



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 28, 2025 – 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 9:00 a.m. at KCKCC- Pioneer Career Center (Conference Room) and in the KCKCC Zoom meeting platform on Tuesday, October 28, 2025. The Pledge of Allegiance was led by Trustee Scruggs Andrieu.
2. **KCKCC Mission Statement:** Chair Isnard read the College's mission statement.
3. **Roll Call:** Trustees present were Chairman Brad Isnard, Vice Chairwoman Mary Ricketts, Mr. Donald Ash, Mr. Mark S. Gilstrap, and Dr. Brenda Scruggs Andrieu. Ms. Evelyn Criswell and Ms. Linda Hoskins Sutton were not present.
4. **Approval of Agenda:** Chair Isnard called for a motion to approve the agenda with an amendment to add an executive session for consultation with an attorney for the public body or agency, which would be deemed privileged in the attorney-client relationship for a 10-minute duration in Room 121 of the Pioneer Career Center. Trustee Scruggs Andrieu made the motion. Trustee Ash seconded the motion. **The Motion Carried.**

Chair Isnard called for a motion to enter the executive session for consultation with an attorney for the public body or agency, which would be deemed privileged in the attorney-client relationship for a 10-minute duration. Vice Chair Ricketts made the motion. Trustee Gilstrap seconded the motion. **The Motion Carried.**

The Board was allowed time to travel to the executive session meeting room. They were joined by Mr. Greg Goheen, College Attorney.

The Board entered the executive session in Room 121 and in the virtual meeting room at 9:08 a.m. At 9:18 a.m., Chair Isnard called for a motion to return to open session. Trustee

Scruggs Andrieu made the motion. Trustee Ash seconded the motion. The Motion Carried. Chair Isnard called for a motion to extend the executive session for a 5-minute duration. Trustee Scruggs Andrieu made the motion. Trustee Ash seconded the motion. The Motion Carried.

The Board was allowed time to travel back to the executive session meeting room. They were joined by Mr. Greg Goheen, College Attorney.

The Board entered the executive session in Room 121 and in the virtual meeting room at 9:20 a.m. and ended the executive session at 9:25 a.m. The Board traveled back to the main meeting room. Chair Isnard motioned to return to open session. Trustee Ash seconded the motion. The Motion Carried. [This motion was officially announced at the end of Item 5 Student/Alumni Successes.]

There was no action from the executive session.

5. **Student/Alumni Successes:**

- Chair Isnard invited Mr. Austin Howell, University of Saint Mary and KCKCC student, and Dr. Michelle Metzinger, University of Saint Mary Provost and Vice President for Academic Affairs.
 - Dr. Metzinger explained that about a year ago, KCKCC and the University of St. Mary established a memorandum of understanding (MOU) to create a joint trade and bachelor's degree program with the goal of combining hands-on trade skills with the critical thinking, leadership, and management abilities gained through a bachelor's degree. The first student, Mr. Austin Howell, is majoring in art and business while completing his construction technology trade at KCKCC. The University of Saint Mary launched this partnership to serve students who want both trade training and the traditional college experience. Currently, there are three students enrolled: one in construction technology and two in electrical, with plans to expand into additional trades. Students pay tuition only to the University of Saint Mary, which then covers KCKCC's tuition costs. Based on early feedback from students and parents, the program has been expanded to include sophomores. Dr. Metzinger expressed appreciation for the partnership and its potential to broaden student opportunities.
 - Mr. Howell expressed gratitude for the joint program, explaining that without it, he would have left the University of Saint Mary and stopped athletics. The program allowed him to stay enrolled while pursuing his trade studies. He believes the combination of construction training with business and art coursework will prepare him to eventually manage construction projects. He also appreciates that the program helps him plan for his long-term career beyond physical labor in the trades.

Trustee Scruggs Andrieu asked about Mr. Howell's future plans. Mr. Howell shared that he plans to eventually start his own general construction business, focusing on building and renovating homes primarily in the Kansas City area. Chair Isnard thanked Mr. Howell for sharing his story and emphasized that partnerships between high schools and higher education institutions

demonstrate the value and impact of these programs, highlighting the strong need in the community. Trustee Ash expressed appreciation to the University of Saint Mary for initiating the partnership, emphasizing the importance of collaboration and creative problem-solving to help students achieve their goals. He noted that programs like this can start with one student, grow to several, and eventually expand exponentially, fulfilling the College's mission to improve lives one student at a time. Dr. Greg Mosier, KCKCC President, expressed appreciation for the University of Saint Mary, commending them for initiating this unique co-enrollment program that enables students to acquire both technical trade skills and bachelor's-level academic and leadership skills simultaneously.

6. **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 or in person.
7. **Interlocal Agreement Presentations for the Neighborhood Revitalization Act (NRA) Plans:**
 - Chair Isnard invited the presentation of the Proposed Changes for the 2026-2030 Neighborhood Revitalization Act (NRA) Plan for the Unified Government of Wyandotte County and Kansas City, Kansas. Mr. Jud Knapp, Land Bank Manager/Economic Development, Unified Government of Wyandotte County and Kansas City, Kansas, presented the following –
 - Approval is being sought to renew a five-year interlocal agreement between the College and the Unified Government (UG) for the Neighborhood Revitalization Area (NRA) program, which provides property tax rebates to encourage renovation and new construction. The NRA program, in place since 1999, rewards property owners for improving properties, helping to reduce blight, stabilize neighborhoods, and grow long-term tax revenue without reducing the College's existing revenue base. Mr. Knapp described how the program works: before construction, an appraiser sets a base property value, then after improvements, any increase in value (the increment) becomes eligible for a tax rebate; in most cases, 95% of that increment is rebated to the property owner for 5 or 10 years. He provided a real-world example of a home's value rising from \$89,000 to \$170,000 after renovation; the owner received a \$1,500 rebate, representing 95% of the tax on the \$80,000 improvement.
 - The program's rules are reviewed every five years. This cycle includes reducing the rebate for new construction from 95% to 50% in Areas 1 and 2, while rehab projects remain at 95%. Area 1 has also been geographically reduced (now north of the river), and Areas 2 and 3 continue to offer 5-year rebates.

Chair Isnard asked for clarification on whether the proposal was simply a renewal or if changes were being made. Mr. Knapp explained that this is primarily a renewal of the existing NRA program but with a few adjustments: Area 1 was reduced in size, since areas like the University of Kansas Medical Center do not need the tax incentive; the rehab rebate remains at 95%, as shown in previous examples; and for new construction, the rebate was reduced from 95% to 50%, so instead of property owners paying about \$400 in taxes for 10 years, they will now pay roughly half the taxes and receive a more balanced rebate (around \$2,000 paid and \$2,000 rebated).

Dr. Mosier asked for data on the number of projects and an estimate of the financial impact or savings from reducing the tax rebate rate, noting that the change would mean less money rebated and therefore more retained revenue for the College. Mr. Knapp responded that he did not have a direct dollar comparison between 95% and 50% rebates, but in the past five years there were 69 applications in Area 1 and 67 applications in Area 2. He shared an example of a new home that, under the old 95% rebate, resulted in the owner paying \$290 in taxes and receiving a \$4,200 rebate. Under the new 50% rebate, the owner would instead pay \$2,300 in taxes and receive a \$2,100 rebate, illustrating how the change would significantly reduce rebate costs.

Upon Vice Chair Ricketts's request for clarification, Mr. Knapp explained that the College must approve an interlocal agreement with the UG for the NRA program to continue. Because the program rebates a portion of property taxes, including taxes that would normally go to the College, the Board's approval is required to authorize allowing those tax funds to be returned to property owners who invest in their properties.

Dr. Mosier explained that the Board is being shown the presentation for review and will vote on the interlocal agreement in a month. The program, in place since 1999 and renewed every five years, provides tax relief for homeowners who renovate or build in designated areas. While there is a short-term tax impact due to the rebates, in the long term, the improved property values will generate higher tax revenue once the rebate period ends.

Vice Chair Ricketts emphasized the need for further context before making an informed decision. Chair Isnard clarified that the item will be on the agenda for the next board meeting, allowing time for questions to be submitted in advance. He confirmed with Mr. Knapp that the UG Commission has already approved the program, and the College Board's agreement is needed for the plan to work, since all taxing entities must participate for the program to function.

Dr. Mosier emphasized that reducing the new home tax rebate from 95% to 50% will save the College money, and he requested data on how many of the 67 applications were for new homes to estimate the savings.

Chair Isnard noted familiarity with past developments using the 95% tax rebate and clarified the implications for the upcoming vote. He confirmed with Mr. Knapp that approving the renewal with the reduced 50% rebate would save the College money, while not approving it would let the current program expire at the end of the year.

- Chair Isnard invited the presentation of the Proposed Interlocal Agreement for City of Bonner Springs Neighborhood Revitalization Plan No. 7 (NRP 7). Ms. Megan Gilliland, Economic Development Manager, City of Bonner Springs, Kansas, presented the following –
 - Bonner Springs has had a Neighborhood Revitalization Program (NRP) since 1997, and the current plan expires December 31, requiring renewal through agreement with all participating taxing entities, including the College. Approval from the local

school board and City Council has already been obtained, and the UG vote is scheduled for November 6. The new plan goes into effect January 1.

- The NRP provides property tax rebates to encourage investments that increase property value, such as major renovations, room additions, or building on vacant lots; routine maintenance or painting does not qualify. Eligible properties must have taxes paid in full and single-family homes must be owner-occupied.
- Since 1997, 627 properties have used the program in Bonner Springs. Examples include rehabilitated commercial buildings downtown and new single-family homes in infill areas, such as the Lake of the Forest project. Over the past five years, 16 residential and three commercial properties participated, with an estimated improvement value of \$3.7 million and assessed valuation of \$516,000, generating \$77,000 in total property tax post-rebate. During the 5-year rebate period, KCKCC collected only \$2,442, but once the program ends, full taxes are restored.
- Plan updates include expanding westward within city limits, adding some commercial properties along K-32, de-incentivizing apartments, and increasing incentives for single-family senior housing due to high demand. The program helps revitalize the city's inner core, and approval from all taxing entities is required to finalize the plan for implementation on January 1.

Chair Isnard questioned Ms. Gilliland's timing concern about the Board voting on this presentation next month. Ms. Gilliland had planned to present the memoranda of understanding (MOUs) to the City Council on November 10, allowing a month for submission to the state and program finalization. She emphasized the need for the MOU to be on the next meeting's agenda because the UG vote is scheduled for next week, and the school district has already approved the program.

Chair Isnard opened the floor for discussion and suggested the Board could vote today, noting that the College's share of rebates is only a few thousand dollars over five years, so the budget impact is minimal. Trustee Scruggs Andrieu opposed.

Dr. Mosier asked for estimates on the differences in rebates, specifically regarding the percentage changes and the new housing. Ms. Gilliland responded that exact dollar estimates are not available because it depends on which projects qualify. Available areas for senior housing development are limited due to infrastructure, so the impact would be minimal. The changes between Plan 6 and Plan 7 are minor: apartments are slightly de-incentivized, and single-family 55+ housing incentives are slightly increased, essentially trading off between the two program segments.

Trustee Ash stated that he had no problem approving the agreement today. Hearing no motion, Chair Isnard announced that the item would be presented for consideration at the next meeting.

8. Recognitions/Presentations:

- Chair Isnard invited the presentation of the 2024-2025 Annual Assessment Report. Mr. Jerry Pope, Vice President of Academic Affairs, presented the following –

- This year's assessment results highlight progress across three guiding aims: using evidence to improve learning, aligning outcomes with institutional goals, and clear communication of progress and needs.
 - Key themes included: 1) Modernization – This was the first full year using the REDCap submission system, which improved visibility, reviewability, and feedback for submissions. Co-curricular assessment also completed its first REDCap cycle. The system is open-source and user-friendly, replacing prior fragmented processes. 2) Participation – High engagement continued, with 98% of active programs submitting assessment plans and 95% submitting findings. Most plans (80%) and findings (82%) were fully approved, with few rejections. Action plan submission rates and follow-through remain strong. 3) Learning results – Seventy-five academic areas mapped 312 outcomes to institutional learning outcomes, emphasizing innovative and critical thinking, communication, civic/social responsibility, and interpersonal/intrapersonal development. Co-curricular learning aligned with the Council for the Advancement of Standards (CAS) in Higher Education standards, with room to strengthen civic engagement and humanitarianism.
 - General education learning outcomes: Information literacy averaged slightly below benchmark (9.82/20), ethics/legal use slightly exceeded expectations, and accessing information lagged. Critical thinking met most benchmarks, but gaps existed in topic selection and limitations, prompting refinements.
 - Course-level assessment: Piloted 11 high-enrollment courses (e.g., Blue 101, Psychology 101, Speech 151, Math 104). Most met outcomes, but some did not, highlighting areas for methodology improvement. The pilot will expand to 20 courses next year with enhanced training.
 - Highlights & recognition: Health Professions and Public Safety achieved 97% class-level assessment participation. Faculty and staff, including an assessment pioneer and assessment champions, were recognized for leadership in strengthening data-informed practices.
 - Priorities moving forward: 1) Refine submissions and onboarding to reduce approvals "with concerns." 2) Enhance program review support through training, mentoring, and timelines. 3) Improve general education outcomes through better assignment design guidance. 4) Expand successful course-level pilots and structured dean reviews.
 - Summary: Participation remains high, approvals are strong, and the assessment ecosystem is mature, improvement-driven, and increasingly integrated into campus culture, reflecting substantial growth since pre-pandemic years and the HLC probation period. Faculty engagement is now robust across full-time and adjunct instructors, strengthening student learning and institutional effectiveness.
- Chair Isnard invited the presentation of the 2025 Annual Student Holds Report. Dr. Devin Stroman, Vice President of Enrollment Management and Student Services, presented the following –
 - Student holds are divided into two categories, financial and non-financial. Financial holds include tuition balances over \$1,000, library fines, unreturned equipment, and

other fees. These holds block registration until the balance is reduced. Non-financial holds include academic probation or dismissal, missing transcripts, incomplete demographic information, disciplinary actions, and state-required health documentation.

- Academic holds are based on academic performance. Students are placed on academic probation when their grade point average (GPA) falls below 2.0. If a student has attempted 16 or more credit hours and their GPA remains below 1.6, they are subject to academic dismissal. These holds ensure that students connect with academic advisors and receive support before continuing to enroll, promoting academic recovery and success.
- Shared that there is a balance between financial and non-financial holds. Students can still enroll if they have a balance below \$1,000; holds are applied only when the balance exceeds that threshold. Financial holds remain the most common barrier to re-enrollment, while non-financial issues such as missing documents or conduct holds also have a notable impact.
- Tuition holds continue to represent the largest portion of active holds. Many students impacted by these holds are very close to resolving their balances, often under \$1,000, and could return with additional outreach and support.
- Equipment holds, such as for laptops or loaned materials, affect a smaller number of students; departments are collaborating to streamline equipment returns and replacement processes to remove these holds more efficiently.
- Shared data showing the total number of students enrolled with active restrictions (holds) and their total credit hours. Monitoring these numbers helps provide an understanding of how holds influence both enrollment and student progress towards completion.
- Future Steps by December 2025: 1) All hold types will be reviewed and those that have not been used since the 2023-24 academic year will be removed, 2) Publication of a clear list of active holds on the KCKCC website to increase transparency, and 3) Launch an engagement campaign targeting former students (with balances under \$1,000 and those on academic probation) to encourage their return and continued success.
- These actions align with the overall enrollment retention goals, and reducing unnecessary barriers, improving clarity, and supporting students in re-enrolling, and completing their educational pathways.

Vice Chair Ricketts asked whether there is a policy for proactively engaging students before they reach probation and if there are guidelines on how frequently students should be contacted, to ensure the College remains community- and student-focused while providing structured support. Dr. Stroman explained that while he was unsure of a formal policy, the enrollment management team maintains a list of students with holds and regularly contacts them each semester. The outreach focuses on providing information, maintaining transparency, and supporting students' access to classes and resources, helping them progress toward graduation. Dr. Mosier noted that the College uses an early alert system, where faculty notify advisors and the retention team about academic concerns. This system is designed to identify

and support students before they reach probation and is being strengthened each year. Dr. Patrick Schulte, Vice President of Finance and Operations, explained that the College focuses on student access and opportunity by addressing the \$1,000 threshold for registration. If a student cannot pay the full amount upfront, KCKCC works with them on a payment plan, ensuring they can register for the upcoming semester and continue progressing toward their academic goals.

Chair Isnard asked for clarification on the terminology of probation versus academic hold. Dr. Stroman explained that probation is a proactive measure, identifying students whose GPA trajectory indicates potential academic risk, while an academic hold occurs after a student's GPA actually drops. The College strives to contact students before an academic hold is applied to provide support and guidance.

Chair Isnard expressed concern about a 30% year-over-year increase in academic holds (from ~700 to ~900) and asked about potential causes. Dr. Stroman explained that the increase is likely due to a lack of student understanding about how GPA impacts holds, and emphasized the importance of transparency and proactive advising, with advisors helping students understand holds and what is needed to maintain progress. The situation will be closely monitored. Vice Chair Ricketts emphasized the need to proactively support students, noting that some may not realize they are struggling until it is too late. She questioned whether policy changes or earlier interventions could help reduce the number of academic holds. Dr. Stroman explained that the early alert process, which connects the enrollment management team and academic advisors, is key to supporting students in real-time during the semester, as this system allows for proactive outreach and monitoring of academic performance.

Chair Isnard noted that equipment holds decreased significantly, indicating proactive efforts to remove simple barriers for students. He emphasized that the increase in probation and academic holds is concerning, and expected that if the trend continues, these issues will become formal priorities in future Board of Trustees or President's goals.

- Chair Isnard invited the presentation of the 2025 Annual Security and Fire Safety Report. Mr. Jason Sievers, Deputy Chief of College Police, presented the following –
 - This report is a federal requirement under the Jeanne Clery Act. The Act mandates that all higher education institutions provide transparent information regarding campus crime statistics to protect both current and prospective students and employees.
 - The data in this year's report is very positive. Campus crime rates remain significantly low, distinguishing the campus as a particularly safe area within the broader community. This success is not incidental. It is the direct outcome of strategic emphasis on proactive, high-visibility patrols. This operational focus serves as a significant criminal deterrent and is fundamental in maintaining the security and well-being of the campus community.
 - New to this year's report is a hazing section that was recently added. Next year, the College will also begin tracking hazing statistics, which will be included in the security report.

- There are 23 alcohol referrals in the report, which is a large increase. A recent training attended by the Police Chief and Deputy Chief clarified that the College may have undercounted the referrals in the past. Previously, only referrals that were arrestable were counted, but ended up as referred; that self-correction was made, and the data was updated, which led to that increase.

Trustee Ash emphasized that increased patrols and officer visibility not only help deter incidents but also enhance the sense of safety for both employees and students. He highlighted the importance of people feeling genuinely secure based on what they observe and experience, and expressed appreciation for those efforts. Deputy Chief Sievers noted that the new community engagement officer has positively impacted the College by attending more events and building stronger community relationships, which could have long-term benefits.

Chair Isnard thanked the law enforcement officers for being proactive and visible. He noted that KCKCC officers have often been first to respond to significant community incidents, demonstrating their commitment to safety and reinforcing the sense of security for everyone.

- Chair Isnard invited the presentation of the 2024-2025 Annual Equity in Athletics Disclosure Act Report. Mr. Greg McVey, Director of Athletics, presented the following –
 - The Equity in Athletics Disclosure Act (EADA) was enacted in 1994, and requires all Title IV-funded, co-educational post-secondary institutions with intercollegiate athletics to annually report participation, staffing, revenues, expenses, and scholarships by gender. This report reflects actual expenses, not budgeted amounts, for the year.
 - Key points highlight the importance of the Equity in Athletics Disclosure Act (EADA):
 - Transparency and Accountability – EADA ensures the College is publicly accountable for how it supports male and female athletes, allowing stakeholders to assess commitment to gender equity and Title IX compliance.
 - Title IX Compliance – EADA helps monitor sex-based equity in athletics, identify disparities, and take corrective action.
 - Institutional Improvement – The data serves as a strategic tool for benchmarking, tracking trends, guiding resource allocation, program development, and student recruitment.
 - Public Trust and Reputation – Demonstrating equity builds confidence with prospective students, families, and the community.
 - Policy Influence – Accurate, comprehensive data can be used by journalists, researchers, and advocacy groups to highlight inequities and promote policy change.
 - There are three parts to the Title IX compliance test:
 - Proportionality – Athletic opportunities should align within 5% of the male/female student enrollment ratio.
 - History and Continuation of Program Expansion – Evidence of adding teams or opportunities for the underrepresented sex (e.g., women’s soccer added in 2012).
 - Full and Effective Accommodation of Interests and Abilities – Ensuring unmet

demand for athletic opportunities is addressed through surveys, interviews, or assessments.

- Applying the data to KCKCC:
 - Enrollment: 46% male, 54% female.
 - Varsity athletes: 53% male, 47% female.
 - This falls outside the 5% proportionality window, suggesting the College could add opportunities for female student-athletes to improve compliance.
- EADA is more than a compliance requirement, as it is a tool for progress, helping ensure equitable opportunities for all student-athletes, uphold legal obligations, and strengthen institutional integrity.

9. **Communications:**

- Chair Isnard invited the announcement of the Annual Board of Trustees Food Drive. Dr. Greg Mosier, President, communicated the following –
 - The Board and College are launching the sixth annual seasonal food drive to support students experiencing food insecurity and to stock the KCKCC food pantry. Donations will be displayed at the November Board meeting, and the drive encourages participation from trustees, faculty, staff, community members, and friends of the College. An Amazon Wish List is also available to make contributions easier. The food drive typically generates thousands of dollars' worth of food annually and is a meaningful way to support students.

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

- On behalf of the **Board Finance Committee (BFC)**, and on behalf of Trustee Criswell, Chair of the BFC, Trustee Gilstrap reported that the BFC met virtually on October 14.
 - All members were present: Chair Criswell, Trustees Ash and Gilstrap. Minutes and the Consent Agenda were approved. Ms. Lorraine Mixon-Page, Chief Human Resources Officer, presented a report on the 2026 Health and Benefits Insurance, including medical and dental. Dr. Patrick Schulte, Vice President of Finance and Operations, gave the September financial summary and financial board reports. Mr. Jerry Pope, Vice President of Academic Affairs, gave an update and report on Career and Technical Education (CTE) fees. Dr. Mosier gave an update on the downtown location and the state of the Willa Gill building.
 - Ms. Mixon-Page and Mr. Jerry Pope will give more information when asking for approvals in New Business.

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

- On behalf of the **Board Policy Committee (BPC)**, and on behalf of Trustee Hoskins Sutton, Chair of the BPC, Trustee Scruggs Andrieu commented there was no report. Chair Isnard acknowledged there were policies for consideration in New Business. No Board action was needed.

- On behalf of the **Board Community Engagement Committee (BCEC)**, Vice Chair Ricketts, Chair of the BCEC, provided an update on feedback from the September meeting with external community members. Community members collected input from their networks on positive perceptions of KCKCC, such as partnerships, campus safety, summer programs, and workforce initiatives, and areas for improvement, including responsiveness, communication, and the approachability of leadership. She noted that the feedback has been compiled into a heat map for deeper analysis, and full results will be shared at the December Community Engagement Committee meeting, which will also include external members and potentially student voices. She emphasized the importance of keeping community perspectives visible to build trust and strengthen connections, and expressed excitement about engaging the new College Police Community Engagement Officer in future discussions.

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

- As the **Association of Community College Trustees (ACCT)** Delegate, Trustee Ash reported that
 - Several Trustees and staff attended last week's ACCT Leadership Congress in New Orleans, including Chair Isnard, Vice Chair Ricketts, Trustee Hoskins Sutton, Trustee Ash, Dr. Mosier, Executive Vice President Dr. Scott Balog, Interim Dean of Career and Technical Education Ms. Ashley Irvin, along with partners from Kansas Federation for Advanced Manufacturing Education (KS FAME) and Alpha Robotics. A session was led on KCKCC's collaborations and partnerships, which attracted a thoughtful audience that engaged with questions and discussion, despite attendance being lower than hoped.
 - Trustee Ash attended the Governance and Bylaws Committee. Board elections were held for four open positions which were filled by acclamation, a rare and noteworthy occurrence compared to previous years with multiple rounds of voting. For the bylaws changes, updates focused on language cleanup following the transition from the Diversity, Equity, and Inclusion Committee to the Impact and Success Committee. He shared handouts with Trustees who did not attend, highlighting the association's financial stability, new initiatives, and affordable training and development resources for Trustees. Trustee Ash emphasized the encouraging state of the association and its support for Trustee development.
- As the **Kansas Association of Community Colleges (KACC)** Delegate, Trustee Ash reported that the next KACC quarterly meeting will be held in Garden City, Kansas on December 5 and 6, and noted that preparations are ongoing for developing a legislative agenda for the new legislative session beginning in January.

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

11. **Consent Agenda:** Chair Isnard called for questions, comments, or a motion to approve the Consent Agenda. Trustee Ash made the motion. Vice Chair Ricketts seconded the motion. **The Motion Carried.**

12. **Student Senate Report:** Chair Isnard called for the Student Senate report. Ms. Sage Keefover, Student Senate President, presented the following –
- The Fall Festival event was hosted by the Student Senate on October 24 with 75 students in attendance.
 - This past weekend, three Student Senate members, along with Ms. Keefover, attended a national conference on student governance.
 - A virtual suggestion box has been officially launched by the Student Senate. Members are currently researching ways to advertise it.
 - The Student Senate will be creating an outreach plan to allow for better communication between the senate, students, and clubs.
 - Planning meetings are currently being scheduled to organize the spring Blue Devil Games next semester.

Chair Isnard thanked Ms. Keefover, noting it was great to hear about the student body's activity and expressing appreciation that students were able to attend a conference, emphasizing the importance of professional development opportunities.

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

13. **President's Report:** Chair Isnard called for the President's report. Dr. Greg Mosier presented the following –
- The College continues to receive recognition at local, state, and national levels. On October 9, Dr. Mosier received the Regional Pacesetter Presidential Award from the National Council for Marketing and Public Relations (District 5) for his leadership in advancing the College's marketing efforts. He credited Ms. Kris Green, Vice President of Marketing and Institutional Image, and her team for their work, noting that he will move forward as one of seven finalists nationwide for the national award, to be presented in the spring.
 - Participated in two presentations at the Association of Community College Trustees (ACCT) Leadership Congress. The first, co-led with two other presidents and FranklinCovey, focused on the College's success with "The 4 Disciplines of Execution" (4DX) program and drew a large audience. The second, titled "Bridging the Skills Gap: Collaborative Approaches to Apprenticeship-Based Workforce Development," was presented with Executive Vice President Dr. Scott Balog, Interim Dean of Career and Technical Education Ms. Ashley Irvin, a Panasonic instructor, and an industry partner from Alpha Robotics who helped develop the Kansas Federation for Advanced Manufacturing Education (KS FAME) program. He noted there was strong interest in both sessions and positive engagement from attendees.

- Announced he was selected by the Heartland Black Chamber of Commerce to receive the 2025 Humanitarian Legacy Award. He expressed gratitude for the honor and noted that a recognition dinner will be held in December, with invitations forthcoming.
- Held interviews for the Executive Director of Institutional Effectiveness; that process is ongoing.
- Hosted four of the seven Board of Trustees candidates in an open forum for the College.
- Participated in the Breidenthal Court dedication in the KCKCC Fieldhouse. The support given by the Bridenthal Foundation is greatly appreciated.
- Met with potential KCKCC Foundation Board members at a foundation breakfast.
- Held a meeting with the president of Missouri Valley College to discuss a potential partnership. The College expressed a strong interest in learning about KCKCC's workforce development initiatives, which have been gaining positive attention.
- President Mosier was one of three speakers at the Marvin Windows ribbon cutting on October 2, where he highlighted KCKCC's partnership with the company in education and workforce development.
- Attended the Congressional Forum, hearing from the two mayoral candidates who are running for election this year.
- Partnered in community engagement efforts, by sponsoring the KC Blind All-Stars Foundation 5K, Camp Leavenworth, Cyclone Night at Bishop Ward High School, Partners for Excellence Annual Breakfast with the KCKS Foundation for Excellence, Freedom Fund Banquet with the KCK NAACP, Falling for Piper 20th Annual Auction, 10th Annual Fairfax Festival, and the National Institute for Construction Excellence (NICE) Annual Awards Luncheon.
- The Kansas Court of Appeals held cases on campus.
- Conversations with the Willa Gill Center are continuing, and the downtown construction progress is going very smoothly.

Chair Isnard thanked Dr. Mosier, Dr. Balog, Ms. Ashley Irvin, and the partners for representing KCKCC at the ACCT conference in New Orleans, expressing appreciation for sharing the College's successes and engaging with thoughtful questions from attendees.

Vice Chair Ricketts commended the College's community engagement efforts and praised the activities KCKCC is supporting in the Kansas City area.

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

- 14. Executive Vice President's Report:** Chair Isnard called for the Executive Vice President's report. On behalf of Dr. Scott Balog, Ms. Sarah Beth Webb, Director of Entrepreneurship Education, highlighted the following –
- Dr. Balog is currently attending the first session of the Aspen Institute's Rising Presidents Fellowship in Leesburg, Virginia.
 - Productive trips were attended for the National Association for Community College Entrepreneurship (NACCE) annual conference, the Association of Community College

Trustees (ACCT) Leadership Congress, and the Rising Presidents Fellowship.

- At the NACCE Annual Conference, KCKCC secured \$30,000 for its skilled trades pitch, \$5,000 more than requested, after judges were highly impressed with the presentation.
- KCKCC became the first college in Kansas to join the national Everyday Entrepreneurship Initiative and to receive a Pitch for the Trades grant. The College was also invited to serve on the Initiative's Advisory Committee and began discussions with the SkillPointe Foundation about partnering to offer scholarships for advanced manufacturing students.
- At the ACCT Leadership Conference, KCKCC's team presented on the College's collaboration with industry. Thanks was given to partners Kris Schroer from Panasonic Energy of North America and Eric Young from Alpha Robotics, whose support has significantly advanced the College's advanced manufacturing programs.
- KCKCC has been leading efforts with the Kauffman Foundation and the Entrepreneurship Education Coalition, serving as the backbone organization for a coalition including the University of Missouri–Kansas City (UMKC), Babson College, local schools, and supporting organizations. Over the past six months, the team has identified gaps in Kansas City's entrepreneurial ecosystem, including fragmented efforts, funding shortages, and school system barriers.
- The strategic plan focuses on four pillars: partnerships and collaboration, teacher development, curriculum and programs, and policy and systems change. KCKCC aims to embed an entrepreneurial mindset across all programs, including technical programs, and serve as a hub connecting schools, universities, businesses, and entrepreneurs. Initiatives include workshops, mentoring, collaboration spaces, networking events, expos, and pitch competitions.
- The College's role also includes leadership in KC BizFest, KC SourceLink's Forging the Future initiative, e-Communities of Wyandotte County, and the Youth Entrepreneurship Challenge (now with a college-level division). An implementation grant proposal will be submitted to the Kauffman Foundation in December, with strong prospects for funding. These efforts aim to foster systemic change, strengthen the local entrepreneurial ecosystem, and improve equity in Wyandotte County.

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

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

- Major developments within Academic Affairs during October 2025, organized around the strategic plan's institutional priorities: Student Success, Quality Programs and Services, Employee Engagement, and Community Engagement.
- Student Success:
 - The division of Academic Support and Assessment implemented new "4 Disciplines of Execution" Wildly Important Goals (WIGs), with progress displayed on scoreboards across departments, which enhances the visibility, accountability, and

- focus on student-centered outcomes.
- Honors Phi Theta Kappa Service Learning and Undergraduate research programs hosted major educational events in September, including Constitution Day with guest speaker Dr. Allen Rostron from the University of Missouri-Kansas City School of Law, and a forum on the responsible and ethical use of generative artificial intelligence (AI) attended by more than 150 participants.
- Library and Learning Services expanded outreach to 231 students on academic probation and hosted a “Town Hall Café: We Are Listening Over Lattes,” providing faculty an opportunity to share instructional resource needs directly with the library staff.
- In the division of Health Professions and Public Safety, each program is completing a course review using the Online Course Quality Review Rubric (OSCQR) to ensure alignment with accessibility standards and compliance with federal regulations for regular and substantive interaction.
- The Biology Scholars Program, supported by the National Science Foundation, has welcomed its third cohort of science, technology, engineering, and mathematics (STEM) students and awarded nearly \$200,000 in scholarships since its inception in 2023.
- Within Adult and Continuing Education, 61 students are enrolled in General Education Development (GED) programs at three instructional sites. September testing yielded strong performance, including new completions at the Lansing Correctional Facility, where remote testing is expanding access to residents.
- Quality Programs and Services:
 - Online Education Services launched the Instructional Technology Exchange within Microsoft Viva Exchange. The division also incorporated artificial intelligence tools within Blackboard and Panopto to enhance instructional feedback and media production.
 - The division of Career and Technical Education received a major instructional equipment donation from Wind Supply, including condensing units and furnaces for the Heating, Ventilation, and Air Conditioning/Refrigeration (HVAC/R) program, providing students with training on industry-standard systems. The annual career fair at the Technical Education Center welcomed more than 90 employers and 500 participants, with employers noting the professionalism and preparedness of KCKCC students. Culinary arts students completed a practicum in canapé preparation and presentation. High Voltage Line Technician students gained field experience through site visits with the Board of Public Utilities and the construction of a pole yard at the Technical Education Center using the new Altec Digger Derrick equipment.
 - In the division of Health Professions and Public Safety, Dean Tiffany Bohm and Dr. Daryn Young, Physical Therapist Assistant faculty, presented at the National Network of Health Career Programs in two-year colleges on developing leadership within health education programs. Dr. Bohm was also elected to the organization's board of directors.
 - The Mortuary Science Program submitted a substantive change request to expand online offerings beginning in fall 2026, which received initial approval; KCKCC will

- begin offering some of those in spring.
- In the division of Arts, Humanities, and Social Sciences, music faculty and students achieve national recognition through the Jazz Education Network, and public performances across the region in the Prairie Village Jazz Festival, the Plaza Art Fair, and the Folly Theater's 125th Anniversary Celebration.
- Faculty and staff remain deeply engaged in professional growth and institutional development. The Institute for Teaching and Learning conducted faculty development sessions focused on instructional strategies in artificial intelligence, launched a WIG to increase faculty reflection on learner-centered practices by 10%.
- Workforce Innovation held a planning retreat to help establish measurable goals for enrollment, partnerships, and revenue diversification.
- The division of Mathematics, Science, Business, and Technology, faculty and students recognized facility personnel on National Custodians Day, emphasizing appreciation for the collaborative work that sustains the academic environment.
- Nursing faculty member Dr. Terry Schwager completed a Doctor of Education in Leadership in Higher Education through Baker University.
- Community Engagement: Several items were available to highlight and will be noticed going forward.
- As a division, Academic Affairs continues to align its work with the priorities of Kansas City Kansas Community College's strategic plan and advances that plan on a day-to-day basis.

Vice Chair Ricketts expressed being impressed by all the ongoing initiatives and praised Mr. Pope and his team for the great work.

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

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

- The ongoing fall 2025 initiatives reflect strong progress towards institutional goals of growth, engagement, and innovation. Enrollment: fall 2025 unduplicated headcount is up 4.7% compared to fall 2024, and up 9.3% from fall 2023. Credit hour enrollment has seen steady gains – up 7.9% from last fall and up 11.5% over the past two years. Enrollment in 8-week courses is showing remarkable success – up 21% totaling 1,883 students compared to 1,557 last fall, and credit hours have increased by 21% from 7,042 to 8,033.
- The dual credit program continues to grow, reflecting strong partnerships with area school districts. This fall, enrollment increased by 42 students (3%), compared to last year, and credit hour production is up by 524 hours, a 5.1% increase.
- Within High School Partnerships, a new student-centered enrollment process has been implemented using Microsoft Forms. This digital tool streamlines data collection, reduces manual entry and errors, improves accessibility for students and families, and

enables faster processing and confirmation, thereby enhancing the College's ability to provide timely and accurate service to district partners and their students.

- International enrollment now has 109 international students enrolled, representing a 25% increase from the spring semester. This is a testament to KCKCC's growing global reach and reputation.
- The student engagement team continues to build campus community through high-impact programming. This fall, they hosted several successful signature events, including Grocery Bingo (50 attendees), Donut Worry, Be Happy (131 attendees), Blue Devil Tailgate (40 attendees), Constitution Day (76 attendees), and Get the Scoop on Student Engagement (93 attendees).
- Recognized the Breidenthal Foundation for its continued generosity and commitment to KCKCC's mission. Their recent gift secured naming rights to the College's competition court and will support both scholarships and athletic operations.
- Fall 2025 reflects sustained enrollment growth, enhanced student engagement, and continued innovation in how KCKCC serves its community and students. The institution is seeing measurable results that speak to hard work and collaboration across every area of the College.

Dr. Mosier praised Dr. Stroman and his team for improving the dual and concurrent enrollment process, noting that switching from multiple paper-based exchanges to an electronic system with electronic signatures will expedite the process and provide better service to high school students.

Vice Chair Ricketts expressed interest in understanding how KCKCC's dual enrollment compares to other community colleges and in exploring ways to expand partnerships with local high schools, especially across Wyandotte County. Dr. Stroman responded that this semester, High School Partnership staff have worked closely with districts to understand the needs of students and parents, and that the paperless dual enrollment process was developed in collaboration with both districts and other local colleges. He emphasized that this initiative builds on continuing efforts and looks forward to seeing its positive results.

Dr. Mosier shared that the next major initiative is the launch of an early college program on KCKCC's main campus in fall 2026, starting with Unified School District (USD) 500. Dr. Stroman, Mr. Pope, and the team are actively working on it, including financial planning, with the goal of eventually serving 200 to 400 high school students.

Trustee Ash reported that KCKCC is leading among Kansas community colleges in overall enrollment, achieving positive enrollment gains for five or six consecutive semesters.

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

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

- Dr. Schulte's team is actively engaged in "The 4 Disciplines of Execution" (4DX) process with weekly Wildly Important Goals (WIG) sessions. This year, the team created scorecards to track progress, encourage participation, and highlight departmental achievements.
- In Finance, auditors from Novak Birks, P.C., are in the final stages of completing the audit, which will be presented to the Board Finance Committee and the Board in November. As previously mentioned by Trustee Hoskins Sutton, there will be a discussion with the Board Finance Committee regarding the issuance of a Request for Proposal (RFP) to select future audit partners. Following the Board's recent approval of the budget, adjustments to salaries will be implemented in the next payroll cycle for employees.
- In support of their WIG, the Human Resources (HR) team launched a new employee communication forum, AskHR, serving as a town hall for participants to discuss topics like benefits updates. HR also oversees annual compliance training, covering areas such as the Clery Act, Equal Employment Opportunity (EEO), the Family Educational Rights and Privacy Act (FERPA), Title IX, and active shooter preparedness, ensuring all employees understand their roles and responsibilities across the College.
- Information Services is progressing with the large-scale Software as a Service (SaaS) migration project under Chief Information Officer Eché Okoye's leadership, actively involving staff in the process. Information Services is also collaborating with students and the Student Senate to implement multi-factor authentication (MFA) for student email accounts, ensuring security while providing flexible access options, such as fobs, for those without personal devices.
- Facility Services is onboarding four new team members to strengthen campus infrastructure. The team addresses daily maintenance and repairs while aligning their work strategically with the College's master facilities plan.
- College Police are actively engaging with the community through intentional visibility efforts. The presence of the community engagement officer helps students and others become more familiar with officers, fostering both engagement and a stronger sense of security on campus.
- The Wellness and Fitness Center partnered with Kanbe's Markets, a Kansas City nonprofit, to provide free fruit to students and members starting in early October, addressing food insecurity.
- Dr. Schulte is actively engaged in the community, serving on the finance committees for Kanbe's Markets and Build WyCo (formerly Community Housing in Wyandotte County), highlighting both professional development and community outreach efforts.

Vice Chair Ricketts asked Dr. Schulte to share examples of his involvement in the community. Dr. Schulte highlighted his engagement with two main finance committees: Build WyCo (served for about seven months) and Kanbe's Markets, where he recently joined that committee and may become a Board member. He emphasized that, as someone relatively new to the area, participating in these organizations aligns with his personal passion for addressing affordable housing, food insecurity, and community wellbeing. Dr. Schulte also expressed openness to additional opportunities for community engagement to raise the College's profile.

Chair Isnard expressed appreciation to the HR and payroll staff for their work on open enrollment.

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

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

- The Marketing and Institutional Image Division has created two Wildly Important Goals (WIGs) for “The 4 Disciplines of Execution” (4DX) implementation this year. Marketing will focus on increasing enrollment messaging, while Events will concentrate on enhancing customer service.
- Dr. Mosier was recognized as an innovative president and partner in marketing and public relations with the Pacesetter Award.
- The marketing team continues to support the second 8-week enrollment with a comprehensive campaign while planning for the spring semester enrollment.
- The Vice President of Marketing and Institutional Image attended the Bishop Ward Foundation Community Dinner at Children's Mercy Park.
- KCKCC's launch of the redesigned website continues to increase views.
- Shared a program video featuring the Heating, Ventilation, and Air Conditioning/ Refrigeration (HVAC/R) program.

Chair Isnard appreciated the program video. Dr. Mosier pointed out the three award medallions displayed, recognizing the marketing department's achievements, and noted the NACCE Award mentioned by Ms. Sarah Beth Webb earlier. He shared that these awards are showcased to celebrate the college community's accomplishments and share recognition with the Board and the public.

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

19. Unfinished Business: There was no Unfinished Business scheduled.

20. New Business:

- Chair Isnard announced the presentation of the College Policies. On behalf of Ms. Linda Hoskins Sutton, Chair of the Board Policy Committee, Chair Isnard explained that he, Trustee Scruggs Andrieu, and Vice Chair Ricketts would jointly present the Policy Committee updates. He stated that the policies were in the Board packet and have been through all the senates and the Board Policy Committee for review and approval. Chair Isnard called for questions or comments about the three policies presented: Photography and Video Recording and Use (Policy 1.05), Library Privileges (Policy 2.02), and Safety (Policy 5.61).

Hearing no questions, Chair Isnard called for a motion to approve the three policies: Photography and Video Recording and Use (Policy 1.05), Library Privileges (Policy 2.02), and Safety (Policy 5.61) as presented. Trustee Scruggs Andrieu made the motion. Trustee Ash seconded the motion. **The Motion Carried.**

- Chair Isnard invited the presentation of the Special Course Fees for Excel in Career and Technical Education (CTE) for High School. Mr. Jerry Pope, Vice President of Academic Affairs, presented the following –
 - Each year, the College reviews and sets fees for Excel and CTE courses taken by high school students. These fees fall into two categories: enrollment-related fees and program-required items that students may need to purchase themselves (though some high schools cover part or all of these costs). The College researches estimated costs each year to provide accurate guidance, while students can sometimes obtain items more cheaply on their own.
 - After review, the proposed fees are submitted to the Kansas Board of Regents (KBOR) staff, go through multiple approval bodies, and are ultimately approved by KBOR, typically at their February meeting.
 - Once approved, the College's finance department enters the fees into the system for student billing.
 - The color-coded items indicate fees that are charged directly to students and are not included as part of the standard course fees.

Chair Isnard asked about significant fee increases in the cosmetology program, particularly related to student kits and Pivot Point Software. Mr. Pope explained that the increases are mainly due to state-required kits, and last year's estimates may have been too low. The fees are set to reflect the highest likely cost for students, though students can often purchase items elsewhere for less. The goal is to provide realistic cost expectations, rather than overestimating.

Chair Isnard called for a motion to approve the Special Course Fees for Excel in Career and Technical Education (CTE) for High Schools as presented. Trustee Scruggs Andrieu made the motion. Trustee Ash seconded the motion. **The Motion Carried.**

- Chair Isnard invited the presentation of the Annual Medical and Dental Benefits. Ms. Lorraine Mixon-Page, Chief Human Resources Officer, presented the following –
 - Human Resources and Finance, in partnership with Bukaty Companies (healthcare benefits broker), have created a competitive benefits package for employees for 2026, offering carefully selected healthcare and dental options.
 - For medical coverage, Blue Cross Blue Shield of Kansas City provided a competitive renewal quote. Bukaty Companies successfully negotiated a lower healthcare renewal increase for 2026, reducing last year's 12.5% cap to a 4.5% increase over the current rates. This results in minimal monthly cost increases for employees with employee-only coverage: approximately \$1.35 for the high-deductible plan, \$1.42 for Spira Care, and \$1.72 for the PPO plan. Staying with Blue Cross Blue Shield of Kansas City will provide minimal disruption to employees and allow HR to continue

to provide resources and information on how to lower healthcare costs. For the 2026 plan year, Blue Cross Blue Shield of Kansas City is the recommended healthcare provider.

- For 2026, Delta Dental is proposing a 6% rate increase for dental coverage. Given the 14.5% savings from switching from Aetna to Delta Dental in 2024, the College continues to realize significant cost benefits. The recommendation is to remain with Delta Dental for 2026.
- For vision coverage, there was no change to the Surency Vision rates.
- The recommendation for 2026 is to keep the employee and employer premium cost-sharing percentages the same. This approach maintains affordable benefits for employees, with detailed cost-share amounts provided in the Board meeting book.

Chair Isnard noted that the medical and dental rate updates show strong results: dental rates are slightly catching up, while the medical increase is a very competitive 4.5%, far below the double-digit increases seen elsewhere. He acknowledged and appreciated the HR and finance teams' efforts in negotiating and keeping employee coverage affordable and competitive.

Chair Isnard called for a motion to approve the Annual Medical and Dental Benefits as presented. Trustee Gilstrap seconded the motion. Vice Chair Ricketts seconded the motion. **The Motion Carried.**

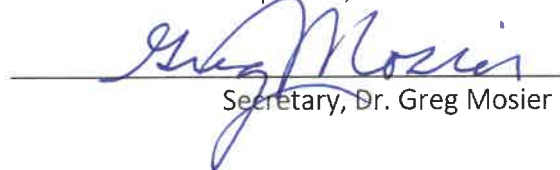
21. **Adjournment:** Chair Isnard called for a motion to adjourn the meeting. Trustee Ash made the motion. Vice Chair Ricketts seconded the motion. **The Motion Carried.**

The meeting adjourned at 11:31 a.m.

ATTEST:



Chairperson, Mr. Brad Isnard



Secretary, Dr. Greg Mosier

