



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 Minutes
Tuesday, November 15, 2022 – 5:00 P.M.**

CONSENT AGENDA – Item A
Meeting Minutes

1. **Call to Order & Pledge of Allegiance:** Chairwoman Evelyn Criswell called the meeting to order at 5:08 p.m. in Upper Jewell Lounge at KCKCC-Main Campus and in the KCKCC Zoom meeting platform on Tuesday, November 15, 2022. The Pledge of Allegiance was led by Chair Criswell.
2. **KCKCC Mission Statement:** Chair Criswell read the College mission statement.
3. **Roll Call:** Trustees present were Chairwoman Evelyn Criswell, Vice Chair Pat Brune, Mr. Donald Ash, Ms. Rosalyn Brown, Dr. Ray Daniels, Ms. Linda Hoskins Sutton and Mr. Brad Isnard.
4. **Approval of Agenda:** Chair Criswell called for a motion to approve the agenda. Trustee Isnard made the motion. Trustee Brown seconded the motion. **The Motion Carried.**
5. **Audience to Patrons and Petitioners:** Chair Criswell invited patrons or petitioners to address the Board. There were no patrons or petitioners online or at the podium.
6. **Recognitions/Presentations:**
 - Chair Criswell invited Bill Miller and Rick Swearingin of Novak Birks, P.C. to present the Preliminary 2022 Annual Audit and Financial Compliance Reports.
 - Mr. Miller mentioned the draft financial statement and compliance report for the year ended June 30, 2022, is in the meeting packet, this is the first year the financial statement and the compliant report were completed prior to the Thanksgiving holiday and the information was reviewed in detail with the Board Finance Committee.

Mr. Swearingin highlighted the following regarding the audit and compliance reports. The auditors expressed an unmodified opinion, the auditors agreed with

the management's discussion and analysis and ensured it was consistent with the financial statements and footnotes.

The financial statements of the KCKCC Foundation are included in this report. The Board of the Foundation will meet the first week of December to approve that audit. This audit cannot be finalized until that audit is approved.

The auditors did not note any material weaknesses or any significant deficiencies in internal control.

Trustee Daniels asked if the Board Finance Committee had any issues about the report. Vice Chair Brune stated no. Trustee Isnard was confident about the results and thanked the KCKCC staff for helping to get the audit done ahead of schedule. Trustee Ash thanked Mr. Miller, Dr. Kneuvean and the entire team for the great work.

Mr. Miller shared those thanks, noted how much KCKCC has going on, mentioned the filings that will need to be handled by Novak Birks, P.C. once the reports are approved and thanked the KCKCC staff.

Trustee Daniels motioned to accept the report. Trustee Ash seconded the motion.

The Motion Carried.

- Chair Criswell invited Mr. Jerry Pope, Vice President of Academic Affairs, to present the Biannual HLC Update.
 - Mr. Pope reported there is not a big update. The Board of Trustees of the Higher Learning Commission (HLC) met on November 3 and 4, 2022, which is when the vote of final action of the removal of the sanction would occur. HLC has up to 30 days to report to the College but have not heard as of today. There are some upcoming monitoring reports that the College will make over the next few years. A credentialing report will be due December 2023. An assessment report will be due December 2024. The College is reviewing Institutional Learning Outcomes and will be unveiled during Welcome Back Week. There will also be a planning report, one item will be the Facilities Master Plan.

Mr. Pope mentioned the finalized form of the Assessment Report that was reported on last month will be shared with the Board before the December break.

Trustee Daniels questioned when Welcome Back Week will be. Mr. Pope confirmed in January.

- Mr. Pope then introduced Mr. Justin Binek, Associate Professor of Music Theory and Jazz Studies, in place of Mr. John Stafford, to present the Academic Area Highlight: Music Department.
 - Mr. Binek thanked the Board, Mr. Pope and Dean Bohn for the invitation to present some highlights of the music department. Mr. Binek shared photos and

videos of highlights of events the music department has participated in such as performances with Michael Buble, a collaboration with a choir and a big band, the M-pact Vocal Festival, an upcoming 2023 Jazz Education Network performance, performance with Josh Groban, on-campus clinics with professional vocal jazz ensembles and the receipt of a \$5,000 donation from the Ella Fitzgerald Charitable Foundation to help fund a listening library/study lounge on campus.

Mr. Binek thanked the Board and the administration for the ongoing support of the department. Giving a shout out to Mr. Rollie Skinner, KCKCC Graphic Designer, Mr. Binek provided advertisements to the Board that were in a conference program and a music magazine.

Trustee Daniels commented the faculty members are great and thanked them for providing those experiences for the students. Trustee Hoskins Sutton pointed out the M-Pact Festival is phenomenal.

- Chair Criswell invited Dr. Chris Meiers, Vice President of Student Affairs and Enrollment Management, to present the Ruffalo Noel Levitz Student Satisfaction Inventory.
 - Dr. Meiers reported every 2 years the College invests in using this survey to gauge how the students are enjoying the College and it includes data comparisons to other Colleges. The survey assists with building strategic plans and enrollment management plans to keep, nurture and attract students.

There was a response rate of 450 responses out of 4,363 students for a 10.3% rate. The overall scores improved from the 2019 survey. The College ranked higher than most of the national community colleges and in most categories KCKCC ranked higher than Johnson County Community College and Metropolitan Community College. Dr. Meiers shared the Top 5 strengths and challenges. The results are very positive.

Chair Criswell gave appreciation for Dr. Meiers efforts.

7. **Communications:** Chair Criswell invited Dr. Greg Mosier to present the communications.
 - Dr. Mosier announced the KCKCC Annual Candle Lighting Ceremony & Scholarship Drive will be Wednesday, November 30th 11:00 a.m. to 12:15 p.m. in the Performing Arts Center.
 - Dr. Mosier announced the 12th Annual President's Annual Holiday Party will be Thursday, December 1st 11:00 a.m. to 1:00 p.m. in Upper Jewell Lounge.
8. **Board Committee Reports:** Chair Criswell invited the Board Committees to report.
 - On behalf of the Board Finance Committee (BFC), Vice Chair Brune, Chair of the BFC, reported the committee met on November 7th. Trustee Ash, Trustee Isnard, Dr. Mosier, Dr. Kneuvean and the support team reviewed the numbers. The College is in a very strong financial position. The expenditures held below the

budgeted monthly average and things are being managed well. The BFC participated in the full audit report. Dr. Kneuvean has reformatted some of the reports. Regarding the audit, there was cooperation from the staff and auditors and it was a learning experience. Congratulations were given to the College team.

Chair Criswell asked for any questions for Vice Chair Brune. Hearing none, Chair Criswell called for a motion to accept the report. Trustee Brown made the motion. Trustee Hoskins Sutton seconded the motion. **The Motion Carried.**

- On behalf of the Board Policy Committee (BPC), Trustee Hoskins Sutton, Chair of the BPC, reported the committee met and has some policies in the process. Hopefully in December there may be some policies to be approved.

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

Dr. Mosier mentioned last month's meeting minutes are being amended to add a list of the policies that were approved. Amended minutes will be uploaded to the website.

- On behalf of the Board Community Engagement Committee (BCEC), Trustee Brown, Chair of the BCEC reported that she and Vice Chair Brune met with Francisco Licardo, Community Engagement Educator Government Liaison for USD 500. He shared 2 names for Diploma Plus Career and Technical Educator Coordinators. They will follow up with the students and administration on how we can work together on community engagement. The BCEC looks forward to working with USD 500. Reminded the Board to communicate to her what community engagement looks like to the Board. The BCEC is looking forward to communicating to the community that KCKCC will be downtown.

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

- As the Association of Community College Trustees (ACCT) Delegate, Trustee Ash reported some Trustees went to NY, conquered and returned. Congratulations to Trustee Hoskins Sutton on being elected to the Diversity, Equity and Inclusion Committee, representing KCKCC and the Western Region. Trustee Hoskins Sutton won by a 3-1 margin. Her qualifications, experience and resume are hard to beat. Trustee Ash brought back information from the conference for all Board members. The Trustees all attended different workshops. Trustee Isnard took a college tour in the Bronx. Trustee Ash attended workshops on student success and increasing enrollment. Trustee Ash recommended a Student Success Committee would be worthy of a full board discussion at the next Board Retreat.

The ACCT National Legislative Summit will be February 5-8, 2023, in Washington, D.C. Will be making plans for that conference.

Trustee Ash reported the KACCT Quarterly Meeting is December 2nd and 3rd. Some Trustees will be attending. Trustee Ash and Trustee Hoskins Sutton have been asked to speak about ACCT to promote more attendees from Kansas community colleges. The meeting will be in Coffeyville. Also, will be reviewing suggestions from the KACCT executive committee and executive director regarding the legislative agenda for the Kansas legislature.

Trustee Hoskins Sutton reported at the ACCT conference, a delegate congratulated her on her committee assignment and shared he attended KCKCC's mortuary science program with Mr. Wiley Wright. Trustee Hoskins Sutton gave kudos to Mr. Wright as a faculty member.

Trustee Hoskins Sutton also reported on the symposium she attended at the ACCT conference. The symposium was about increasing the enrollment retention and success of men of color in community colleges. Men of color includes Black men, Indigenous, Native American, Latinos, Pacific Islander and Southeast Asian. These are underserved populations. Trustee Hoskins Sutton would like to ensure the College applies focus on a goal and a budget to ensure men of color graduate and are successful in their programs.

Chair Criswell thanked Trustee Hoskins Sutton for her report and agreed with the importance of actively pursuing the underserved.

Trustee Isnard reported on the ACCT conference. He also met the KCKCC mortuary science alumni. Dr. Mosier requested his name for a 100 stories of success story. Trustee Isnard attended a session regarding helping with the teacher shortage, heard from a keynote speaker of where higher education is heading in the upcoming decades and learned from colleagues.

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

9. **Consent Agenda:** Trustee Daniels motioned to approve the Consent Agenda. Trustee Isnard seconded the motion. **The Motion Carried.**
10. **Student Senate Report** – Chair Criswell called for the Student Senate Report. Mr. Andrew Guevara-Alatorre, Student Senate President, reported the following –
 - The Halloween bashes were successful. Technical Education Center had 450 attendees and 50 volunteers. Pioneer Career Center had 700 attendees and 60 volunteers.
 - Student Senate Bonding Trip participated in a meal, pumpkin patch visit and ice cream.

- Upcoming events – The Campus Safety Walk will be rescheduled. Student Senate is looking to identify areas of concern for those that require accommodations. The Candle Lighting Ceremony will be November 30th, 11:00 a.m. to 12:15 p.m. at the Performing Arts Center. Breakfast with Santa will be December 3rd, 10:00 a.m. to 12:00 p.m. at Technical Education Center.

Mr. Guevara-Alatorre, asked for questions from the Board. Chair Criswell asked if the Safety Walk is an annual event or a new event. Mr. Guevara-Alatorre answered this is a new event and gave a huge thank you to Dr. Meiers and Dr. Derritt for the help planning.

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

11. **President's Report** – Chair Criswell called for the President's report. Dr. Greg Mosier reported the following –

- There are several events that occurred this last month to share so the community knows everything the College is involved with.
- The Annual Board of Trustees Food Drive will be reported on later in the meeting.
- Last week was the President's Leadership Circle Breakfast and Advisory Council update. There were over 80 attendees including donors, KCKCC scholarship recipients, for the capital campaign elected officials both local and state, business and industry partners, KCKCC Board of Trustees, college faculty and staff and many student ambassadors.
- Dr. Mosier shared the full timelapse video of the building of Centennial Hall and thanked Mr. Randy Royer, Director of Media Services, for his work creating the video.
- Monthly COVID report – low numbers are being maintained. 12 employee incidents, 11 positive, 1 close contact. 7 student incidents, all positive.
- Major items Dr. Mosier was involved with that have taken place since the last Board meeting –
 - October 20 – visited the Village West Rotary Club meeting with Kansas Treasurer Lynn Roger as the key speaker.
 - October 20 – Chat with the President and President's Cabinet with over 110 employees participating.
 - October 26 – participated in the Urban Outfitters ribbon cutting ceremony. Dr. Mosier shared the names of 7 companies owned by Urban Outfitters.
 - October 26 – met with US Representative Jake LaTurner.
 - October 27 – 4th Annual Indian Classical Reception at the Art Gallery. Thanks to Shai Perry and Dr. Hira Nair for the Journey of Asianx women artists.
 - November 1 – attended the National Institute for Construction Excellence awards luncheon. Trustee Ash reported educators attended also from Turner and Wyandotte.
 - November 2 – attended the Panasonic groundbreaking ceremony with the JCCC President. This project will employ up to 4,000 employees and their supplying companies will also employ up to 4,000 employees. This will lead to continuous education in workforce training opportunities.

- November 2 – hosted and presented at a “Responding to Industry Needs in the KC Region” workforce event for the K-State President.
- November 4 – attended Leavenworth County Development Corporation Board Meeting. This was the end of his first 3-year term and will continue to serve for another 3 years on this Board.
- November 9 – attended the Kansas City Area Development Corporation annual meeting. Ms. Katie Lindgren, Special Projects Coordinator, made great connections for the new high voltage lineperson program that is being started.
- November 9 – attended the Wyandotte Economic Development Council Board planning session. Working on the next 3-year plan. Dr. Mosier will serve as Board Chair next year.
- Meet monthly with Mayor Garner’s Wyandotte Educational Coalition.
- November 10 – attended the High Aspirations Mentors Challenge annual event.
- Stay tuned for another special announcement on Friday from Marketing.
- November 18 will be a big event at the KCK Chamber of Commerce Stronger Together event. KCKCC will be recognized as the recipient of that award.
- The Candle Lighting Ceremony and President’s Holiday Luncheon are coming up.

Chair Criswell gave appreciation for all of Dr. Mosier’s efforts. Trustee Ash motioned for acceptance of the report. Chair Criswell seconded the motion. **The Motion Carried.**

12. Vice President Academic Affairs Report – Chair Criswell called for the Vice President of Academic Affairs report. Mr. Jerry Pope reported the following –

- Phi Theta Kappa hosted Pink Ribbon Day on October 19th. They collected donations for a local cancer organization. They have been doing this since Fall 2011.
- The Division of Academic Support and Assessment, as part of the “We Care” initiative, reached out to presidential scholars students to pick up a stay strong and finish strong packet and within a couple of days all of those packets were picked up.
- Arts, Communications and Humanities has a Students of LatinX Club, which is mostly our students in the ESOL program (English Speakers of Other Languages). They put together some fundraisers and raised \$3,400 for the Hispanic Development Fund. Trustee Hoskins Sutton shared kudos to them.
- The College hosted a couple hundred students during the high school debate tournament. Thank you to Dr. Derritt and our new Assistant Debate Coach, Christopher Cox.
- Studio Arts and Digital Imaging Design hosted a high school visit and portfolio review on November 4th for about 100 students. Kudos to them.
- The Electronic Technology Program was providing CPR and first aid training to students. This is a cross-collaboration of departments. Kudos to the departments.
- The Multimedia/Video Production students has been working with Captain Osvaldo Navarro from the Kansas City Kansas Police Department Community Liaison Office to produce a series of promotional videos.
- KCKCC represented women in STEM at the STEMMy Award Luncheon in October.

- Students in the HVAC program gave back to the community. Students helped tune up furnaces and replaced furnace filters at a church. The filters were provided by the churches and the students donated the labor.
- In Health Professions, the RN and RT students participated in an interdisciplinary simulation.
- CNA students had a visit from an Assistant Executive from The Piper Assisted Living to discuss that program.
- The Respiratory Care Program submitted their yearly accreditation document.
- Some accounting students went to Chicago to attend a symposium to expose racially and ethnically diverse accounting students from 2-year colleges to opportunities in the accounting profession. Trustee Hoskins Sutton shared kudos to them.
- Professor Allen Lenoir hosted the Vice President from the Bank of Labor to discuss the responsible use of credit.
- Mr. Pope provided opening remarks at the Psychology Club department meeting. It was hosted by Mr. Victor Ammons, Professor of Psychology, and Ms. Andrica Wilcoxon, Director of Student Activities, and was attended by about 70 individuals from multiple colleges.

Mr. Pope asked for questions from the Board. Trustee Hoskins Sutton acknowledged Dr. Kremer for his participation in community engagement in serving on the El Centro Board and the Catholic Charities Board. Kudos to Dr. Kremer for his community engagement involvement.

Trustee Hoskins Sutton asked Ms. Susan Stuart, Director of Online Education, about the chart reflecting usage by department which shows Business and Continuing Education has 215 usage. Ms. Stuart answered those are the amounts of used hours and Continuing Education includes the GED courses and it is used heavily. Trustee Hoskins Sutton gave appreciation for the 508 compliant goal update of 2% each year and for meeting the goal already this year.

Trustee Ash agreed with Trustee Hoskins Sutton's recognition of Dr. Kremer being involved in community engagement. The BCEC would like to know who is engaged in the community, with which organizations and which segments of the community. The BCEC will track this to develop a strategic plan.

Dr. Mosier shared President's Cabinet has been discussing this topic. At the beginning of the year, this information will be requested by division quarterly or semi-annually.

Trustee Ash made a motion to accept the report. Vice Chair Brune seconded the motion. **The Motion Carried.**

13. Vice President Student Affairs and Enrollment Management Report – Chair Criswell called for the Vice President of Student Affairs and Enrollment Management report. Dr. Chris Meiers reported the following –

- Dr. Meiers acknowledged Linda Warner, Director of Counseling and Advocacy, and Fyn Murrigan, Basic Needs Coordinator, of their work of establishing the Blue's Kitchen Food Pantry.
- The Safety Walk will be rescheduled. This collaboration was scheduled as a result of discussions at the Board/Student Senate Breakfast.
- Enrollment is still up 275 credit hours compared to last year.
- Launching a Strategic Enrollment Management Council. This will be a college-wide effort. Dean Bohn will co-chair the committee with Dr. Meiers. There will be a heavy focus on outreach, retention and how to support at-risk individuals.
- The Title III grant is being put into action. The first position being advertised is for the remediation of the advising positions called Student Retention and Career Coach.
- The Student Affairs Division had their leadership team meeting at the Pioneer Career Center last month. Being very deliberate about being present at each campus.
- Financial Aid is contacting students in loan default about the Fresh Start program.
- Career Services Coordinator, Danielle Frideres, expanding Handshake (the student employment system) and micro internships through a partnership funded by the Kansas Board of Regents.

Dr. Meiers asked for questions from the Board.

Chair Criswell gave kudos for the Blue's Kitchen Cabinet work being done as, in addition to adults being served, children and senior citizens are served.

Chair Criswell questioned if the Amazon partnership has been discontinued. Dr. Meiers responded the program has not been discontinued and Mr. Pope has been working on this to determine which type of course offerings would be beneficial. Dr. Mosier reported that is a site report which means classes taught at Amazon. Mr. Pope shared the College was not allowed into the facility due to COVID. Amazon changed their benefits package for students. The College has Amazon students that attend KCKCC classes. Dr. Mosier shared Amazon has changed their instructional model and are using educators of choice. Their students can take KCKCC programs and Amazon will pay. Next month Dr. Meiers will report the enrollment numbers.

Trustee Ash mentioned a supply chain management degree that may be beneficial to Amazon, Urban Outfitters or other nearby distribution facilities. Dr. Mosier has conversations regarding those areas, yet there have not been requests. This is primarily a 4-year degree and have been researching if there is an opportunity at the 2-year level as an entry into that area.

Trustee Hoskins Sutton questioned the term under Office of Admissions "Fall 2023 Portal for Domestic Admissions" will open on November 18th. Dr. Meiers answered the term means non-international; it is the general application for admission for the entire college.

Trustee Ash motioned to accept the report. Trustee Hoskins Sutton seconded the motion.
The Motion Carried.

14. **Chief Marketing and Institutional Image Officer Report** – Chair Criswell called for the Chief Marketing and Institutional Image Officer report. Ms. Kelly Rogge, Public Information Manager, on behalf of Ms. Kristy Green reported the following –
- Spring semester marketing has started, and a new commercial was shared.
 - New radio ads are playing and were shared.
 - Kelly reported that Ms. Green provided a comprehensive Spring enrollment marketing plan.
 - KCKCC will be the presenting sponsor of Navidondo in December. This is an event that supports 5 families in need in the local Hispanic community. Sponsorship includes 80 enrollment-focused ads, social media posts and shared media around the event.
 - Mr. Rollie Skinner, Graphic Designer, created branding for the Candle Lighting Ceremony.
 - Photography that Matthew Fowler has taken is included in the packet.
 - Tyler Scott, Athletics and Activities Media Specialist, has been taking great photos at the athletic events.

Dr. Mosier mentioned marketing is doing really great work. Great job to the whole team.

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

15. **Chief Financial Officer Report** – Chair Criswell called for the Chief Financial Officer report. Dr. Shelley Kneuvean reported the following –
- The culture at the College is very welcoming.
 - The Bookstore has new “shop local” merchandise.
 - Continuing to work with the new café provider which is a local business. The team has rolled out their catering services. They are ramping up and providing excellent service. Can pre-order online with QR code.
 - Some trees at Centennial Hall will be rearranged to avoid blocking security cameras.
 - The ADA accessible crosswalk across College Parkway will be relocated closer to Centennial Hall.
 - College Boulevard was repaved.
 - Continuing work on the Math & Honors hallway, reducing 6 classrooms to 4 bigger classrooms. 900 students will benefit from this upgrade.
 - Received the expected state funding for Excel and Career Education.

Dr. Kneuvean asked for questions from the Board.

Trustee Hoskins Sutton motioned to accept the report. Trustee Isnard seconded the motion. **The Motion Carried.**

16. **Chief Human Resources Officer Report** – Chair Criswell called for the Chief Human Resources Officer report. Ms. Christina McGee reported the following –

- Ms. McGee began her report by answering Trustee Isnard's question from the last meeting regarding how many employees have changed to a dependent tier plan. In 2022, a total of 47 employees were on a dependent plan. For 2023, 64 employees will be on a dependent tier plan, so 17 additional employees.
- HR has completed the keying of the part-time staff and adjunct bonuses. Employees will receive their bonuses on December 15th.
- HR facilitated the quarterly supervisor meeting discussing branding guidelines, credit card usage policy and outstanding customer service.
- HR hosted listening sessions regarding the onboarding process.
- HR had 16 individuals participate in biometrics screenings and 18 flu shots completed.
- Dr. Rasheed, Center for Equity, Inclusion and Multicultural Engagement Coordinator, is working on cultural intelligence training for an upcoming professional development series next semester.

Ms. McGee asked for questions from the Board. Hearing none, Trustee Brown motioned to accept the report. Trustee Isnard seconded the motion. **The Motion Carried.**

17. Chief Information Officer Report – Chair Criswell called for the Chief Information Officer Report. Mr. Peter Gabriel reported the following –

- Mr. Gabriel thanked Media Services for creating the timelapse video of Centennial Hall.
- Information Services is working on an Information Technology Master Plan. The first student listening session was yesterday with 5 students and received valuable feedback. Additional sessions are upcoming and will be repeated after Thanksgiving.
- The following projects have been completed: Perceptive Content, Single Sign-On and Business Objects. Mr. Gabriel thanked Database Administrators Shure Herr and Shazia Siddiqua for their work completing those projects.
- Single Sign-On was turned on for Ad Astra, the central scheduling program.
- Single Sign-On will be issued for Board Effect and will be communicated to the users.

Chair Criswell asked when single sign-on for the Board would be implemented. Mr. Gabriel mentioned before the next Board meeting.

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

18. Unfinished Business – There was no Unfinished Business scheduled.

19. New Business:

- Chair Criswell called for Ms. Christina McGee to present on the Hybrid Work Pilot Program. Chair Criswell announced the program will be reviewed and action will be taken at a later date.
 - Ms. McGee expressed excitement for the Hybrid Work Pilot Program as the College has been listening to current employees, new hires and former

employees and considering survey data for individuals in the workforce, what applicants are looking for and what organizations are doing to attract and retain talent but also be competitive. The College has worked with employee stakeholders to develop this pilot program for hybrid work. The program acknowledges the workforce demands are changing and employees are seeking flexibility in their work. This is an opportunity for the College to meet its mission and to ensure an environment where employees have improved job satisfaction.

Ms. McGee requested the Board to review the program for possible action to be taken at the next Board meeting. With regards to approval, the program would start implementation, if approved, in January of 2023.

Ms. McGee asked for questions from the Board.

Trustee Ash commented the program is very comprehensive, a lot of work went into the thorough program. Trustee Hoskins Sutton questioned how a 2-year pilot period was decided. Ms. McGee answered 2 years will provide a good length of time to study and develop how well the program will work for the institution. Trustee Hoskins Sutton likes that the program is 2 days per week. Trustee Brown appreciated the statement that the program must work for employees and the institution. Trustee Ash likes the 2-year timeframe. Trustee Daniels questioned if there was discussion with faculty members that are not eligible. Ms. McGee answered there has not been discussion with faculty members, they are not eligible. Faculty members are on the President's Chat meetings so there is awareness of the program but it is unknown if they are aware instructional faculty members will not be eligible. Trustee Daniels questioned if that may be discuss in negotiations. Ms. McGee reported that faculty members have a different work schedule than staff members, so they have some flexibility. The impact is unknown. Trustee Hoskins Sutton shared a keynote speaker at ACCT discussed the changes in higher education and the competition that will affect decreasing enrollment. Trustee Isnard commented that the remote work moving parts there are a lot of items to consider such as employment law and taxes. Trustee Isnard will send questions to Dr. Mosier. The 2-year timeframe may allow for employees to make permanent changes such as childcare arrangements.

Dr. Mosier acknowledged the good points and the good work by Ms. McGee and the committee. Dr. Mosier answered 2-years was chosen to give the program a good opportunity to succeed or not succeed. There must be a return on investment for the institution; that could be monetarily, employee satisfaction, less turnover or attracting higher quality candidates. The 2-days recommendation speaks to a loss of connection between employees with colleagues and employees with supervisors, and employees working remotely feel less opportunity for promotions.

Dr. Mosier requested that questions be emailed to him and Ms. Sheryl Brownell, Executive Administrative Partner to the President and Board of Trustees. The questions will be communicated to Ms. McGee.

Vice Chair Brune testified that remote work does work well, and production increased. The College program is very robust.

Ms. McGee added she and Dr. Kneuvean met with tax professionals regarding the tax implications and to maintain compliance.

Trustee Daniels questioned if supervisor development will begin as their role is major in understanding how the program works. Ms. McGee answered supervisors and eligible employees will be required to attend training.

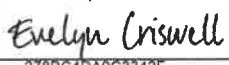
Chair Criswell asked for additional questions or comments. Hearing none, Chair Criswell thanked Ms. McGee for the excellent presentation.

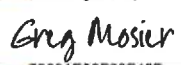
- Chair Criswell called for Dr. Mosier to present the 2022 Annual Board of Trustees Food Drive.
 - Dr. Mosier thanked the Board for all their efforts in creating a successful food drive. Dr. Mosier gave additional thanks to MVP Law and thanked the multiple cash donations from PGAV (\$500), Summit Care (\$250), Trustees brought food and money, several employees contributed for a total of \$1,200 to buy fresh food.
 - To top it off, the Kansas Board of Regents announced they had unspent in the ARPA funds and will reimburse institutions up to \$100,000 for food pantries. Dr. Kneuvean and Dr. Meiers are working on the specifics.

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

The meeting adjourned at 7:29 p.m.

ATTEST:

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 Chairperson, Ms. Evelyn Criswell

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 Secretary, Dr. Greg Mosier

