



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, November 18, 2025 – 5:00 P.M.

CONSENT AGENDA – Item A

Meeting Minutes

1. **Call to Order & Pledge of Allegiance:** Chairman Brad Isnard called the Kansas City Kansas Community College (KCKCC) Board of Trustees Meeting to order at 5:00 p.m. at KCKCC-Main Campus Upper Jewell Lounge and in the KCKCC Zoom meeting platform on Tuesday, November 18, 2025. The Pledge of Allegiance was led by Trustee Ash.
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, Ms. Evelyn Criswell, Mr. Mark S. Gilstrap, Ms. Linda Hoskins Sutton, and Dr. Brenda Scruggs Andrieu.
4. **Approval of Agenda:** Chair Isnard called for a motion to approve the agenda with an amendment to add an acknowledgement at Item 7. Trustee Criswell made the motion. Vice Chair Ricketts seconded the motion. **The Motion Carried.**
5. **Student/Alumni Successes:** Chair Isnard invited Ms. Daysia Reyneau, KCKCC Music Therapy Student [in the absence of Ms. Emily Lopez, KCKCC Electrical Technology Student], to present. Ms. Reyneau presented the following –
 - Ms. Reyneau is a KCKCC vocal student who was encouraged to enroll by a friend and has thrived in the College's music program. She expressed gratitude to her mentors and noted that scholarships, including a full-ride academic award, the Metropolitan Women's Scholarship, and Foundation Office scholarships, have supported her success, allowing her to maintain a 3.8 GPA. She is actively involved on campus through Phi Theta Kappa (PTK), the National Society of Leadership and Success (NSLS), the Music Club, and the Student Senate, and values the leadership and networking opportunities provided by the Foundation Office, where she is a work study. After completing her final semester this fall, she plans to transfer to the University of Kansas to pursue a degree in

music therapy. She thanked the KCKCC community for its impact on her life and provided invitations to attend the Foundation's Scholarship Social Luncheon on December 3.

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. **Recognitions/Presentations:**

- Chair Isnard invited the presentation of the Annual Board of Trustees Food Drive. Dr. Greg Mosier, President, expressed appreciation for the broad generosity shown during the annual food drive, now in its seventh year. Donations came from Board Members, employees, and numerous community and business partners, resulting in several thousand dollars in contributions and substantial food and supply donations. All contributions will benefit the Blue Devil's Cupboard student food pantry, which is especially important given heightened food access challenges this year. Gratitude was given to everyone involved, and it was affirmed that the donations would be put to meaningful use for students.

On behalf of Ms. Sidney Sullivan, President of the Student-Athlete Leadership Team (SALT), Dr. Tiffany Bohm, Dean of Health Professions and Public Safety, explained that SALT includes representatives from every athletic team and meets regularly to discuss improvements to the student-athlete experience and community engagement. This year marked SALT's third year participating in the food drive, contributing nearly 500 items, with special recognition to baseball and softball athletes for their support in transporting donations. Dr. Bohm outlined SALT's broader work, including serving as the voice for student-athlete concerns, strengthening a unified athletic community, improving event attendance, and advancing mental health initiatives in partnership with Morgan's Message. The group is also planning its spring Blue Devil Baller Bash, an athletic awards banquet, and hopes to again host their graduation on the mound. Dr. Bohm gave thanks for the support of all student-athletes.

- Chair Isnard invited the presentation of the Police Chief's Commendation – Officer Daniel Pendleton. Mr. Jason Sievers, Deputy Chief of College Police, presented the following –
 - Mr. Sievers was honored to present the commendation to Officer Daniel Pendleton, who responded to a late-night welfare check on September 28, 2025. The commendation recognized Officer Pendleton's calm, professional response and his dedication to public service in assisting a sergeant of the Kansas City, Kansas Police Department.
- Chair Isnard invited the presentation of the Academic Affairs Biannual Program Highlight – The New Virtual Reality (VR) Simulation Lab for the Nursing Program. Dr. Tiffany Bohm, Dean of Health Professions and Public Safety, Ms. Hannah Hawk, Simulation Specialist II, and Ms. Cheryle Hansen, Professor of Nursing, presented the following –

- A video was shown to demonstrate activity in the VR simulation lab.
- Ms. Hansen provided an overview of the evolution of simulation in the nursing program from no simulation resources to low-fidelity mannequins, followed by high-fidelity models capable of complex physiological functions. The College recently added a virtual reality (VR) simulation, which enables students to function as the primary nurse in a fully virtual environment. VR simulations allow students to practice assessment, clinical judgment, critical thinking, and understanding of diagnoses. Each session includes a faculty-led pre-brief that outlines patient conditions, learning objectives, clinical outcomes, expectations, and emphasizes therapeutic communication. Faculty conduct a debrief to review actions taken, pathophysiology, medications, and required skills. VR simulation was launched across all four semesters in the fall. The team has worked to provide meaningful learning experiences while continuing to refine the process.
- Ms. Hawk shared mid-semester student feedback on the new VR simulation experience. Students reported that the variety of cases and interactive patient responses make the simulations feel realistic. They appreciated that VR helps them build confidence in communicating as nurses and allows them to practice clinical decision-making in a safe environment. Students noted that the ability to repeat scenarios, receive immediate feedback, and pause to reflect strengthened their understanding of patient care priorities. They valued opportunities to assess different conditions, administer medications, interact with physicians, and review their performance. Several students highlighted the realism of assessment components, including hearing heart and lung sounds as they would in actual practice.

Vice Chair Ricketts loved the demonstration and asked how the difference between the previous system and the new system would be measured, and what the expectations of the students were. Dr. Bohm explained that the team quickly immersed itself in implementing VR, learning through hands-on experience. In the second eight weeks, opportunities for sessions in the traditional simulation lab were reintroduced, with the long-term goal of balancing simulation activities between approximately 50% in VR and 50% in the physical lab. VR offers detailed grading and AI-driven feedback on student performance; however, this makes comparison with traditional simulations challenging, as the program primarily views simulation as a learning opportunity rather than an evaluative tool.

Dr. Bohm shared that the VR vendor, Intellect, invited the team to present at an upcoming quarterly meeting because the College onboarded the system faster than other clients. Intellect also expressed interest in expanding beyond nursing simulations, so the KCKCC team has begun exploring the creation of simulations focused on Physical Therapy Assistants, paramedics, and respiratory therapists that can be used nationwide.

Trustee Hoskins Sutton inquired about the impact of the VR system's automatic grading on students once they enter clinical placements, whether it enhances their readiness for the National Council Licensure Examination (NCLEX) licensing exam, and whether the use of VR simulation could reduce required clinical hours. Dr. Bohm explained that VR simulation has not

reduced the required clinical hours for students; instead, simulation hours have been redistributed between traditional simulation labs and VR. Many students are using open lab time in the VR room to repeatedly practice scenarios. Students have not yet taken the NCLEX; early feedback suggests an increase in confidence in clinical decision-making. The goal is for skills and responses to become second nature. Currently, students complete 32 hours per semester in the simulation or VR lab and approximately 165 clinical hours per semester. The program continues to refine the experience.

Trustee Ash asked how many nursing students, on average, graduate from KCKCC each year. Dr. Bohm confirmed that the number was approximately 40 Registered Nurses (RNs) and 25 Practical Nurses (PNs), totaling 65 nurses per year. Trustee Ash asked about the impact on the community if KCKCC were not graduating that number of nurses over the years. Dr. Bohm emphasized the critical impact KCKCC's nursing program has on the local community. Without the College producing nurses over the past decade, hospitals in Wyandotte and Leavenworth Counties would face significant staffing challenges. While not all graduates remain local, a substantial portion do, contributing to community healthcare. The College's program receives more applicants than it can accommodate, highlighting ongoing demand. Additionally, nearly 50% of the nursing faculty are KCKCC alumni, further strengthening local ties and investment in the community.

Trustee Ash encouraged the public to consider the broad value of the community college, using nursing as a clear example. He highlighted how programs like KCKCC's nursing program directly affect healthcare quality and processes in hospitals, clinics, and communities, and emphasized that KCKCC provides critical skills and innovative technologies that benefit everyone. He praised the dedication and commitment of the nursing program faculty and staff, expressing gratitude for their contributions and the program's impact on the community.

Dr. Bohm highlighted the nursing program's significant improvement in NCLEX first-time pass rates, noting that over the past four to five years, it has consistently been in the 90s, currently at around 95%. She praised the team as an exceptional resource whose work is widely recognized by clinical partners.

Trustee Ash thanked all who are working hard and putting KCKCC on the national map. Chair Isnard thanked the team.

- Chair Isnard invited the presentation of the Special Acknowledgements. Dr. Greg Mosier, President, acknowledged and thanked Trustees Criswell, Isnard, and Ricketts, whose terms are ending. Reflecting on his eight years at the College, he recalled the rigorous hiring process and the Board's early guidance, including the development of quality student housing, expansion into downtown Kansas City, Kansas, and improvements in Lansing, Kansas. Trustees were recognized for their contributions: Trustee Criswell for long-term support and leadership, Chair Isnard for financial guidance and community connections, and Vice Chair Ricketts for community engagement efforts and prior service on the Foundation Board. Dr. Mosier expressed

deep gratitude for their advice, support, and impact on the College's growth, noting that they will be greatly missed.

8. Communications:

- Chair Isnard invited the announcement of the Delay of the 2025 Annual Audit and Financial Compliance Reports. Dr. Greg Mosier, President, reported a delay in completing the College's fiscal year (FY) 2025 annual audit and financial compliance reports. Due to the federal government shutdown lasting more than 40 days, the final version of the federal compliance supplement, which is required for higher education audits, was not released on time. This has pushed the audit timeline slightly, with the draft/final audit now expected to be presented by the auditors in December. There were no questions or comments from the Board.
- Chair Isnard invited the announcement of the Annual Candle Lighting Ceremony – Wednesday, December 3, 2025, 11:00 A.M., Performing Arts Center. Dr. Greg Mosier, President, announced the upcoming annual Candle Lighting Ceremony, noting that this will be the College's 101st ceremony, one of the oldest traditions in Wyandotte County. The event began as a student scholarship fundraiser, a purpose it continues to serve today. Attendees can expect several great performances, and Dr. Mosier encouraged everyone to participate. A flyer was provided in the meeting materials.
- Chair Isnard invited the announcement of the Annual President's Open House & Holiday Party – Thursday, November 20, 11:00 A.M., Upper Jewell Lounge. Dr. Greg Mosier, President, announced the 15th Annual President's Open House and Holiday Party. The event was moved earlier this year so that he could attend before being out in December. All employees, retirees, and Trustees are invited to this gathering for camaraderie and informal connection. The new Blue Devil Café will cater the event.

Trustee Ash praised the Blue Devil Café for providing an excellent meal at the recent Hall of Fame event, noting it was outstanding. Trustee Hoskins Sutton agreed that it was impressive. Dr. Mosier also agreed, adding that the breakfast for the President's Leadership Circle event was exceptional, and he expressed appreciation for having the café on campus.

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

- On behalf of the **Board Finance Committee (BFC)**, Trustee Criswell, Chair of the BFC, reported that the BFC met on November 11 and emphasized that the College continues to manage its finances exceptionally well. She noted that this level of financial management is rare among community colleges regionally and nationally, and that it is both noteworthy and a key factor in KCKCC's overall success. Trustee Criswell reported that the committee reviewed its standard agenda items and discussed the implementation of the Gallagher study, with a detailed presentation to follow. The committee also addressed the delay in the single audit compliance report due to the federal government shutdown and received an update on the progress of the downtown project.

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

- On behalf of the **Board Policy Committee** (BPC), Trustee Hoskins Sutton, Chair of the BPC, reported that there would be policies to approve later in the agenda.

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

- On behalf of the **Board Community Engagement Committee** (BCEC), Vice Chair Ricketts, Chair of the BCEC, reported that there were no major updates to report. The upcoming session in December will include external community members, where additional feedback and their perspectives will be gathered. The committee will share with them some of the phenomenal things happening at the College and provide them with updated data reports.

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

- As the **Kansas Association of Community Colleges** (KACC) Delegate, Trustee Ash reported that the quarterly meeting is scheduled for December 5 and 6 in Garden City. Discussions are expected to focus on preparation for the upcoming legislative session in January and addressing routine items such as annual reports and budgets. Trustee Ash anticipates a very active legislative session.
- As the **Association of Community College Trustees** (ACCT) Delegate, Trustee Ash reported that last month's ACCT Leadership Congress had gone well. College representatives, President Mosier, Executive Vice President Balog, Interim Dean of Career and Technical Education Ashley Irvin, and some FAME partners delivered a strong presentation. Dr. Mosier also participated in a separate panel, which included a brief presentation and an extensive Q&A session. Overall, the College served as a presenter in multiple sessions, and the experience was very positive.

Trustee Ash reported that preparations are underway for the National Legislative Summit in February. ACCT monitors federal activity, though the recent 40-day government shutdown has made it unclear what to expect from the administration in 2026 and what specific issues community colleges will need to advocate for. Some priorities are likely to remain consistent, such as protecting or expanding Pell funding and pursuing opportunities for workforce development funding. He highlighted the significant changes resulting from the Department of Education's absence, with responsibilities now distributed across other federal departments, requiring colleges to establish new points of contact and committee relationships. Trustee Ash expressed encouragement that both Kansas Senators, Dr. Roger Marshall and Jerry Moran, hold meaningful committee assignments and have demonstrated strong support for

community colleges statewide and for KCKCC specifically. He added that advocacy work will intensify in January and February following the holiday break.

Trustee Hoskins Sutton reported on her participation at the Leadership Congress in New Orleans, where she serves on the Impact and Success Committee (formerly the Diversity, Equity, and Inclusion Committee). The committee focused on whether community colleges are ensuring students leave with economic prosperity and economic mobility. The committee also examined the meaning of open access, emphasizing that simply having an open door is insufficient unless institutions actively help students navigate the system. She noted that the committee's main takeaway was "compassion with compliance," which involves complying with new education rules compassionately and, in return, helping students feel a sense of belonging.

Trustee Hoskins Sutton described attending an interesting pre-conference titled "The Big Pivot: A Continued Focus on Impact and Success." The session emphasized that community colleges need to release practices that are no longer working and embrace new approaches to achieve impact and success in helping students effectively.

Trustee Hoskins Sutton highlighted a session on policy, stating that policy is the Board's main goal. The session focused on being a true policy-driven Board, the Board's role in setting, using, and reviewing policy, and distinguishing between policy (the "what") and procedures (the "how"). She noted that additional information is available on the ACCT website and on the ACCT Connect webpage.

Trustee Hoskins Sutton discussed attending a session on Trustee orientation, reemphasizing that it is critical to properly onboard new Trustees. She read part of the session description, "What do new Trustees need? Board of Trustees' roles are complex and require a broad range of knowledge on academic, student, economic, and community issues and topics. Many new Board of Trustees members are new to public office or a position of this level of demand.' She pointed out that the difference between many other Boards is that when an individual is joining any type of education Board, there are many constraints. Trustee Hoskins Sutton stated that it is going to be critical that not only this college, but all colleges, bring their new Trustees onboard, up-to-date on what it is all about to be a Trustee.

Trustee Hoskins Sutton summarized by noting that the Leadership Congress offered numerous valuable sessions, making it difficult to choose which to attend. She observed that the sessions have improved over the years, offering many more quality options than when she first attended in 2018.

Vice Chair Ricketts suggested that the Board could benefit from dedicating planned, structured time on the agenda for members returning from conferences to share key highlights, as each attendee gains different insights from the many available sessions. Trustee Ash noted that sharing has traditionally occurred informally during this portion

of the meeting, following a conference. Trustee Hoskins Sutton explained that she had not attended the previous meeting and was sharing her own takeaways during the current discussion. Chair Isnard stated that Board Members can always contact the incoming Board Chair to request adding an item to a future meeting agenda, noting that this option is consistently available.

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

10. Consent Agenda: Chair Isnard called for questions, comments, or a motion to approve the Consent Agenda.

Trustee Hoskins Sutton questioned Consent Agenda – Item B (Recommendations for Payment), Number 10, regarding whether the contractual removal of snow was being paid in advance, as it had not snowed yet. Dr. Mosier explained that it is a request to pre-approve the expenditure of funds when the money is needed to be spent. Then, it is Board-approved to pay the company that handles snow removal. Dr. Patrick Schulte, Vice President of Finance and Operations, further explained that this is to ensure the College has a contract in place, allowing work to be done immediately when needed.

Trustee Hoskins Sutton questioned Consent Agenda – Item C (Items for Ratification), Number 8, regarding the placement of dehumidifiers in Centennial Hall, inquiring whether this was a one-time expense or a response to ongoing moisture issues. Dr. Schulte explained that the dehumidifiers are a mitigation strategy to manage humidity fluctuations caused by seasonal temperature changes, with the possibility of a permanent solution if needed. Trustee Hoskins Sutton appreciated the proactive approach to prevent larger problems in the future.

Trustee Hoskins Sutton congratulated Jim Herman on his retirement (as reported on Consent Agenda Item D), recognizing his contributions to the College's Media Services team and his support for the College. She expressed her personal appreciation for knowing him for many years.

Trustee Hoskins Sutton motioned to approve the Consent Agenda. Trustee Criswell seconded the motion. **The Motion Carried.**

11. Student Senate Report: Chair Isnard called for the Student Senate report. Ms. Sage Keefover, Student Senate President, presented the following –

- Due to personal circumstances, graduations, and early acceptance into academic programs, several office positions for the Student Senate are vacant. An ad hoc election will be held to fill the positions. Those positions are President, Vice President, Secretary, Treasurer, Parliamentarian, Chief Information Officer, Technical Education Center (TEC) Liaison, and Pioneer Career Center Liaison. The election is open to everyone. Student Senate requires that those who are running without previous experience on the Senate must complete a few extra steps, including an interview and being approved by the Senate. Information about running for a position was shared on November 14.

Campaigning for elections is this week (November 17-21), and the election will be held from December 1 to 5. The new administration will lead the December 10 Student Senate meeting with guidance from the current administration, and training will be provided for positions to ensure a smooth transition.

- The Student Senate Liaison Program is scheduled to start in the spring semester. The program will provide clubs and academic programs with a senator to contact if they have questions or concerns for the Senate.
- Student Senate is scheduling meetings to plan the Spring Festival and the Blue Devil Games.
- Preparations are underway for the Student Senate's participation in the Candle Lighting Ceremony on December 3.

Dr. Mosier thanked Ms. Keefover for her service as Student Senate President, noting their monthly meetings to discuss Student Senate activities and her academics. He praised her for creating a well-organized plan to ensure a smooth transition during Student Senate elections. He pointed out the success of the senators as they are moving on and wished all involved well.

Trustee Hoskins Sutton thanked Ms. Keefover for her service and expressed regret at seeing her leave. She noted that, as a former Director of Student Activities, she had many questions but refrained from asking and gave her appreciation for the smooth process.

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

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

- Dr. Mosier stated he will be absent during December and that Dr. Balog will serve with delegated authority as the College's final decision-maker, coordinating with Cabinet Members during his absence.
- The President's Leadership Circle (PLC) event was held last Thursday. He thanked Ms. Mary Spangler, Executive Director of KCKCC Foundation, and her staff for their work organizing the excellent event. He commended Media Services for producing an outstanding "year in review" video covering accomplishments from PLC 2024 to PLC 2025. The video was played.
- Dr. Mosier noted that the College has many events underway, including International Education Week. He highlighted the successful kickoff ceremony and the well-attended International Fashion Show held at lunchtime, describing the garments as impressive and the event as outstanding. He recognized Dr. Candice Scott, Assistant Director of International and Immigrant Student Services, Ms. Shai Perry, Art Gallery Coordinator, and others for their work in organizing the program, and emphasized that the Lower Jewell venue was filled.
- Executive Vice President Balog and President Mosier are presenting a '4 Disciplines of Execution' (4DX) national webinar tomorrow for several hundred people.

- KCKCC will be recognized with a Dotte Proud Award, presented by Mayor Garner, at Thursday night's commission meeting.
- Dr. Mosier noted that each Trustee received a gift from the Wyandotte Economic Development Council, along with a small token from the College. He added that long-serving Trustees would likely recognize the College item and conveyed his hope that everyone would enjoy the gifts.
- Dr. Mosier reported that the downtown project is progressing smoothly and remains on schedule. He noted that recent photos show significant interior work underway, including wall framing. He shared that many people visiting the site have commented on how transformative the project is for the downtown area, stating that its visible impact aligns with the College's goals and reflects clear mission success.
- Dr. Mosier expressed sincere appreciation to all Trustees for their ongoing support and leadership. He offered special thanks to those for whom this would be his final meeting together, acknowledging their service and impact. He wished all a safe and happy holiday season.

Trustee Ash motioned to accept the report. Vice Chair Ricketts seconded the motion. [The Motion Carried.](#)

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

- The College has selected a new Executive Director of Institutional Effectiveness, a role central to strengthening data capacity and supporting strategic, data-informed decision making. Following the departure of the previous director, the College reassessed its needs and elevated the position to an executive director level, reflecting its increased scope and importance. The new Executive Director is scheduled to begin on December 1.
- The College continues to build strong, mutually beneficial partnerships in its engagement of the greater Kansas City community. KCKCC is finalizing its plan for an entrepreneurship education initiative and a proposal for funding from the Kauffman Foundation to be submitted early next month. The work on this initiative is made possible through the contributions of coalition members, representatives of area schools, post-secondary institutions, and resources in the local entrepreneurial ecosystem. The collective work aims to produce systemic change in Wyandotte County, promoting the adoption of an entrepreneurial mindset among all students and career seekers in the community, and supporting entrepreneurship, small business development, and economic mobility for all. KCKCC is the lead on this project and will serve as a hub for the local entrepreneurial ecosystem should this request from the Kauffman Foundation be funded. Thanks were given to the coalition partners for their contributions to the project.
- Thanked the John W. and Effie E. Speas Memorial Trust and Bank of America for their partnership and recent investment of \$250,000 in the College's Automation Engineer Technology Program, taking the total funds raised to support the program's expansion to over \$3.5 million to date, with another \$3 million in pending requests. Thanked all who have contributed to growing KCKCC's capacity to support this in-demand field.

- Thanked the KCKCC Foundation that continues to prove its productivity, efficiency, and value in support of the College, the programs, and students. As of early November, the Foundation had raised 59% of its \$800,000 annual fundraising campaign goal that aids KCKCC students. For the spring Foundation scholarships, 475 applications were received, representing a 13% increase over the previous year.
- In advancing operational execution, the next several months will focus on positioning to scale programs and services to meet local labor market demands. Several programs have grown recently to address these demands; the plans for future growth will directly align with education and workforce needs that include leveraging robust growth opportunities like dual and concurrent enrollment in early college with area high schools, and satellite locations featuring the new downtown center. Focusing on three to five signature programs will enable the College to scale in program delivery, drive post-graduation workforce outcomes, and optimize KCKCC's investments in program growth.
- President Mosier and Dr. Balog would be featured tomorrow on a national '4 Disciplines of Execution' (4DX) webinar with FranklinCovey. The anticipated number of about 500 attendees represents all sectors of higher education. The College will highlight accomplishments this past year, leveraging 4DX to support student success.
- Trustee Ash thanked Dr. Balog for his contributions during the ACCT Leadership Congress in New Orleans, noting that while it was a team effort, his work helped ensure everything was well-organized, well-presented, and well-received.
- Dr. Balog apologized for missing the previous month's Board meeting due to attending his first session of the Aspen Institute's Rising Presidents Fellowship. He acknowledged and thanked the two representatives from Panasonic Energy Corporation of North America and Alpha Robotics for co-presenting in New Orleans, emphasizing that their participation highlights the strength of those partnerships and reinforces the College's commitment to collaborating with employers to prepare talent for high-demand careers.
- Chair Isnard thanked Dr. Balog for his work during the New Orleans trip. He also expressed gratitude for Dr. Balog's willingness to step in and lead during Dr. Mosier's upcoming absence, stating that he is confident the College will be in good hands.

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

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

- The division within Academic Affairs continued to demonstrate strong alignment with the College's strategic plan, which organizes institutional priorities around Student Success, Quality Programs and Services, Employee Engagement, and Community Engagement. Student achievement and learning remain central to divisional work throughout the month.
- The Office of Assessment achieved more than a 90% on-time submission rate in both the blue and red assessment cycles, reflecting consistent engagement with learning outcomes and data-informed improvement. Faculty also utilized training sessions, drop-in consultations, and one-on-one meetings to strengthen assessment literacy and

- ensure that program planning remains evidence-based and purposeful.
- Student performance in Health Professions continued to be especially strong. Most programs exceeded a 90% national examination pass rate for 2025, including associate degree nursing, paramedic, physical therapist assistant, and practical nursing. These outcomes reflect the academic rigor of the programs, the strength of clinical preparation, and ongoing attention to accreditation expectations.
- In adult education, more than 300 learners participated in general education development (GED), English language instruction, or continuing education. The Lansing Correctional Facility Program celebrated its largest group of GED graduates to date, supported by new instructional tools and mobile testing strategies that improved access for individuals in restricted housing. Across all locations, learners accumulated more than 18,000 instructional hours with strong retention and post-testing gains.
- High-quality instruction, academic rigor, and professional relevance were visible across all academic divisions.
- In Mathematics, Science, Business, and Technology, faculty led and participated in national professional development, including a 3-day calculus symposium, statewide co-requisite planning, and entrepreneurship initiatives supported by the Kauffman Foundation. Faculty leadership extended to external service, with Dean Dr. Ed Kremer serving as a peer reviewer for a Higher Learning Commission evaluation visit.
- In Arts, Humanities, and Social Sciences, students and faculty gained significant hands-on experience through national and regional engagements. The audio engineering program participated in the Audio Engineering Society Convention, where students attended technical workshops, received professional critiques, and explored emerging tools in the audio field.
- The music department hosted guest artists, presented concerts on and off campus, and celebrated the selection of four students to the 2026 Intercollegiate Community College Honors Jazz Ensemble. The ensemble consists of only 21 members, and KCKCC has four of them, an achievement that reflects national-level excellence.
- KCKCC was hosting a jazz festival in the Performing Arts Center immediately following tonight's Board meeting.
- Career and Technical Education maintained strong commitments to experiential learning. The culinary arts provided a professional luncheon. High-voltage students toured the Kansas City Board of Public Utilities, where they observed power systems, transformer operations, and lineman training environments. Additional applied learning took place in cosmetology, construction, and at the Pioneer Career Center.
- Employee development was a central focus. The Institute for Teaching and Learning offered weekly professional development sessions emphasizing learner-centered instruction. Faculty members participated in these sessions, reflecting on new teaching practices as part of "The 4 Disciplines of Execution" (4DX) goal to strengthen instructional effectiveness and support student achievement. Assessment coordinators, faculty, and deans collaborated closely to meet deadlines and ensure consistent quality across all submissions.
- Workforce innovation brought together faculty programs for a two-day planning session with the National Center for Apprenticeship Degrees and the Kansas Office of

Registered Apprenticeships. Community partnerships remained a defining strength with proposed registered apprenticeships in Heating, Ventilation, Air Conditioning/ Refrigeration (HVAC/R), Computer Support and Surveying Technology.

- The Art Gallery supported Hispanic Heritage Month through half of September and half of October, bringing visiting artists to campus.
- Sociology students visited community organizations.
- Mr. Pope thanked the faculty for all the work they do, for engaging students, and for providing a wonderful educational opportunity for students at KCKCC.

The Board expressed appreciation, praising Mr. Pope's report as impressive and containing a lot of valuable work.

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

15. 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 –

- Enrollment Updates – Fall 2025 unduplicated headcount increased by 5.1% compared to fall 2024 and 8.1% compared to fall 2023. Credit hours experienced solid growth, increasing by 8.2% over fall 2024 and 11.1% over fall 2023. For spring 2026, there are exceptional gains – unduplicated headcount is up 20.2% compared to spring 2025 and an impressive 122.5% compared to spring 2024. Spring 2026 credit hours are trending upward, up 9.9% from spring 2025 and 108.3% from spring 2024. The fall 2025 8-week session continues the positive trend with enrollment increasing by 13% from 1,558 students to 1,788 students and credit hours rising 7%, from 7,196 to 7,697.
- On October 22, the Counseling and Advocacy Center hosted “From Diagnosis to Thriving: A Path to Self-Advocacy and Empowerment.” The session was presented by KCKCC student and Kansas Teen Miss Amazing 2024, Ms. Yasmine Darrett, and drew 42 participants to the event.
- In partnership with the Student Senate, the Office of Student Engagement held a fall festival on October 24, featuring a costume contest, pumpkin painting, a 360-degree photo booth, and karaoke, providing a vibrant and inclusive community experience for students.
- Athletic achievements: KCKCC is proudly celebrating the Blue Devil volleyball team, who won the 2025 Kansas Jayhawk Community College Conference Championship, their first conference title since 2000. They are currently ranked #4 in the nation and are in Cedar Rapids, Iowa, preparing for Round 1 tomorrow at 5:30 p.m. All were encouraged to watch the game virtually.

Vice Chair Ricketts congratulated the volleyball team.

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.**

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

- Finance – The auditors from Novak Birks, P.C. are in the final stages of completing the FY2024–2025 audit, including the federal funds review. A draft was received earlier today, and he and President Mosier will continue reviewing it. The audit will be presented at the December meeting. He noted that the federal government shutdown caused delays in the compliance portion of the process, although the financial numbers were already complete and remained substantively unchanged.
- Finance – The College met with the Community Education, Health and Wellness Condo Association to finalize the downtown center's declaration and a resolution outlining how shared costs and services will be managed. Although each partner occupies its own space, the building functions collectively, so the group is establishing clear, proactive processes for handling shared expenses and issues such as snow removal and potential exterior or interior damage.
- Human Resources (HR) and “The 4 Disciplines of Execution” (4DX) – Human Resources recently participated in two community career fairs, completed 2026 benefits open enrollment, and developed a highly effective 4DX scoreboard. As part of an internal competition to strengthen scorecard development, HR earned the top score from an independent reviewer and created an elaborate, engaging display. He noted that HR exceeded its fall participation goal for its interactive AskHR sessions, surpassing the target of 60 attendees by reaching 74, including 31 attendees at the most recent session. He also described additional 4DX engagement activities within his leadership team, including a “Game of Thrones”-themed process-adoption challenge that rewards 100% completion with time on the office’s “Iron Throne.”
- Information Services – The department achieved key milestones in October, including major progress on the software-as-a-service migration and maintaining 98% network availability. The team is also developing standard operating procedures to ensure the College fully leverages its cloud investment.
- Facility Services – The department is advancing several key initiatives, including the roof replacement for the Jewell and Humanities buildings, which is now underway. These projects reflect ongoing efforts to address deferred maintenance and ensure the campus environment is well-maintained for students.
- College Police – Community Engagement Officer Giovanni Garcia hosted a successful “Buns & Order” event on October 15, bringing together students, faculty, and staff for grilled hot dogs, interactive discussions, and hands-on exploration of police vehicles and equipment. The event promoted community policing and strengthened trust and engagement between College Police and the campus community.
- Wellness and Fitness Center – The center partnered with the bookstore for a prize giveaway valued over \$100 to encourage facility visits, with the winner drawn at the end of the fall semester. The center launched the “Torch the Turkey” event to promote physical activity leading into Thanksgiving.
- Community Engagement – Dr. Schulte shared that he is interning two Ed.D. (Doctor of Education) students from the University of Saint Mary, dedicating about 30 hours this semester. He is guiding them through higher education leadership, exposing them to

KCKCC's leadership processes. One student is in the Emergency Medical Technician (EMT) program and the other in Institutional Research and Effectiveness, gaining practical insight into leadership in higher education.

Vice Chair Ricketts asked about the status of the campus flooding issues. Dr. Schulte responded that flood mitigation is well underway: Flint bathrooms are fully repaired, and work continues in the lower Nursing and Media Services areas. The replacement cost is about \$2.9 million, with insurance reimbursements in progress. Beyond repairs, the College is implementing long-term mitigation, such as sealing windows and redesigning the parking lot to redirect water. Testing in dry and wet seasons will ensure effectiveness. Students in Flint and the EMT area have already returned to the affected spaces, and Dr. Schulte praised the rapid and collaborative response that enabled operations to resume quickly.

Chair Isnard expressed congratulations to the HR department on their 4DX win, to Dr. Schulte for his creative themed setup, for increasing participation, and for the tangible results his teams are achieving through the program.

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

17. Vice President Marketing and Institutional Image Report: Chair Isnard called for the Vice President of Marketing and Institutional Image report. Ms. Kris Green highlighted the following –

- The new video showcasing the High Voltage Line Technician program was played.
- The Marketing division has been heavily engaged in several major year-end activities, including producing the President's Leadership Circle annual report video. She noted that this season is especially event-intensive, with preparations underway for the Candle Lighting Ceremony, the President's Holiday Luncheon, the President's Leadership Circle event, and multiple holiday mailings. She extended her appreciation to her entire team – Events and Scheduling, Media Services, Marketing, and the Print Shop – for their hard work and for managing the final surge leading up to the holiday period.
- Congratulations and thanks were given to Jim Hermann for his retirement and his service to KCKCC.
- Ms. Green highlighted the strong recent performance of the College's social media marketing, noting continued growth in reach on Facebook and Instagram. She shared an example from Athletics, an Instagram post featuring the volleyball team, that achieved more than 80,000 organic views. She explained that Athletics is adopting a new content approach focused on showcasing practice, player engagement, camaraderie, and teamwork. The post, captured by Mr. Charlie Martin, Athletics and Activities Media Specialist II, performed exceptionally well and gained momentum. Given its success, this type of content will be expanded moving forward.
- In the spring, a brand survey will be launched to find out the perceptions of Wyandotte and Leavenworth County among community members.
- A new, easier-to-use media cloud service will be implemented to host all the College's

photographs.

- This year, Marketing is co-planning commencement with the Registrar's Office. The team recently held its first meeting and is working through the venue contract for Children's Mercy Park. Ms. Green encouraged all Trustees to participate or join virtually next year, noting the excitement and impact of having nearly 600 graduates attend 2025's commencement, the largest class in memory. She expressed enthusiasm for the progress expected through "The 4 Disciplines of Execution" (4DX) process in the coming year.

Vice Chair Ricketts expressed kudos and asked whether the High Voltage Line Technician program was operating at full capacity. Dr. Mosier confirmed it was completely full with a waitlist and noted the strong community interest expressed during the President's Leadership Circle. He explained that safety requirements limit enrollment, but the College plans to add a lab technician and an additional instructor to more than double capacity.

Vice Chair Ricketts emphasized her enthusiasm about having a waitlist. Trustee Hoskins Sutton added that she was pleased to see female students represented, noting that it demonstrates inclusivity and may encourage more women to pursue these careers. Dr. Mosier agreed, reporting an increase in female enrollment across technical programs, including AET, high-voltage, and construction, and highlighted the strong career opportunities these fields offer.

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

18. Unfinished Business:

- Interlocal Agreements for the Neighborhood Revitalization Act (NRA) Plans:
 - Chair Isnard referenced the Interlocal Agreements for the Neighborhood Revitalization Act (NRA) plans, originally presented at the October meeting when at least two Trustees were absent, and provided in the Board meeting packet. He invited questions regarding the Proposed Changes for the 2026-2030 Neighborhood Revitalization Act (NRA) Plan for the Unified Government of Wyandotte County and Kansas City, Kansas, as presented by Mr. Jud Knapp, Land Bank Manager/Economic Development, Unified Government of Wyandotte County and Kansas City, Kansas.

Hearing no questions, Chair Isnard called for a motion to approve the Interlocal Agreement for the 2026-2030 Neighborhood Revitalization Act Plan for the Unified Government of Wyandotte County and Kansas City, Kansas, as presented. Trustee Criswell made the motion. Trustee Ash seconded the motion. Trustee Scruggs Andrieu opposed. **The Motion Carried.**

- Chair Isnard referenced the second item under the Interlocal Agreements for the Neighborhood Revitalization Act (NRA) Plans topic and invited questions regarding last month's presentation of the Proposed Interlocal Agreement for City of Bonner Springs Neighborhood Revitalization Plan No. 7 (NRP 7), as presented by Ms. Megan Gilliland, Economic Development Manager, City of Bonner Springs, Kansas.

Hearing no questions, Chair Isnard called for a motion to approve the Interlocal Agreement for the City of Bonner Springs Neighborhood Revitalization Plan No. 7 (NRP 7), as presented. Trustee Ash made the motion. Trustee Criswell seconded the motion. Trustee Scruggs Andrieu opposed.

The Motion Carried.

- Chair Isnard invited the presentation of the Gallagher Implementation. Dr. Patrick Schulte, Vice President of Finance and Operations, presented the following –
 - Dr. Schulte delivered a comprehensive presentation on the Gallagher compensation study and its recommended implementation. He reviewed the purpose and scope of the nearly 24-month engagement, noting that the Board commissioned the study to objectively evaluate KCKCC's pay practices, benchmark job titles, assess market competitiveness, audit internal equity, and develop a sustainable, transparent pay structure for the institution.
 - He explained that the study was college-wide and engaged shared governance, with participation from Faculty Senate, Staff Senate, and individuals across the College. Gallagher analyzed job titles, organizational structure, recruitment and retention challenges, market competitors, and aspirational peer institutions. Multiple national data sources were utilized, including the College and University Professional Association for Human Resources (CUPA-HR), the American Association of University Professors (AAUP), the Economic Research Institute, and national benchmark salary surveys from over 2,600 organizations.
 - Dr. Schulte summarized the College's adopted compensation philosophy to "match" the labor market median, maintaining competitiveness within approximately 5–9.9% of the market. He outlined the initial market findings, which showed varying levels of alignment across employee groups, and emphasized that the recommendations aim to correct misalignments, strengthen internal equity, and support talent retention.
 - He reviewed the recommended structural changes, including the adoption of new pay grades, the removal of "B" grades, the establishment of clearer and more predictable midpoint progressions, and the reworking of job titles for consistency. He emphasized that these changes would create clearer career pathways and greater transparency for employees.
 - Key implementation steps include beginning staff pay grade changes and equity adjustments in December, with effective dates in January 2026; addressing faculty step and lane adjustments in the next negotiation cycle and committing to continued faculty collaboration on longer-term compensation redesign; and using the new framework for ongoing strategic pay planning and annual review.
 - He noted that the total cost of implementation is approximately \$560,000, which was proactively budgeted in the current fiscal year and requires no new funding. He concluded by reiterating that the Board Finance Committee reviewed and advanced the proposal and that the presentation highlights the essential elements needed for Board approval and implementation.

Chair Isnard expressed appreciation for the depth of the two-year compensation study. He noted that the plan clearly reflects substantial research, benchmarking, and analysis rather than

arbitrary internal assumptions. He emphasized that the recommendations are important for improving recruitment and retention, and preventing avoidable turnover costs when employees leave for slightly higher wages elsewhere. He expressed gratitude that the College undertook this effort, acknowledged that progress has taken time, and stated that, if approved by the Board, he looks forward to staff being placed appropriately within the new pay structures.

Trustee Scruggs Andrieu stated that the presentation was excellent.

Trustee Hoskins Sutton commented that this had been a long time coming and had been a pain point for several different employee groups. She hoped that this would smooth out some of the edges and that people would know how it is justified. She stated that the key point was that employees understood the decisions were based on data. She thanked everyone involved.

Chair Isnard expressed gratitude to Dr. Schulte's team, stating that it was a testament to the shared governance model that the groups across the College had input into the project. Chair Isnard motioned to approve the Gallagher Implementation as presented. Trustee Criswell seconded the motion. **The Motion Carried.**

19. New Business:

- Chair Isnard invited the presentation of the College Policies. Ms. Linda Hoskins Sutton, Chair of the Board Policy Committee, noted that three policies - Academic Nepotism (Policy 2.01), Course Repetition (Policy 2.11), and Educational Assistance (Policy 4.06) - were included in the meeting packet for review. She thanked the committee for their thorough discussion and preparation. She emphasized that these policies were presented for Trustees' input before final approval and invited any questions or comments.

Chair Isnard expressed appreciation for the committee's work and stated that, after reviewing the policies, he had no questions. Chair Isnard called for a motion to approve the following policies: Academic Nepotism (Policy 2.01), Course Repetition (Policy 2.11), and Educational Assistance (Policy 4.06), as presented. Vice Chair Ricketts made the motion. Trustee Criswell seconded the motion. **The Motion Carried.**

20. Adjournment: Chair Isnard shared a few comments before closing the meeting. He gave congratulations to Trustee Hoskins Sutton on her reelection. He stated that he knew that she would continue to do great work for the community, and he appreciated her willingness to serve. He also gave congratulations to the new Trustees-elect, who would join the Board in January, Mr. Kump, Mr. Caiharr, and Mr. Sanchez, and wished them all the best and success in their roles in support of the College and the community.

Chair Isnard explained that as new Trustees take office in January, the December meeting would be the last for outgoing Trustees. He suggested appointing an interim Board Chair to open the January meeting for continuity until the Board formally reorganizes and selects a new Chair and Vice Chair. Trustee Scruggs Andrieu clarified that this would only be temporary to start the meeting, not a decision for the upcoming year, and agreed.

Chair Isnard stated that communications would be sent to incoming Trustees to schedule orientations. He suggested that it may be practical for the interim Chair to coordinate these sessions, likely to occur between the December and January meetings.

Chair Isnard explained that because Dr. Mosier, who normally administers Trustees' swearing-in as Board Secretary, will be unavailable in December, the traditional ceremony cannot take place at the College. He noted that, as suggested by Trustee Hoskins Sutton, incoming Trustees may need to coordinate individually with the Election Office to be sworn in, meaning the December meeting would not include the usual ceremonial swearing-in.

Chair Isnard opened the floor for questions while Mr. Greg Goheen, College Attorney, was present, noting that any remaining questions could be addressed before the December meeting. Trustee Hoskins Sutton reminded that incoming Trustees could go to the Election Office to be sworn in, citing her own experience being sworn in during December. Dr. Mosier added that his office is communicating this process to Trustees-elect and will receive documentation from the Election Office confirming their swearing-in.

Chair Isnard encouraged anyone with additional concerns to contact him or Dr. Mosier. He wished everyone a Happy Thanksgiving and a safe, enjoyable time with family and loved ones.

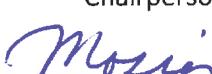
Chair Isnard called for a motion to adjourn. Trustee Criswell made the motion. Vice Chair Ricketts seconded the motion. **The Motion Carried.**

The meeting adjourned at 7:09 p.m.

ATTEST:



Chairperson, Mr. Brad Isnard



Secretary, Dr. Greg Mosier