has worked hard on streamlining the process to maybe extend the scholarship timeframe.

Trustee Hoskins Sutton motioned to accept the report. 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 –

- This past month, work continued with the EV Hub Consortium and the American Association of Community Colleges. The college hosted a representative from the American Association of Community Colleges who visited to learn more about KCKCC's work to develop, sustain and grow the Automation Engineer Technology apprenticeship in support of Panasonic Energy Corporation of North America. The program will be used as a model for colleges across the country and electric vehicle and component manufacturing.
- Ms. Ashley Irvin, Associate Dean of Career and Technical Education, and Dr. Balog traveled to Austin, Texas with consortium partners to visit Austin Community College and their Tesla Training Center. There was a tour of Tesla's Gigafactory to learn more about their operation. Tesla manufactures the Cybertruck and Model Y at their Austin Gigafactory and they produce a Model Y in just 16 minutes based largely on robots. This is why KCKCC's training within automation engineer technology is important.
- Prior to the Thanksgiving holiday, President's Cabinet hosted a quarterly retreat focusing on "The 4 Disciplines of Execution" (4DX) implementation, prioritization of facilities projects contained in the college's master facilities plan, and the road map for the upcoming technology modernization. Cabinet is also focused on spring enrollment across all college programs and the Pioneer Career Center in Leavenworth. Satellite locations require a distributed approach with instruction and student support services and ways are being explored to expand course and service delivery across all sites.
- Thanked the Trustees for representing KCKCC by attending annual meetings, dinners, galas, and other celebrations hosted by partners this past month.
- A highlight event was attending the unveiling of a traveling history exhibit sharing the rich history of Sumner High School produced by four Sumner Academy students with support from KCKCC team member Ms. Shai Perry, Gallery Coordinator/Art Instructor, and Dr. Aaron Margolis, Humanities Associate Professor. The college was proud to sponsor the exhibit and KCKCC looks forward to hosting it on campus in the spring semester. Vice President Pope and Dr. Balog were in attendance for the school assembly where the project was unveiled. Gave special thanks to Ms. Perry and Dr. Margolis for their support of the project.
- Thanked colleagues across the college for their engagement and support of the implementation of 4DX this semester. Late last month, an abbreviated 4DX overview and implementation session for academic program coordinators was hosted. Earlier this month, a Team Lead Launch Review for non-academic areas was hosted with work now being done with those areas to finalize their wildly important goals (WIGs) and lead measures ahead of the go-live in early January. The opportunities and ideas yielded is extraordinary.

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

- The first bullet point in the highlight report is no longer accurate. Dr. Mosier had reviewed the Higher Learning Commission (HLC) report and it was submitted with confirmation this morning. The response will be reported in January.
- The Kansas Board of Regents (KBOR) performance report is typically reported in January, but KBOR voted on it on November 20 and KCKCC was approved for 100% of new funding.
- The Interdisciplinary Undergraduate Research Symposium has grown over the years and had 97 participants this year. This is an opportunity for students to report and share their research projects. Gave kudos to everyone involved.
- The Honors Music Appreciation attended a rehearsal at the Kauffman Center and participated in a question-and-answer session. The students shared that it was an interesting opportunity.
- Lansing Correctional Facility - KCKCC is gearing up for the newly added Certificate B in spring 2025 through requests from the Department of Corrections and individuals at Lansing Correctional Facility. The college received grants to get more equipment. Gave thanks to Mr. Chris Nicoll, Welding Instructor, who was working with students who completed the program a couple of years ago so they could remind themselves of the skills and would be ready to start that cohort in the spring.
- The Culinary Arts program had their culinary capstones, the food was really good.
- The Commission on Accreditation and Physical Therapy Education (CAPTE) - KCKCC's Physical Therapy Assistant (PTA) program was approved to be hybrid and is the first program in the country approved to be hybrid. A full class is expected to start in the spring. Gave congratulations to the faculty and the dean.
- High School Portfolio Days hosted 73 USD500 high school students that brought their art and that art was adjudicated. It was a fantastic event with a local artist that shared some of his work process and reviewed students' art.
- Freedoms Frontier National Heritage Area - Dr. Balog, Mr. Pope and others attended the fruition of a wonderful project led by Dr. Aaron Margolis with a received grant showing the history of Sumner High School. It is a travelling exhibit on banners that will be presented at the USD200 and KCKCC Board meetings. Gave thanks to all that participated and to the presenting student.
- Pinnings - The PTA Pinning is tonight and the Nursing Pinning is tomorrow night at 7:00 PM in the Performing Arts Center.

Trustee Hoskins Sutton questioned how the PTA clinicals will be affected now that the program will be hybrid. Mr. Pope understood there would be an on-ground component, that the didactic portion would be online to limit the amount of time students must attend class

physically. Trustee Hoskins Sutton presumed that probably over the long run that would increase enrollment and stated she was glad to see it. Mr. Pope agreed.

Chair Isnard called for a motion to accept the report. Trustee Ricketts made the motion. 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. Tom Corti, Interim Vice President of Student Affairs and Enrollment Management, highlighted the following –
- Spring enrollment is robust and the numbers are encouraging compared to last spring semester.
 - The Athletics field house completion date has been delayed to May as part of the construction process. Encouraged all to attend games this spring semester at locations around the area since there is not a home court. Women's volleyball placed fourth in the nation and women's soccer placed seventh nationally. Gave congratulations to Mr. Greg McVey, Athletics Director, for a great record - the best the programs have done at KCKCC.
 - Financial Aid had problems with the Free Application for Federal Student Aid (FAFSA) rollout. On December 11, President Biden signed into law a hard deadline for the Department of Education to release the FAFSA by October 1 which is important because students must submit it to get their financial aid package estimated. This past year, FAFSA did not come out until January which was late and affected a number of students.
 - The Student Success Center had an increase of about 40% in visits this semester compared to last semester.
 - This past week the post-admission engagement module was rolled out. Working with Archer Education to assist on a process for students that have been admitted but have yet to enroll. This should yield good results in the spring and upcoming semesters.

Trustee Ricketts asked for more information about Archer Education and their concept. Dr. Corti explained a challenge was KCKCC having a 40% increase in applications, but not around a 40% increase in students registering for class. There were discussions with Archer, the company used to drive increased applications, to help with the next stage of proactively engaging students to move from being accepted to enrolling in classes. Dr. Corti stated that he could share the mock student steps that Archer developed for the college; these steps help students in that overwhelming process to enroll in classes. Trustee Ricketts would appreciate seeing the demographics of the students that have the gap in applying, being accepted and enrolling. Trustee Hoskins Sutton agreed.

Trustee Hoskins Sutton acknowledged the resignation of Mr. Ruben Rodriguez, Head Coach-Men's Soccer, on the report and gave thanks to him for all he did for the college in getting the men's soccer program started. Dr. Corti agreed and explained that Mr. Rodriguez decided to leave coaching and move into another career. Trustee Ash remembered that Mr. Rodriguez got things rolling and built up and for one or two years he coached the men's and the

women's soccer teams, he was a tremendous asset.

Trustee Hoskins Sutton motioned to accept the report. Trustee Ash 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 Business Office and Finance – For the end of the second quarter, the revenue position was at about 48% of projected budget revenue, with allocation of revenue taken in being almost 50% through the first half of this year. The expense side was at about 32%. There will be ebbs and flows of expenses throughout the year, but with an allocation from the county property tax in January, the institution is in a good financial position.
 - The New Markets Tax Credit may close tomorrow, after six months of his work with many individuals. Gave thanks to Ms. Karen Callahan, Executive Administrative Assistant to Vice President of Finance and Operations, for driving this item. The next phase starts with the allocation process of those funds for the downtown project.
 - Partner invoice billing of nearly \$2,000,000 in expense for the downtown allocation will continue with the downtown project partners - Swope Health and CommunityAmerica Credit Union (CACU), making sure that KCKCC is a good partner in the process of transacting those expenses and allocating the right expenses to each of the areas.
 - In November and December, significant inflows in revenue are not expected as the college is almost at that 50% mark of revenue. Expense tracking will continue through the month.
 - Purchasing and Grants - In coordination with Information Technology (IT), two request for proposals (RFPs) are out. One is for Colleague optimization - for Colleague SaaS (Software as a Service) optimizations, developing a partner to help with standard operating procedures and to maximize how it is being used and using it effectively. The other RFP is the student experience redesign - how to design the process for how students are treated in all areas of the college from the day they think about KCKCC to the day they leave the college.
 - Human Resources (HR) – The college currently has 59 positions that are open, posted and being actively recruited. Highlights are the Director for the Center of Equity, Inclusion and Multicultural Engagement and an administrative assistant for that department. HR had several monthly trainings within the Military and Veteran Center, a nutrition, concentration and focus training and new supervisor training.
 - Information Services partnered with Academic Affairs on the Kansas Systemwide General Education Completed notation on the KCKCC transcript. This was a focus on a framework to facilitate student transfer more efficiently which requires Kansas public institutions to participate. This will help maximize transfers between institutions and students transferring to KCKCC. Institutional Effectiveness worked on gainful employment reporting through the federal government to set up gainful employment

data with the National Student Clearinghouse, and Records and Registration and Student Success Center reviewed the reverse transfer program reporting.

- The Business Office continued working on Nelnet cashiering and reviewing ways to break down financial barriers for students to ensure they have an opportunity for payment plans to be able to enroll and persist at KCKCC.
- The Bookstore reviewed online digital materials, as textbooks are going by the wayside, to ensure students have access to resources on day one for the classroom.
- Facility Services is proactively working on a bus stop at TEC1 versus waiting for the city's project of that in 2026. Facility Services is working on the removal of the Little Leaders KCK playground equipment so their new playground equipment can be installed.
- College Police - Focused on the Chief of Police search. There are eight candidates that will move forward into the first round of Zoom interviews; all meet the minimum qualifications. Chief of Police Robert Putzke's retirement is on January 6.
- The Wellness Center held a Torch the Turkey fitness challenge event in November and a Merry Fitness Day Celebration was held on December 9 to celebrate the Wellness Center members.

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

- The Division of Educational Innovation and Global Programming includes High School Partnerships, Adult and Continuing Education, Online Education Services, Global Programming and Workforce Development. Reporting this month focused on strategic priorities as outlined in KCKCC's strategic plan.
- Student Success - High school enrollment for spring is about 19% of total enrollment and the numbers are stabilizing to pre-pandemic numbers. There has been record growth in Adult and Continuing Education enrollment with over 120 students enrolled in the General Education Development (GED) and English Language Acquisition (ELA) programs with strong waiting lists. More teaching staff could be added in the ELA program. KCKCC had a citizenship milestone - a student received their citizenship while in the program. In Global Programming, the international student numbers have grown 44% from last fall with a 22-student waiting list of transfers coming into the college next spring. Gave thanks to everyone who helped with International Education Week (November 18-22), which engaged over 265 people across activities and initiatives on campus.
- Quality Programs and Services - The Online Education team is focused on artificial intelligence (AI) integration by leveraging Panopto, the video recording tool for the learning management system, and Blackboard Ultra and how Blackboard has integrated AI into the system and how it could provide support with different features, like chat box. The division is adopting the new data analysis software,

Illuminate, around learning analytical systems and the Genius portal, which will help create a streamlined pathway for students coming in from noncredit to credit so students have a one KCKCC experience. Global partnerships are being explored with the Hilltop Global Group. Since the international numbers have grown 44%, with 36% coming from the African continent, the Hilltop Global Group was contacted to help create strategic intent toward student recruitment from Africa. A meeting was held with diverse stakeholders at KCKCC, to determine what is being seen in classrooms and on campus to help inform that work.

- Employee Engagement - Much new technology is being onboarded and the faculty have been great with giving their time, their expertise in learning it and integrating it into their classroom. Faculty and staff are committed to innovation to enhance programs with experiential learning, building entrepreneurship ecosystems, and flexible scheduling and course offerings for high school partnerships. This includes a stakeholder committee.
- Community Engagement - The workforce program student tours are increasing in numbers, recently 27 students from Sumner Academy High School toured the Automation Engineer Technology (AET) lab. The youth ambassador program, through Adult and Continuing Education, hosts a Saturday Academy then many of those students come to the KCKCC regular scheduled programming to get information and leveraging non-traditional spaces. The international education committee is focused on collaborative online international learning and has partnered with different institutions, particularly Kansas State University. This will help figure out stronger pathways in teaching, opportunities in virtual exchange and working with the State University of New York (SUNY) system - the college has two instructors and two administrators training on Collaborative Online International Learning (COIL).
- Gave congratulations to the seven Industrial Maintenance Technician (IMT) students graduating tonight. Three students have secured a \$3.00 income increase and one received a \$10 increase.

Trustee Ash motioned to accept the report. Trustee Ricketts 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, Mr. Randy Royer, Director of Media Services, highlighted the following –

- This month, the Marketing and Institutional Image division work aligned with the Student Success, Employee Engagement and Community Engagement priorities in KCKCC's strategic plan.
- The Vice-President of Marketing and Institutional Image (VPMII) worked with the Enrollment Management and Student Affairs division to complete the new Commit portal experience with Archer Education. This experience went live this month and provides students with an enhanced experience to help them move through the college's enrollment process. The VPMII continues to support the enrollment process

by providing leads to admissions through the marketing and institutional image digital and local media strategies.

- In consultation with an employee task force and based on recent satisfaction studies, the VPMII drafted an employee communication plan. This plan will be shared with administration and others before being implemented.
- The Marketing and Institutional Image division has sent the annual community engagement survey to employees with the president's office sending a reminder. The survey will be completed and the results compiled by the end of January 2025.
- A new four-page booklet showcasing the Kansas City, Kansas Community Education, Health and Wellness Center is complete and available for Board Members, partners and KCKCC staff to share with the community.
- Marketing and Institutional Image has completed the research and planning phase of the new website redesign. A significant component of the website redesign is creating an academic program page with the same base information for each program. The content for the pages has been driven by information students requested during the research phase. In December, the concepts were presented to the President's Cabinet and Student Senate, additional presentations will occur in January.
- The Marketing and Institutional Image division has been busy this month with services for enrollment marketing, graphic design, digital design and photography, web services, social media and support services from the events and scheduling, the media services and the print shop departments.
- The program video for Auto Collision Repair was played during the meeting.

Trustee Scruggs Andrieu asked if the public could bring their cars to the college's auto collision repair program for repair. Mr. Royer was not sure.

Trustee Ricketts asked if copies of the new booklet were available tonight. Mr. Royer answered they would be shared with Trustees another time.

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

18. Unfinished Business: Chair Isnard announced there was no Unfinished Business scheduled.

19. New Business:

- Chair Isnard invited Mr. Jerry Pope, Vice President of Academic Affairs, to present the Academic Calendar 2026-2027. Mr. Pope presented the following –
- The academic calendar is in the Board packet for the Board's consideration. A different format was used to try to clearly identify the 182 days on the calendar, the days the college is closed and relevant dates in each month.

Trustee Ash thought this would be the appropriate time to have discussion concerning the faculty comments made earlier. Chair Isnard asked Mr. Pope for the administration perspectives, context and meaning of the term floating days as Chair Isnard's involvement in contract negotiations, including National Education Association (NEA) contracts, he was not familiar with those; usually the 182 or 186 depends on the organization or the actual reporting dates and he wanted to know if KCKCC had a history of floating days. Mr. Pope answered that this discussion had been had about this calendar before, that Dr. Greg Mosier, President, asked Mr. Pope for this format and in reviewing the days, it was realized that there are 177 days typically. Mr. Pope continued that it was part of Dr. Mosier's direction to come up with the 182 days identified. Mr. Pope stated that in his experience as a Kansas National Education Association (KNEA) person and as a former faculty member, he had never heard the words floating days, not meaning that others did not. Mr. Pope explained this calendar was an effort to conform to most comparison calendars, to clearly identify what the 182 days are as 212-day teaching faculty can use those first 182 days to identify their 212 days.

Chair Isnard called for questions or comments from the Board. Vice Chair Criswell gave appreciation for the information and opinions given earlier in the meeting. She had understood that there had traditionally been five floating days and her interpretation of what she heard was there would now be 10 days or less. Vice Chair Criswell asked for clarification on the concerns and if five floating days were being added to the academic calendar for 2026-2027. Mr. Pope explained that the 2026-2027 calendar identifies 182 working days for 182 faculty. Referring to this calendar, Mr. Pope explained there are three days starting on August 5, which is three days before the Welcome Week, that the calendar indicates that faculty would be available to answer enrollment and student-related questions and report to campus on August 10 for the Welcome Week activities; then in January, there would be two days prior to the Welcome Week where 182-faculty would be available for those same kinds of questions.

Vice Chair Criswell wanted to confirm that the faculty available days are actual working days and that Mr. Pope does not use the term floating days. Mr. Pope explained that the first time that he recalled hearing that term was during the discussion in negotiations of adding the language for 212-day teaching faculty. Vice Chair Criswell asked if floating days could be translated to faculty available days. Mr. Pope noted that he did not create the term floating days and was unsure if each faculty member identified the five extra days. Mr. Pope reiterated that this calendar was an attempt to clearly identify the 182 days using the definition of working days.

Trustee Ash questioned if faculty members were being paid for those days. Mr. Pope confirmed yes, the 182-day faculty are paid for 182 days and 212-faculty are paid for 212 days; this was an attempt to identify clearly what those 182 days are. Vice Chair Criswell clarified that the faculty may or may not work depending on the activity, but they get paid for the 182 days or the 212 days. Mr. Pope confirmed.

Trustee Scruggs Andrieu stated that she understood that before faculty had five days that they

had an option on when they worked those days and the new calendar made it mandatory to schedule the working days; the floating days were unscheduled but now those five days are mandatory scheduled. She continued that that is what the faculty are protesting, they want the flexibility rather than the mandatory. Mr. Pope answered the college is trying to clearly articulate on the calendar to match the 182 days.

Vice Chair Criswell questioned if in the past year there were 182 days. Trustee Scruggs Andrieu stated that in the past faculty have always had flexibility up until this particular calendar. Mr. Pope added that in the past, the calendar has begun consistently on a Monday in the fall and begun consistently on a Monday in the spring, with classes on beginning on Tuesday.

Vice Chair Criswell asked if faculty got paid for those days in the past whether they worked or not. Mr. Pope answered the college has always identified faculty as 182 days, and yes, the short answer is this is an attempt to identify what those working days are.

Vice Chair Criswell questioned if in the past faculty got paid for the flexible days and the days were not necessarily on the calendar. Trustee Scruggs Andrieu suggested asking the faculty that were in the room. Trustee Ash commented yes, it is a 182-day contract so faculty were paid for 182 days. Vice Chair Criswell wanted to clarify that faculty are getting paid for 182 days and the difference between the previous calendar and the proposed calendar is that those five days in question are actually on the calendar as opposed to being flexible. Mr. Pope confirmed that was correct. Vice Chair Criswell clarified that this was not adding five days, that it was the same five days, but they are now on the calendar. Mr. Pope confirmed there is no increase in normal workload, the contract speaks to 182 days and this is an attempt to show on the calendar what those 182 days are.

Vice Chair Criswell questioned if a faculty member who falls under the 182-day rule and is not needed on one of the five flexible days that is designated on the proposed calendar if the expectation was they would get paid and would have to choose another day [to work] or they get paid and do not have to work that day. Mr. Pope was unsure how to answer that question as the faculty are 182 days or 212 days with a pay rate set by the master contract. Mr. Pope continued that this calendar is just trying to articulate what the workdays are and how many workdays. Mr. Pope added that faculty have a flexible work schedule with the only weeks that 182-day faculty are required to be physically on campus for the majority of the day are during the Welcome Week periods. Faculty schedules are variable depending upon their course schedules and there are requirements for office hours in the contract; faculty enjoy a significant amount of appropriate flexibility and is defined in the contract. Mr. Pope reiterated that the idea was to identify what those 182 days are based on the pay schedule.

Trustee Hoskins Sutton noted that based on some of the faculty comments, those flexible days were used to come in and serve on a selection committee or something happening at the college, and she questioned how that would be addressed now since the college did not pay the faculty extra for coming in when they were not supposed to and if those days are already

identified, if the college would pay faculty overload when they come in. Mr. Pope explained that to his knowledge, the college has never required individual faculty members to work outside the identified 182-day contract, which is beginning with the first day of the fall semester and ending with graduation. He gave an example of faculty volunteering for search committees, but he did not think that was an expectation for faculty to serve on those committees; if faculty did not serve on the committees in the summer, faculty may not have input. The college does not require faculty members to come outside the contract. He gave other examples of how faculty may be paid to teach summer classes or they may opt to go on a professional development, but the college's viewpoint is if the college is paying for someone to go to professional development, that is the benefit not necessarily paying for that time. He continued that if the college decided to require a faculty member to attend a professional development as a requirement of their job, then the college would pay as the college does not have the authority to require faculty to do something outside of the contract.

Chair Isnard questioned if there was language in the contract that stated there shall be these five days set aside for faculty to use as they please. Mr. Pope answered no. Chair Isnard noted that faculty mentioned this may need to be a negotiated item, but he was understanding that the number of days worked were not changing but the 182 days that the contract has always said should be there were just being scheduled. Trustee Ash added that those days have always been paid. Mr. Pope agreed. Chair Isnard stated that he struggled with that the public would probably question that the college has been paying for 182 days but only getting 177 days of work for a long time. Chair Isnard gave his opinion as the Board would be correcting an issue that needed correcting and though it would be a change for some it did not sound unreasonable to him.

Trustee Ricketts stated she thought the same, that contractually it is 182 days and 177 days were previously locked in on the calendar. She noted that the college was paying for 182 days with the 177 days locked in and the other five days were not mandated on the calendar versus now the five days are on the calendar. Trustee Ricketts questioned if in the past faculty would be paid for 182 days but may only work 177 days if they did not additionally come in those five days versus now faculty would be locked in on the calendar and everything faculty would do outside of that would be on a volunteer basis. Mr. Pope thought Trustee Ricketts explained that correctly.

Chair Isnard clarified that the college was not asking that faculty be on campus for those five days, but they must answer the phone if called. Mr. Pope answered yes, the faculty must be available as noted on the calendar.

Trustee Hoskins Sutton stated that, clearly to her, with the faculty and KNEA voting against it, that the Board probably needs to take into consideration what the faculty are stating and let this be a negotiated item instead of the Board deciding.

Trustee Ash thought it could be brought to the next negotiations and asked when that would

be. Mr. Pope stated it would be in January and the calendar has never been negotiated.

Mr. Greg Goheen, College Attorney, informed the Board that the number of days worked under the contract is negotiable but the school calendar is not negotiable, that is set by the Board of Trustees and is not a negotiable item under the statute. Chair Isnard clarified that if there was anything to negotiate, it would be the NEA side asking to reduce the number of work days to 177. Mr. Goheen confirmed the number of days worked is a negotiable item as are other terms and conditions of employment, but the actual calendar for the college is set by the Board of Trustees, and that actual calendar is not something that is negotiated.

Trustee Ricketts stated that it would be in faculty's hands to renegotiate workdays versus the contract having already been approved for 182 days. Trustee Ash stated the college is identifying the 182 days for the Board to approve. Chair Isnard stated having that be a part of negotiations sounds reasonable but for now to do the letter of the current contract.

Trustee Ash motioned to adopt the calendar as presented. Vice Chair Criswell seconded the motion. Trustee Scruggs Andrieu and Trustee Hoskins Sutton opposed the motion. **The Motion Carried** with a vote of 5-2.

- Chair Isnard invited Mr. Jerry Pope, Vice President of Academic Affairs, to present the Revision of Program – Automation Engineer Technology – Certificate A. Mr. Pope presented the following –
- KCKCC has a Certificate C and an Associate in Applied Science (AAS). The creation of the Certificate A is to meet the needs of Panasonic students. Some students in the Federation for Advanced Manufacturing Education (FAME) cohort will be doing the AAS degree. Based on feedback from Panasonic and from the Advisory Board, the college created this 16 credit hours certificate so students can receive a certificate and receive a credential upon completing these courses.
- Mr. Pope asked for the Board's approval for this Certificate A. Then the Certificate A request would go to the Technical Education Authority for their vote.

Trustee Hoskins Sutton questioned the target date to implement this program after the approval process. Mr. Pope explained that these are not new courses, KCKCC already has these courses and they have been taught; this is a new repackaging of these courses. Mr. Pope continued that Panasonic employees will be starting the program in January and in the interim, they declare the AAS as their degree and when the official approval comes move to this degree. These classes are packaged so that the technical requirements are at the beginning of the certificate. This can serve the needs of the students who can then become employed and, during this apprenticeship program training, they will be employed by Panasonic and once this training is complete get a salary increase based on earning this credential. For students who want to continue the training, there is the option of the AAS.

Trustee Hoskins Sutton questioned where the classes will be taught since the students would


already be working at Panasonic. Mr. Pope explained the classes would be taught at the Technical Education Center (TEC) and that a Global Innovation through Science and Technology (GIST) grant was submitted to purchase more equipment to try to work with Panasonic since their facility is not quite completed. Mr. Pope continued that KCKCC has a nice space and will have room for those students, but it will be crowded for a little bit; it is expected that some of their work will happen at Panasonic once Panasonic is running, but the classes will by and large be taught at KCKCC.

Chair Isnard called for a motion to approve the Program Revision – Automation Engineer Technology – Certificate A. Trustee Ricketts made the motion. Vice Chair Criswell seconded the motion. **The Motion Carried.**

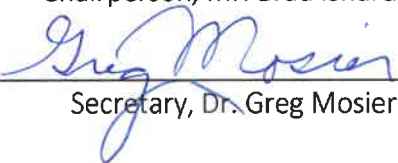
20. **Adjournment:** Chair Isnard wished happy holidays and a Merry Christmas to all faculty, staff, students and administration. Chair Isnard called for a motion to adjourn the meeting. Trustee Ricketts made the motion. Trustee Gilstrap seconded the motion. **The Motion Carried.**

The meeting adjourned at 6:34 p.m.

ATTEST:



Chairperson, Mr. Brad Isnard



Secretary, Dr. Greg Mosier