

Johnson County Community College Board of Trustees Meeting

November 17th, 2022

5 p.m.

Transcript of Meeting

- Good evening and welcome to the November 17th, 2022 meeting of the Johnson County Community College Board of Trustees. I'm Lee Cross and I'm gonna call the meeting to order now and ask that everyone who can please stand for the Pledge of Allegiance.

- [Group] I pledge allegiance to the flag of the United States of America and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all.

- Good evening and thank you for coming tonight. A roll call of trustees yields that we are all present as Trustee Dawn walks in at the gun. Trustee Joy Koesten has resigned as many of you probably know, so we now have a vacancy and I believe we're gonna address that later.

- That is correct.

- Okay. So there are now six of us and our first item on our agenda tonight is the awards and recognition section with our student spotlight, and I'll turn it over to Dr. Andrew Bowne.

- Right, and real quick before we introduce our student, I'd like to just recognize a couple folks who are with us this evening. Mike, would you like to start?

- [Mike] Yes, I would like to start. Let me introduce Rob Caffey. Rob is our new Chief Information Officer. He joined us on the eighth. Rob has deep education experience serving at one time as interim CIO at Kansas State. He also had a stint at University of Kansas, deep experience in working in a lot of areas that are key to the college, network infrastructure, students facing applications, so I am very, very excited and glad to have Rob aboard. Rob, anything you want to add?

- [Rob] I'm very excited to be here and we're meeting a lot of people, learning the ropes, and this is a great place. We have a great team and I'd really like to recognize Del Lovitt who's been the interim CIO for the last maybe two years or so, and she's done a great job.

- Absolutely.

- Happy to be here. Thank you.

- Rob had a trial by fire this week. We had a little bit of a situation the last few days and these handled it well, so we got him welcomed the right way. Thank you Dr. Bowne.

- You're welcome. Thank you. And then I'd also like to recognize Dr. Judy Korb and to welcome her back to the fold. She'll be joining us on November 28th and serving an interim role as executive vice president for student success, so Dr. Korb, welcome back.

- Thank you.

- We should clap for her too.

- There was a fair amount of buzz in the audience and around campus last week when she was present for our special meeting last week, and "Oh, why is Dr. Korb here?" All kinds of speculation, so there you go. We've solved that mystery. So I'd like to introduce to you our student for tonight, Yassin Ali, so please.

- Thank you, Dr. Bowne and distinguished members of the board. I appreciate you having me here tonight. I am a student here at JCCC and I'm majoring in business administration. I plan to go to KU Edwards campus in the fall. I'm originally from Stamford, Connecticut. I spent the first 20 years of my life there. I joined the Army in 2009 to get my school paid for and I got out in 2018 and now I'm finally back in school doing what I started out to do all those years ago. My time in the Army, I found out that what I'm really interested in is leadership roles and professional development and, you know, essentially human resources. So I've taken on a few of those roles here. I'm the president of the Johnson County Student Veterans of America, and I do a lot of organizing events for veterans and generally trying to integrate into the general student population and to form like warm relations between veteran students and more traditional students. I've lived back here in Kansas for the last four years and I moved here originally to be close to my daughter and this is home now. I love it here. I love Johnson County

Community College. I appreciate all the opportunities that I've been provided with here, and I feel like really the key to everything for me has just been to say yes, just, I've been offered opportunities and I just say yes and I do 'em to the best of my ability, and I've had a lot of help from Kena in veteran services. She's a great director, great mentor. Great professors here as well. I have had an amazing experience here. I haven't had one professor I would say anything bad about. It's, I just feel super welcome here and the culture here is something that I aspire to achieve in my human resource career in the future and the next role for me. So thank you for having me here tonight.

- Any questions for Yassin?

- What will your major be then to get into the field that you just described, leadership and human resources? When you go to Edwards, what will you be trying to get your degree in?

- So I'll be getting my degree in business with an emphasis in human resources.

- Okay, great. Good luck. I think you're gonna do fine based on the short time I've known you.

- Thank you, sir. Appreciate it.

- [Lee] Trustee Smith-Everett.

- Thank you. So tell me two things or a few things we do well for veterans and a few things that you think would really make an impact if we improved for veterans on campus.

- Okay, so let's start with what we do well for veterans here. Since I first got here, I felt like a very warm welcome. It feels like we are valued here and we are given opportunities to lead but also to learn how to work with, you know, people who are generally younger than, at least for me, people younger than me. And it showed me that there's a lot of hope really in the future for Johnson County and for our young students, and I'm impressed with what I've seen and I'm, so basically what I'm saying is I've been given that opportunity to work with a lot of different people in the school and just, I feel very welcome here. Another thing that I think we do well for veterans is the Veterans Service Center is a great place to work and it's a great place as a student to go there and have anything answered for me that I need answered. And it just, the familiarity factor, for a lot of veterans, it's difficult for us to go places where we don't know what to expect, we don't know anybody. You know, we kind of feel like an outsider sometimes, but here I don't feel that, and a lot of that is because of the Veterans Service Center and just

all the knowledge that is there to be offered for us as well as internship possibilities, the clubs that we have as veterans, the PAVE program, which the PAVE program I think is a great program for veterans and I would like to see something similar for like the general population of students. And so what the PAVE program is is when you get here as a veteran student, you are assigned a mentor. So just somebody that you have like a phone number and an email and you have that line of communication. So if you don't know where to go with a problem or something like that, you have a peer, somebody that is, you know, a similar background as you, also a student here working in the veterans center. So it's just nice to have that as like a link to all the other resources that this school offers for veterans. Something I think we can do better for veterans would be maybe to be a little bit more front-facing than we are and we're happy with what we have for sure, but I just think if there's something we can do better, maybe just have us more, I guess easily located or more front-facing to where we don't have to kind of navigate as well to get to where we are, but I think other than that I really don't have any criticism or any kind of suggestions for improvement, 'cause I think we're doing great.

- Well, thank you so much and thank you for serving. We appreciate it.

- [Yassin] Thank you.

- Yassin, you said you haven't had a bad professor, right?

- [Yassin] I said I haven't had it.

- You haven't. Have you ever had Brett Cooper?

- [Yassin] No, I have not.

- He's sitting right there.

- Oh, hey, Brett.

- You'd love him if you did.

- Seriously, what branch were you in?

- I was in the Army, in field artillery in the Army.

- [Lee] What was your MOS?

- 13 Delta, which I believe now is 13 Juliet. So what we did, we were the fire direction center, so we were the nerds that aimed the guns, essentially.

- Very cool.

- Very cool.

- Yeah, thanks. And I did a year in Iraq as not artillery. We just kind of did like mounted patrol missions and, you know, I'm from the New York City area, so driving in Iraq was a lot of fun for me actually.

- I had two brothers who had three tours in Iraq and then they came here, and now one brother's still in the Navy, he's an officer. And I tried for a commission, but I'm legally blind in one eye, so I couldn't get a commission outta KU, so thank you for your service. We appreciate it.

- I appreciate it. Thank you.

- Is there any other questions for Yassin? Trustee Rattan.

- How old is your daughter?

- My daughter is nine.

- [Dawn] And do you talk to her about your education?

- I do, and I hope, I honestly hope that she goes to school here for two years. I think that this is a great place to start and to get the kind of attention that maybe some students need early on. You know, you can kind of get lost in the crowd at a bigger school like KU, and I do feel like our education here is at least on par with what I know about four-year universities. And I feel like I've learned a lot, and part of what I've learned here is through the relationships that I've formed and just the opportunities that I've been given and provided with, and I feel like maybe you might have to like be a little bit more loud at a larger university to get some of that interaction that I feel like has just kind of fallen before me here. So yeah, so for my daughter, I really hope she comes here and gets to have that same experience that I'm having.

- Thank you.

- Yeah.

- We do too.

- Well, thank you.

- [Lee] Anybody else for Yassin? Yassin, thank you. Thanks for coming.

- Yeah.

- Is that all you have for the moment?

- Yes, sir.

- Okay, good. The next item on our agenda is the open forum. And somehow I have misplaced all my woo for the open forum.

- Here you go.

- Right there. This is my favorite part. The open forum section of the board agenda is a time for members of the community to provide comments to the board. There will be one open forum period during each regularly-scheduled board meeting. Comments are limited to five minutes unless a significant number of people plan to speak. In that instance, the chair, that's me, may limit a person's comments to less than five minutes. In order to be recognized, individuals must register at the door at each board meeting prior to the open forum agenda item. When addressing the board, registered speakers are asked to remain at the podium, Rob, should be respectful and civil, and are encouraged to address individual personnel or student matters directly with the appropriate college department. As a practice, the college does not respond in this setting when the matter concerns personnel or student issues or matters that are being addressed through our established grievance or suggestion process or are otherwise a subject of review by the college or board. Let me see here. Speakers wanting to make a public comment via Zoom must register by completing the registered form below by 5:00 PM the day before the scheduled board of trustees meeting. Speakers must provide, please, their name, city of residence, name of any group they're representing, the topic of discussion, brief one or two sentence summary of the presentation as well as the email address and phone number the registered speaker will be using to access the Zoom meeting. The Zoom link and conference number will be listed on the JCCC Board meetings page. Registered speakers should be familiar with Zoom, please, and its functionality before logging into the board of trustees meeting. Registered speakers should wait until called upon by the chair at which time the recognized speaker will be granted electronic access to address the board. Speakers wanting to make public comment in person must register through this form by 5:00 PM the day before or in person 15 minutes before the start of the meeting outside of this room, GEB 137. Each registered... I already did that. You get the point. And I do that every time for my own entertainment, but also because we've had some meetings where it's been an issue and I just wanna make sure the public is aware how to access the open forum section, and so it's my understanding we do not have anybody to take advantage of the open forum section tonight. So the next item on our agenda are board reports, and we'll start with the student senate, Mr. Daniel Gonzales.

- Hello and good evening. I have quite a long report for you guys, which is good. Student senate's been doing a lot, so I'll just go ahead and start. For new senators, the student senate has approved two new senators, Jameel Price and Sherry Osborne. For student clubs and organizations, four fund year requests were approved, the GSA Rocky Horror Show, the JCSVA trivia night, Model UN's funding was approved for their next trip, and their international club was approved funding. Additionally, furthermore, we have created three new ad hoc committees within the student senate. The Sprout Initiative Review Committee; the purpose of this ad hoc is to review the Sprout Initiative to see if it's something senate wants to pursue. The next ad hoc is the constitution review committee. In this ad hoc, the goal is to review the senate constitution for critical changes that need to be made. The next ad hoc and final ad hoc that was created was the catering prices committee. The goal of this ad hoc is to review catering prices with the college to find what prices we can change for clubs and organizations. Additionally, the student senate went to an SGA meeting in St. Louis. Five senators had the opportunity to attend a student government association meeting in St. Louis. At the meeting, the senators learned about leadership techniques and presented the information to the student senate after the trip. Furthermore, the student senate has approved a CLEAR and CONNECT liaison. The CLEAR and CONNECT is part of the... we're trying to out... since the CLEAR and CONNECT program can't technically have a student

senate representative as a member of the student senate body, the student senate approved a CLEAR and CONNECT liaison so that they could be represented through the student senate. For trick or treat for kids, we served over 150 families, and all 21 clubs that signed up came to the event. And lastly, I'd like to give an announcement about JCCC Gives. Currently during this holiday season, student senate is fundraising money to fulfill 264 wishes on our tree for people in need. We are currently looking for items and baked goods to sell at our Christmas market, which will be held on November 30th. Generous individuals can go directly to our Christmas tree located in the Center for Student Involvement to decide which wishes you want to fulfill. For those not able to personally donate gifts, you can donate online. The way to get to this online link is to go to the JCCC site and search JCCC Gives 2022 on the website. And that's all the updates I have for student senate. Thank you for having me.

- Thank you very much, Daniel. Questions for Daniel? Trustee Ingram.

- Yes, Daniel. Thank you. So our donation to JCCC Gives will go for your purchase of items...?

- Yeah, the purchase of items for people in need. There was nominations that were approved and then now we have 264 wishes that we need to fulfill.

- 264 Wishes. Okay, thank you very much.

- Any other questions for Daniel?

- Appreciate all you do.

- Daniel, thank you very much.

- Thank you. Appreciate you.

- The next item on our agenda is from our college lobbyist, Mr. Dick Carter.

- Live and in person?

- Live and in person. Second time this year.

- Ooh.

- Historically, I like to try and limit my comments, keep them brief, and do my part to keep the meeting moving along. However, this evening I may use some of my banked time from previous reports to talk a little bit about some issues that are not detailed in my report, and many of which have come to light since I submitted my written report for distribution to you. And I'll be happy to answer any of the questions that are in the written report, but I'd rather focus time on something a little more important, and then see if there's an opportunity for questions and comments and discussion a little bit later. For a moment, I think a brief history of higher education in Kansas is in order, and so bear with me if you will. In 1999, the legislature passed the Higher Education Coordination Act, which is commonly referred to, or at least has been over the past several decades, as Senate Bill 345. We're well enough down the road now that we really don't talk about it in those terms, but that transferred the supervision of community colleges, technical schools and colleges, adult education and proprietary schools from the Kansas Department of Education to the Kansas Board of Regents. This meant that the Board of Regents' responsibilities changed to include the coordination of all post-secondary education in the state, including Washburn University and the private colleges and universities. An operating grant formula was established to provide state funding for community colleges and Washburn University beginning in fiscal year 2001. In 2007, the legislature passed legislation creating the post-secondary technical education authority, which would then produce the tiered funding models. And this legislation has continued to be tweaked over the course of the next decade or so following 2007. In 2017, the legislature passed Senate Bill 174, which affiliated the Wichita Area Technical College, commonly known as WATC, with Wichita State University. The bill changed the governing board of WATC to an industry advisory board reporting to the president of Wichita State University. And then Wichita State University took over the control and operation of WATC at that point and that was a bill that was approved by the legislature in 2017. I provide this background for context because we're watching unfold another attempt, which is what we're seeing by the Board of Regents to introduce affiliation legislation that would grant the ability of any university under their governance model to affiliate with a community college or technical college. This proposal was read at their, or was at least covered, at their board meeting this week in Manhattan on the campus of K State. And we have a few initial observations from looking at the draft language of the affiliation legislation. First of all, current statutes allow community colleges to voluntarily affiliate today. If the model for the Wichita State/WATC affiliation was good in 2017, why do we need to adopt a blanket approach for affiliation legislation that is seemingly permissive. Each affiliation should be reviewed and adopted on its own merit as they're equally complex and unique to the situation that they find themselves in. The current draft would amend multiple statutes for community colleges, and we haven't even begun to dig into those yet. It's uncertain if they are repealing those statutes, if they're amending the statutes, we're not sure about the details of how those would be handled in the bill. The current draft would transfer non-tiered funding from a community college to the university's base budget. That has some fairly significant implications, one of which could in fact be an issue of constitutionality, because the current draft would eliminate the need for local governing boards, with the exception for the use of any taxing authority that might be necessary. I think that's where we find

some potential constitutional issues. There are more concerning impacts that we really haven't been able to pick apart yet. Many of the details are not covered in the draft language and there are still unknowns related to this particular conversation. It's being presented as an idea. That's how it's been characterized or discussed. It's a little bit more than an idea when you have draft language that's being reviewed by a governing body. The first we saw of this new proposed language was in the November board packet for the Board of Regents, and that was about six days ago that it first was available to those in the public. Keep in mind this idea, if you will, has been discussed for the past couple of years, but this draft is a little bit different than previous drafts that were discussed. I emphasize all of this because this is likely a legislative year where we will need all hands on deck. This is a bigger issue than your lobbyist going to the State House and testifying in favor or opposing an issue. It's bigger than Heather Morgan representing all 19 community colleges. And so what do I mean by that? This bill could impact specific areas of teaching and instruction. So we're talking about faculty, faculty association. This bill could impact administration, so presidents, vice presidents, academic affairs officers, folks in the business office. And certainly this bill could impact governance, and there are seven people that represent this institution that have a strong voice that can make a difference when it comes to dealing with these types of things in Topeka. I think I would sort of wrap this particular issue up with a couple of comments and then maybe we could stop and see if there's discussion or conversation. This legislation flies directly in the face of higher education statutes that are noted in KSA 74-3202, where at the end of the statute it states, "Notwithstanding any of the powers, duties, and functions conferred and imposed on the State Board of Regents under the Kansas Higher Education Coordination Act, the boards of trustees of the community colleges shall continue to have custody of and be responsible for the property of their respective community colleges and shall be responsible for the operation, management, and control of such community colleges except as otherwise expressly provided by law." I think that's pretty important, because that's really what we're talking about here, and if we continue to go down this road, maybe one of the solutions would be for two-year sectors to offer four-year degrees, and we could start with nursing. That seems to be a popular topic that folks like to talk about around the state, and we'll cover a little bit of that a little bit later in my comments. There are some other proposed changes to proviso language in the Board of Regents' legislative proposals. We have some concerns about those but haven't really delved in the into them too deeply yet. But they talk about the expenditures of state dollars. They talk about how those dollars can be moved around in accounts, and that's concerning as well. I have a few additional unrelated items to this to present, but, Mr. Chair, this might be a good place to stop and see if there's any conversation.

- I agree. Questions for Mr. Carter on this point? Trustee Musil.

- I'm not following everything because that is the legislation allowing voluntary affiliation? Or is it leaning toward or mandating affiliation under certain circumstances? My understanding was, it was a couple years ago, we got close to Fort Hayes State affiliating with Dodge City Community College, and that fell apart for some, I think, local political reasons, but is this one some type of mandate or is it fear that it will become some type of mandate?

- I think it's the latter. It's being billed as permissive, permissive legislation that would allow voluntary affiliations. This one, though, works from the top down. This would be university to community college. And so in the business environment you might think of it as a hostile takeover. That's a good way to use the term.

- I guess I'll learn more about it. I'm not that concerned about it. If I have the right to say no, they can't take us over. They can't buy our stock. We would have to say yes and therefore negotiate something, and I'm not, I don't think it's, I mean, and part of my concern is I want to know more about, we've discussed before and it's a sensitive topic, we have 19 community colleges. We probably have too many, so I don't want to immediately say affiliation opportunities, consolidation opportunities are bad public policy. They may be for Johnson County, they may be for another community college, but I'm interested and I agree with you it's something we need to follow, but I don't know enough yet to have the concern that you seem to have. You know more than I do.

- If I may, Trustee Musil, I just wanna clarify. You're saying the people of Johnson County are not for sale?

- [Greg] Well, I...

- They can't take over our stock?

- The Community College of Johnson County, yeah.

- It's a tough topic. I thought we had something...

- If we have to agree, then there are at least four people here that would have to agree that we struck a good deal with University of Kansas or whomever.

- [Lee] I agree. So...

- I think your, Trustee Musil, I think your comments are accurate, and I think that where we start having the concern is depending on the political makeup of a board. You're right, it does only take four, perhaps. We're talking about very complex affiliations. I'm sure Dr. McCloud could talk about the hundreds of two plus two or agreements that we have with state universities already, and they're not

just a simple one-page agreement. We're talking about a fairly significant move. It is voluntary. It would have to, like you said, both parties would need to agree at least at this point. I think there's a lot of details that are unknown in the proposed draft legislation, and that's the concerning part.

- [Greg] Thank you for watching it.

- And to the extent that we're aware of the issue, it has been talked about over the past couple of years, we had not seen the draft language until it appeared in the board packet. That's a little concerning when all partners are not at the table having that conversation.

- [Lee] Trustee Smith-Everett and then Trustee Hamill.

- Thank you, Mr. Chair. Mr. Carter, you are worth every dime. I will start with that. I always find your reports to be incredibly informative and educational, and it has occurred to me over the last year, maybe more, that KBOR has a fundamental misunderstanding or lack of understanding about what and how community colleges operate and what we do and how we serve our students and populations in Kansas. So I would say to this board, I'm more concerned. I'm actually, I'm glad you're taking it with such a grain of salt, I don't know that I agree, that we can be subject to a hostile takeover depending on which way the political winds blow. That could be really devastating for places that don't have the kind of muscle that we have here at Johnson County Community College where we can probably fend it off multiple times. But we are certainly a prize worth capturing for some, and I think that they would probably do anything to make that happen if they so wanted. That is a concern for me, so I would say to this board, I would be more than willing to have a motion that we draft some language for anyone on the board from our college that would like to sign on and send to KBOR our disapproval and concern about this. Many boards have done that in the past. There's been other things that have happened in Topeka and we've seen groups sign on to letters, and I think that that can be very powerful I think. As Mr. Chairman Cross has said multiple times, we've had a good couple of years in the legislature that have benefited us, and I think part of that is because we've had people there advocating, and we've had Ms. Morgan doing incredible work to make sure our legislators know, and it may be time for us to start being very, very present and very vocal at KBOR meetings to make it clear that we have maybe a difference of perspective of what our institutions do versus what they think that we do. So I'm concerned. I've got hairs on the back of my neck that are raised by your comments. And when you come with such gravity, I take it very seriously. So I appreciate that. Thank you.

- [Lee] Trustee Hamill, and I don't have anybody after that.

- I was curious if there's been any other examples from other states where these hostile takeovers has happened that we can kind of look at the model of what that might look like.

- That's a great question, Trustee Hamill, and I will definitely, I won't be able to provide a response this evening, but I can look into that and communicate with our association and see if there are any examples that are known from other states.

- All right. Thank you.

- I can...

- Go ahead.

- I mean, I can say from my own experience, not about affiliations, but in terms of consolidations of campuses or colleges, if you will, in different communities, and while it is perceived to generate operational savings and so forth, it doesn't always generate good results for students. I experienced that at Ivy Tech, and that's why we moved into a consolidation of regions and then to a separation of them several years down the road where it just didn't yield the sort of results that were desired, so I just think we have to be very careful about how we go about doing this. I've already cleared my schedule. That happens the second day of the KBOR meetings, happens again as it usually, often, or usually is the case, coincides with our meetings here, but my schedule's cleared for those two days for me to be there and to be actively involved in this alongside Dick.

- The one at Ivy Tech, was that a forced?

- No, although we did have a, there was a forced one previously where Vincennes University and the predecessor to Ivy Tech Community College, Indiana Vocational Technical College, they were merged. It lasted five years before there was, in common parlance, a divorce took place, and it was problematic. So we just have to be very careful about how we do this. You know, we certainly don't want to give up local control. We don't want, you know, hands reaching into our pockets and pulling revenue out of here. We just need to really study this and understand what's going on, not only for our benefit, but for the benefit of our community and technical colleges around the state and ultimately our students in Kansas. It's incredibly important.

- [Lee] Thank you, Mr. President. Trustee Musil.

- I don't want, I'm not taking a cavalier attitude to that, toward this, but I don't know enough yet. And I know we'll know more, and I know we're gonna meet with our legislators coming up and we'll have a discussion with Johnson County legislators. But we have a problem in this country with the cost of higher education, and if we're not willing to look at different ways to do it, then that problem will not get any better. I have no idea if this is a good idea or a bad idea. We have WATC that was affiliated with Wichita State. It's been going on for a couple years now. We ought to be able to draw some lessons from that, good or bad. It depends on the culture of the individual university or the individual institution, it depends on what control is taken or given. I'm certainly not going to agree to anything that eliminates the role of a community college to be affordable and accessible just to benefit a four-year university, but I also am not prepared today to reject the notion that there are some affiliations that would be good for the state of Kansas and students in Kansas.

- [Lee] Thank you, Trustee Musil. Trustee Ingram.

- Yes. Well, I appreciate everyone's comments. And I think, Dick, how I would respond to you, we didn't have a chance to visit today, but both Dr. McCloud and I were at the KBOR meeting yesterday, and speaking with Heather this morning, our approach, we have a quarterly meeting coming up December 2nd and 3rd, so this will obviously be something that we'll be discussing along with presidents who are in attendance. One of the things that I shared with Heather was just in order for trustees to be well-educated and informed, maybe coming up with several points that we would want for everyone to have, so that, you know, there's a greater understanding across the state as to what's going on. Maybe three things we can all talk about and we can all share in addition to supporting the presidents and how they would move forward. So it's still in its infancy, if you will, but not, because as Dick just mentioned, this is the first time they've really seen language about it and I...

- This version.

- This version. So I think that's really what has created some of the concerns at this point is it seems to be moving. The other thing that I would say is at KBOR meetings, we really don't have a voice. You know, we really don't have a voice. And Heather had negotiated a meeting, I don't know, maybe earlier this year, where several of the KBOR members meet along with Blake Flanders, Heather Morgan is in there, and I have been in there as president of KACCT, so we've kind of elevated ourselves amongst them so that we feel like at least we have a voice prior to the KBOR meeting. They know we're there. So everyone's experience is really important, but we'll keep the board informed, but I think we're just, we're just wanting to make sure that you all understand what's going on. This is your college, this is your college, this is our state, these are our students, and we just wanna make sure everyone's really clear on what we feel is happening, so... Dr. Bowne, is that sufficient?

- [Andrew] That's good. Absolutely, yeah.

- Okay. All right, thank you.

- [Lee] Any other comments here?

- I would say, I just agree with you, Nancy, that this is new news, more information is needed. I can see a college like us, as big as we are and all of the resources we have, all the supporters, that it is definitely, doesn't taste good in our mouths, but I could also see a rural college saying, "Hey, K State's gonna come and affiliate with us." That's gonna give us more resources, more, you know, professors, or more something to help them out. So I think we've also gotta have, I don't think it's a one size fits all answer to it, and that's why I say we need more information.

- Thank you, Trustee Rattan. And I think those are good comments, and at the risk of offending everybody, I probably agree with all of you. And yet...

- Wait a minute.

- Mostly with Trustee Musil and Trustee Rattan, I think, you know, Dick, I've never seen you take that tone. I trust you implicitly and I think that there is gravity to what you're saying, so this isn't to downplay what you're saying, but just an attempt to be diplomatic and say both my parents came from rural Kansas, Leavenworth and Rooks County, and I think understanding where these schools are coming from and the need, if not desperation, for money in those institutions and those entities is great. I commend and I want to thank Dr. Blake Flanders for the creativity of this proposal. Certainly is creative. And I think I heard you say that with WATC and Wichita State, there was a need to go to KBOR for that specific approval of that venture. Is that right?

- Well, that would probably be one of the check boxes. It also required legislative approval.

- Yes.

- And we do, like, I think that is a good step, because there should be that legislative oversight in those cases where an affiliation is desired.

- So I can understand and appreciate their desire for affiliation, but I remember at a cocktail party one time in Liberal, Kansas at a KACCT meeting, the trustees at Seward Community College telling us about the broken promises of state aid to that remote corner of the state. And I can, after 9, 10 years on this board say that the promise of the 1/3-1/3 pie that we were promised by the state has never lived up to that. So anybody promising any entity money or resources, I would caution them before they join that partnership, because typically it has become a one-way street. They will just raid and take and not return much. So I think, nevertheless, we should consider what they need, what they're asking. I know 9 or 10 years ago, there was a phrase in the legislature based mostly off ALEC and what the Koch brothers were pushing that we should let the market decide, we should let the market decide, we should let the market decide. And I commend this board. In my brain, I don't know how it played out, but I helped postulate and promote that argument. I said, you know, this college is in a unique position to let the market decide. And since 1989 when my father started coming back here, it's always been a myth or a rumor that this school could start its own four-year institution. And whether we become Kansas Polytech or some other version of it, we could certainly start a four-year school very easily in the southwest corner of Kansas City. And the Missouri side has been very good to us. We have a wonderful reputation and relationship with UMKC, my alma mater. I'm a Jayhawk first, I will say, but I'm also a Kangaroo, and the Missouri zip codes that we take on the, what do we call that,

- Metro rate?

- Metro rate. Thank you. That we passed six, seven years ago, has served us well. So, you know, I think we'll be fine, and I can't imagine my mentor, friend, Dennis Moore or Molly Baumgardner, or anybody else I've served with on this board or followed, would yield power from this board and from this community, which has served this community so well. But I see walking around, even in ACCT meetings, where we're the envy of many people, and they just don't have our resources. So I understand and have that empathy, and I know you know all this, it's not for you. I'm sorry, it's like being on a game where you're talking to that lowest common denominator, a viewer, and you're stuck in the box with me. I certainly think we could offer four-year degrees. That would be easy. I kind of raised that with Kansas Polytech. My dad always rued the day he didn't go to Rolla or Cal Poly. I mean, I think that'd be awesome if we had a Polytechnical Institute here. I'd sure like to know what Senator Baumgardner, Sykes, all of our senators and the 26 State representatives think about this in our delegation. I think it would be interesting to know. We don't have any fiercer advocate to this college than Senator Baumgardner, and I did talk to her for 45 minutes last Saturday, and I did not talk to her about this, so thank you for raising that issue. That's another conversation I get to have with Senator Baumgardner. Thank you so much.

- Well, last Saturday it really wasn't on our radar just yet, so...

- I know, I know. But I do count her as a friend, and I appreciate that, and, but we disagree on almost everything outside of this college. I said let the market decide. I just, I think everyone here tonight who

cautioned that we be careful, we should be careful, and I think you're a great messenger and advocate. We don't agree on everything for everybody watching this and thinks that there's some friendship here. There's maybe a mutual admiration, I hope, but we certainly appreciate you and your message here tonight. I think we have a lot to be careful of, so... Any other comments for Dick while we're on this point? And I think he needs to finish his report, or do you wanna finish?

- Yeah. Yeah, I have a few, a couple of other items, and I would just, I would sort of draw that conversation to a close by offering just a couple of responses to a couple of things that I heard. I'm not aware of any of the 19 community colleges that are interested in bringing this legislation, so I just wanna make sure that that's clear, regardless of how they may be doing as far as the number of students or their budgets are concerned. I think that is something that Heather will be very clear about when the trustees meet in early December. And then the other thing is, you're right. My tone probably demonstrates what I do believe the gravity of the situation is. That does not mean that we take an adversarial role. I think it's important that we're aware because it would be a very... it would be a huge difference from the way we're doing business today if that were to go into law, so we'll see how the conversation goes. It was just the first reading at the Board of Regents. They'll have another reading in December. There was very, there was really no discussion, and I think that that's in part because there was an awareness around that governing body that there's some concern about the way the legislation is drafted. So I agree with all the comments that were made around the board today. A couple of items, this one was fairly large as well. Earlier, between this last meeting and this meeting, with regard to the property tax issues related to the property tax appeals and the case that was out there with Walmart versus Johnson County. It's not a secret. There's a one-time settlement that was reached for tax years 2016 to '22. The reduction in our budget with that particular settlement is not necessarily significant, but that's only one of the group of properties that have appeals in Johnson County, and so I think we'll continue to watch that issue unfold and we could likely see legislation that would seek to codify the Prieb case, which has been used for the most part in determining what that that property value looks like if it's an empty big box or if it's actually out there built to specifics for earning revenue for whatever retail purpose is out there. So we'll see if that bill gets pre-filed. I've been told that there will be legislation coming related to codifying that particular case law into statute. We should get some idea on how things may progress tomorrow afternoon even. There's an informational hearing in the special committee on taxation, and that's one of the things that they will be discussing and getting an update on from the Department of Revenue as well as the specifics of that appeals case. The issue of reducing reimbursements to funding Allied Health programs continues to be making its way around very slowly. They've put the breaks on that a little bit. It would appear that the Kansas Chamber is now interested in talking about the number of hours for training, possibly reducing those and reducing some of the regulations around some of the Allied Health fields, so that's another issue that we'll watch, and should that come to the legislative arena, that will be a big one as well. I do have some good news. We have now sent out or are working on sending out the invitations for the gatherings that we host in early December, and so you will have that opportunity to interact with our delegation when they're on campus the first part of December. So we're looking forward to continuing those conversations and building those relationships that are so important to the college.

- [Lee] I agree.

- And that concludes my remarks.

- Any questions for Dick after the conclusion of his report? Trustee Ingram.

- Yes. Thank you, Mr. Chair. Mr. Carter, when you speak to Allied Health and the hours that we're talking about, can you elaborate just a little bit on that so that the board knows what they're looking at?

- Yeah, they're looking at programs like LPN programs and reducing the number of hours for training for those programs. That can dovetail with the separate conversation about the cost for reimbursement that's coming from a different angle. And those can gain traction depending on how that issue moves forward. That's at least what we know as of now. There have been no formal proposals. There was a news article that appeared earlier this week touting the chamber's interest in getting involved in reducing regulations surrounding those courses.

- And was that the one in the Kansas Reflector?

- I believe it was, yeah. I think it appeared in the Capital Journal, but it would've been through the Kansas Reflector service.

- All right. Thank you. Then the other question that I would have as far as our legislative priorities, that would be something that you will be bringing forward

- That is correct.

- to us. We will also have legislative priorities from KACCT that will kind of merge with that, and those will be prior to our meetings with the legislators. Is that correct?

- The, yes. The KACCT meeting's in what, two weeks?

- Right, right.

- And our team is looking at the legislative priorities that we have as the college as well, and we'll look at bringing those to you.

- I thought we had those before we met with the legislators.

- Yes.

- For our lunches. Okay. I was thinking that we did.

- Yeah.

- Okay. Thank you.

- One other thing, and I think I know the answer to this, Mr. Carter. Scott Schwab. Scott Schwab is from Johnson County, right?

- [Dick] Correct.

- Are any of these other statewides from Johnson? I don't believe so. Vicki Schmidt's not, Steven Johnson's not.

- Steven Johnson owns property here, but he's farming in Assyria.

- Well, congratulations to them all. I just want to say that.

- Trustee Musil is correct.

- Thank you. Any other questions for Dick? Thank you, Mr. Carter.

- Thank you.

- The next item on our agenda here this evening is the report from our faculty association professor, Brett Cooper, who is indeed a wonderful professor and my friend who joined me, well, he sat next to me at Some Enchanted Evening.

- Thank you, Leo. I mean Lee, sorry. Thank you, Trustee Cross. Saturday night was a wonderful event and I enjoyed getting to talk to several of you there. It's a busy time of year. Students and faculty alike are hunkering down, working on culminating projects and getting ready for final exams. The holidays are coming fast and major deadlines are approaching fast as you are well-aware. Not only are faculty working to finish up their courses, but they're continuing to participate in professional development opportunities both here at the college and in professional associations. This week saw a group of faculty come together in the Beg, Borrow, and Steal series organized by our faculty development office called Teaching Media in the Age of Misinformation. Faculty from the library, journalism, and English collaborated to provide this session for all faculty members. The Course-based Undergraduate Research Experiences, or CURE Symposium, took place today. Over 100 students participated in this this semester, and they were from biology, microbiology, and chemistry. Four full-time faculty organized the event with the assistance of three adjuncts. In other news, JCCC Night at the Nelson will be returning this spring. On this night, faculty and staff speak on selected works found at the museum. This is a free event open to the public. It will be April 14th, 2023 from 6:00 to 8:00 PM. Tonight, many JCCC faculty and staff are watching us, waiting to see what will happen with the VERB replacement proposal that the board asked the administration to develop this spring when you voted to sunset VERB. The special meeting last week saw much discussion about the pros and cons of the proposal. While there was much discussion on the cost of the proposal, one thing that I thought got lost in the discussion was with regard to the second part of the proposal, the award for service up to July 1, 2023. It's designed in a way that to require an ever-decreasing amount be held in reserves. This is vastly different than the current VERB situation where the amount that needs to be held in reserve continually grows. As people retire and leave the college for other reasons, the amount that has to be set aside decreases and can never increase and will eventually go to zero. Another part of the discussion that caught my attention was the concern about opening the contract to negotiate some provisions of the proposal. Negotiations are not an inherently bad thing or anything to be feared. Negotiating is a problem-solving process. Two parties come together with an issue to be resolved, they have competing interests, but they work to find the best solution with everybody involved. Negotiations does not have to be a win-lose situation. It is about solving problems. But negotiating does require a certain level of trust between the parties, and I hope that we work together in such a way over the years that we do have that trust amongst each other. I also wanna remind you that another issue will need to be negotiated in the coming months, that is the full-time faculty evaluation methods. This has been pushed to the back burner for a couple of reasons, but it has not gone away. I hope we can work together collaboratively to move forward with these issues. I'd like to take a moment to recognize the unionization effort being undertaken by our colleagues at the University of Kansas. Currently, 1,500 faculty and staff have reached a critical point in the process. Over the next few months, they'll be working to collect union cards until they reach a critical mass, at which time they will vote whether or not to unionize. We wish them the best in their efforts. And finally,

we would like to congratulate Dr. McCloud on his forthcoming promotion to provost, as well as welcome back Dr. Korb. We look forward to working with them in their new positions and under this new reorganization with respect to shared governance. Thank you.

- Thank you, Brett. Any questions for Professor Cooper? Any questions for Professor?

- Just make a comment.

- Go ahead.

- You seem under the weather.

- A bit. It's just a standard issue cold. I've tested a couple times.

- Good. Standard issue is okay. Well, I wish you much more health over the holiday.

- [Brett] Thank you.

- Brett, I'm a, I guess I was a member of the AFLCIO when I worked for Working America. I helped start that program in 2003 and 4 and my father was a union bricklayer, my grandfather was a union machinist and bricklayer, and my great-grandmother in Ottawa was a union seamstress during World War II, so I think that's great that there's a unionization process. I think that unionization is nothing to be feared. There's this provision in the First Amendment called Freedom of Assembly, and I think when people get together that's great. I do it for instance every Sunday at church, but I also think it's good for collective bargaining purposes. And I think you're right about negotiation not being an inherently bad thing. I think that sometimes it can be, it can be contentious. I've had good and bad negotiations, so I thank you for raising the issue, and please know that whatever happens here tonight, like we've done our best and we will continue to do so. So thank you for being here and it was good to see you Saturday night. Any other questions for Professor Cooper? Thank you very much.

- Thank you.

- The next item on our agenda is a presentation for the Johnson County Education Research Triangle. Trustee Musil.

- Thank you, Mr. Chair. The Johnson County Education Research Triangle met on October 31st, overlapping with our committee of the whole meeting. We heard from the K State Olathe campus, the KU Edwards campus, and the KU Cancer Center. The most exciting, as always, I think, is the KU Cancer Center and the amount of clinical studies they're able to do now that they have their national designation, the amount of money they're bringing in and the amount of cancer research that is being accomplished. The JCERT tax is a 1/8 cent tax that was approved by the voters in 2006, excuse me, 2008. This year through October 31st we have raised, or the tax has raised, 13.7% more than last year, or about \$2.4 million. I mentioned before that the inflationary part of the economy also raises, when it raises the price of something raises a sales tax on it. So from the standpoint of funding those three entities, 2022 has been a good year, and by the end of the year, I would guess we're almost gonna be \$3 million more or a million dollars more for each institution. So...

- That's a minor fortune.

- That's a little bit ahead.

- Yeah. Thank you, Trustee Musil. Any any questions for Trustee Musil? Seeing none, the next item on our agenda is kind of a dual report for the KACCT and then the ACCT Conference and Delegation report. I'll recognize Trustee Ingram first.

- Thank you, Mr. Chair. Wanted to just kind of follow up. I have already mentioned that our next meeting is in Coffeyville on December 2nd and 3rd. I was speaking with our executive director today, and I know that's a really full agenda. We have typically had Friday phone calls. There was not one last week. TEA is meeting tomorrow, so the presidents are not going to be on that call. And then of course the Thanksgiving holiday then is followed by a meeting in Coffeyville. So we anticipate a review of our legislative priorities for KACCT. We anticipate, as Mr. Carter referred to some policy discussions and funding discussions, so I will have a full report next month, and then I was kind of prepared to lead into that ACCT.

- Go ahead.

- If you're please do so.

- Ready to do that. There were three of us who attended ACCT. Laura Smith-Everett was our voting member and represented Johnson County Community College as such. Mark Hamill was there. We were in New York the end of October. So I'm gonna go ahead and let them, Laura, I'll let you go ahead if you would, Trustee Smith-Everett, begin with your report.

- Okay. Mine isn't...

- Comments.

- I was gonna say, I didn't prepare an official report.

- That's fine.

- Except for as a voting delegate, I learned about the behind the scenes process of voting for our officers, and I was proud to cast a vote for Linda Sutton at KCC. I can't do all the letters correctly, but, and she was nominated, now I've forgotten. Nominated for-

- Diversity Equity.

- Diversity Equity Officer at large for our Western region. Correct? Okay. I said all the things in all the right order, I hope. So, I was proud to vote for her and support that and learn a little bit more about the ACCT board infrastructure and the people serving in that role. Do we wanna share about the conference itself or do you wanna wait?

- Yeah, if you have any comments. No, no.

- It's my fault. I should have given you a warning. I apologize.

- It's okay. I would say as for the conference, it was a pleasure to be there. I always find the education that I get to be incredible. They do a very good job of providing lots of different opportunities for trustees, and two big tech takeaways. I was approved to go to the chair training, what did they call it? Chair Academy, thank you. Which was very insightful and I really appreciated, so thank you for that opportunity. I think you have to sign something to approve of that. But that was really looking sort of

under the table at some of the things going on in boards across the nation, and the two big things that came out from that were that we have boards with people who get ill or are aging and are unable to step aside or step down, and that it becomes a contentious issue on how to handle that. And then the other one is that boards are becoming very divisive in the community college world politically, and that that's causing a lot of difficulty for chairmen. So it gave me more appreciation for those that have served in this role and what that entails when you've got a lot of contention, and I'm grateful for those that I serve with on this board, that we are not at that point. I would say the other big takeaway was that the theme of data was very, very, very heavy and prevalent in every session, that data drives, data tells the story of who you're serving, who you need to serve, how you need to serve better. And data gets people to talk in ways that makes it less personal and allows people to really drill down to what we can do better. And so I talked to Dr. Bowne at the conference about that, and I know that we have incredible people doing incredible things with our data, and I think we're ready for next steps and the directions of how everybody can be looking at that data to make better decisions for our students and the community abroad. So that concludes my report.

- Well, that was really good. Trustee Hamill, did you have anything you wanted to...?

- Sure. I'll tell you, one of my biggest takeaways was on pathways. And it was something we invested in here earlier this year, and I was a little bit concerned about what exactly we were buying. I heard people make some great comments about it, but I had very little details of what we're actually looking at. And one of the conferences spent a lot of time on how much it's gonna affect our students and how much it's gonna help them. Thinking back to when I was here, I could imagine myself benefiting greatly from that, and I could imagine a lot of students getting a lot out of it. It really helps them, instead of having to wait for a counselor for every single question they may have, they can ask these questions themselves, you know, in an instant by using Pathways. I know it's something that we have looked at as a school for maybe the last six years. Is that right Mickey? We've been talking about Pathways?

- [Mickey] Yes, it has been.

- And so to finally make the jump off, again, it was a little concerning, but I feel really good about it, that it's definitely the right direction to go, and I think it'll make the student experience so much better, it'll allow the counselors do their job better, and I think ultimately, it will even save the college money possibly. That was one of my biggest takeaways.

- Did you have any fun?

- Yeah, had a good time too. Yeah, very nice.

- Oh, we weren't allowed, I didn't think. You didn't sign off on that part, so I didn't think we were allowed to.

- We were in bed by eight every night.

- Every night, every night.

- There might be a tax to spend liberal, but you know, we still have to be stewards of money and stuff, so...

- I wanna go ahead and mention a couple of things if you're okay with that. And one of them, particularly after our student spoke about veterans, one of the things that we talked about, and I know Trustee Hamill was in that one as well, was about the single moms

- Yeah.

- and their education. And one of the things that they said was one in every ten students is a single mom. And so some of the single moms were talking about things that were attractive to them and how, you know, there was even a place for single moms so that they could kind of be together and feel like they belong too. So it was really interesting. I think the interesting piece of all of this is you send some people to a conference and we come back and we've got great ideas and we think we, you know, and when you find out that Johnson County Community College is actually doing so many of these things already, and the work behind the scenes, there's just a multitude of things that we can't get our fingers on, but when you ask them questions and you realize we do that, we get that funding, we receive this, we're participating in that, you know, you're just reassured, if anything else, of the good work that's being done that we may or may not be aware of. But I really did enjoy that particular one. We also talked about presidential goals and assessments. We talked about board assessments in a couple of those, so I see some of that work that we have ahead of us in the spring as being able to make some contributions based on some of the things that we heard and that we will learn between now and then that will contribute greatly to that process too. So I will end with that. Oh, oh, I do have one other thing.

- [Lee] Please.

- This is, and this was about community college stigma. And it was just really interesting. There is actually, I don't have that site in front of me, but I will get it to you. But they were talking about community college stigma and how they are really trying to overcome that. And there's actually a website, and that's what I don't have in front of me and I apologize, but I will get that to you, Dr. Bowne, and it's probably something that you're well-aware of. But it was interesting on how there was a group that was really together on, you know, making a national movement on changing that stigma of community colleges, which was really refreshing to hear as well. So I will end on that.

- I love this college.

- Yes, we do.

- Trustee Smith-Everett, I think with respect to data and how people talk different, I do agree with you, but because I like to argue, I think that the power of the anecdote is not to be overlooked. Like for instance, we have a student spotlight, where every president in my recent memory will have a guest in the gallery to illustrate and tell a story through an anecdote. I think the power of an anecdote should not be overlooked. Like for instance, Billy Beane and Moneyball,

- [Laura] Here we go. Beep beep beep. Where's my BINGO card?

- How he constantly sought to not find himself or to not

- Anybody get BINGO on that?

- I don't interrupt any of you. And yet, he used data to work his way out of his team's poverty, and I think Trustee Ingram made her point when she said, you know, one out of ten students is a single mother, and how that automatically flips the conversation so that we can see and perceive that, and then begin to understand that we're not just a series of anecdotes, that we're in a common community and not on our own, so I wanted to comment on that.

- If you don't mind, I'll just comment back that I completely agree, and stories are what move people. And using those in conjunction with one another came out several times in some of those presentations, because your data can tell you the story behind the story of one individual that you may not otherwise know. Single parents, first-generation parents, people who've repeatedly tried higher ed, and you can get those stories pulled out, your veterans, your single moms, but you can also then better understand

your institution. How many Marias are there, how many, you know, Lee Crosses are there at your college, and better change your programs for that. So thank you for that comment, 'cause that is very true. And they did mention that multiple times, the power of story.

- [Lee] Did you have something else?

- Yes, Mr. Chair. There is only one Lee Cross here at Johnson County. Let's clarify that.

- I've seen many across the country, if you go to Whitepages.

- And that website is CCsmart.

- Thank you so much.

- You're welcome.

- Any questions for this distinguished crowd? Seeing none, thank you very much for that.

- I was just.

- Yes, ma'am.

- Oh, I was just gonna say, when I went to D.C. they talked about board development as well, and I think that is something that we should pursue.

- [Lee] We're gonna have a whole committee.

- I know. I'm excited.

- We're working on it. We can do better. Thank you. The next item on our agenda is a presentation for the JCCC Foundation, and Trustee Rattan.

- Good evening, everyone. This is the report for November 17th. We had Some Enchanted Evening this weekend. The foundation was very focused on putting on the signature event and everyone who attended could tell that it was a lovely event. This campaign is how we reach a record amount of income for scholarships and student basic needs. This says well over 100, it's, we were headed towards that, but I think we hit it and hit that million dollar mark and maybe exceeded it. Steve Wilkinson was honored as a 2022 Johnson Countian of the Year, but since we didn't have it last year in person, we also recognized Clay Blair for 2021 Johnson Countian of the Year. 600 attendees enjoyed the evening of dinner and dancing and heard scholarship impact stories from three JCCC students, Carrie Randolph, Andrew Roseboro, and Mary Rowden. The students were the highlight of the event. I agree with that. Also, if you saw, we had the barbecue pavilion ribbon cutting. The foundation was grateful to be a part of this barbecue pavilion. The event was a great way to show appreciation for the partnership between JCCC and JCCC Foundation donors. \$250,000 in private donations were used to build this new facility, which is really cool if you haven't seen it.

- [Lee] I have not, actually.

- It's got every kind of barbecue grill you could think of, literally, and a pizza oven, and warming drawers and cooling drawers.

- [Lee] Does that conclude your report?

- Yes, it does.

- Thank you, Trustee Rattan. Any questions for Trustee Rattan?

- Only because I'm on the foundation, I just wanted to publicly offer my regrets. Influenza A struck our family late on Saturday and I had to make the choice to stay home with a child that was not feeling well and probably would not have done well with a babysitter. So I really regret not getting there, and I had so many wonderful people text me with pictures and bits of the evening and everybody said the student part was absolutely the highlight, so I really regret that I couldn't. I had been looking forward to it for a long time and I look forward to going next year. So I'll just save that dress in the back of the closet. Hope it fits next year.

- And kudos to Joy Ginsburg.

- Yes. Oh my gosh.

- I'll just say she hit the ground running day one and just makes everything awesome and much better.

- Judy Riley puts up with me and everyone else at the foundation. I can't remember right now. I'm sorry.

- [Dawn] The whole staff. The whole staff of the foundation.

- You did a fantastic job.

- Thank you very much, Trustee Rattan. And now our next report is college council by the man, the myth and the legend, Trustee Musil.

- I would defer to Jason as the chair of the college council, I got to the meeting a little bit late, so he will fill in on the first part of the meeting and then I can make a couple comments. Thank you for chairing this.

- Absolutely. I would like to point out that I am a co-chair with the president, so, but he often defers to me, so I guess that's why I'm here. Thank you. I'd like to give you kind of a little bit of background on the college council.

- [Greg] Jason, would you do us a favor and introduce yourself?

- Oh, I'm sorry.

- Not everybody knows you.

- I apologize. My name is Jason Arnett. In my day job I'm the assistant manager for retail dining here at the college, and I've been here 10 years. I actually graduated in 2021 with my associate's degrees in

business administration from JCCC and finished my bachelors at Ottawa University in June. So, thank you.

- Awesome.

- That's me.

- Congratulations.

- The college council is part of the shared governance system that was established. We've been, I've been part of, I'm part of the staff council, And staff council elected me to be on the college council as well. So for the last year and a half or so, we've been involved in trying to figure out how to communicate really well to everybody. The college council is made up of representation from faculty, adjunct faculty, counseling staff, administration, students, cabinet and board of trustees. I'd like to point out also that Yassin, our student tonight, was also serving on college council and there are other members of college council here. Each group that sends a representative determines how long they'll serve. The council consists of 15 members, and the membership distribution is to be reevaluated every three years. We do get some experts as necessary to make sure that relevant information to the issues is considered. And college council's role is to promote shared governance by serving as a collaborative body, bringing together representatives from the various college governance groups. The college council considers issues of importance to the entire college community and provides recommendations directly to the president and relevant decision-making bodies when we get to that point. College council understands the importance of all stakeholders having a voice in the decision-making processes of the college. Better decisions are made when those most affected are consulted before a decision is made and when the abundant expertise of an academic institution is used to inform that decision. The key is communication. College council's primary purpose is to be a point of contact among the various councils and bodies at JCCC to foster collaboration and seek solutions. Non-contractual issues affecting the entire college may be brought to this council through its members. The council then communicates with the most appropriate shared governance groups or departments on campus on any given issue. And those issues come to us after the appropriate shared governance body decides that one or more of its members on the council will bring it to college council. We consider non-contractual items that impact the college and items that do not fall under the purview of the master agreement, student code of conduct, or any other shared governance bodies on campus. If there's no appropriate body to consider an issue, individuals may bring that issue to the attention of the college council, usually through one of the individual members. Excuse me. Individuals that bring that, excuse me. We'll review it then for next steps, including referring issues to appropriate shared governance bodies. Recent topics, we just had our a meeting yesterday and recent topics have included the courses and copyrights, concerns from the counseling office, overall communication concerns from the staff council. Courses and copyrights has been referred to the academic branch council and the counseling office concerns are being addressed with the appropriate administration. And the discussion around communication issues throughout the

college was very robust and I think eye-opening in some ways yesterday. So that's where we stand at this moment.

- Well, thank you Jason. That's the best explanation I've ever heard of the college council since we have adopted this shared governance model, and I think maybe for the rest of us, too, to understand what it does. It was a very robust discussion yesterday, a follow on to last month's discussion about communication concerns on campus and concerns that have been raised through the staff council and others about how we govern. I think one of the frustrations that I noticed yesterday was not surprising, I think it's inherent in this system, is the notion that the tension between those who think shared governance is a decision-making participation versus those who understand shared governance as a communicative effort where we get things on the table, we have all the people around the table, and we make a recommendation to a decision-making body. And I know I'm in the latter category, and I know that's frustrating to folks who thought this process would be more where the college council could make some change or decision as opposed to recommend it, and that's gonna be a tension we continue to have. But it's a very broad cross section of the campus and lots of good perspectives and good discussion, including from the student, Andrew, who was there yesterday.

- [Jason] Absolutely. Absolutely.

- Any questions for Trustee Musil and Mr. Arnett? Trustee Rattan.

- Are the notes for the meeting available to read or review?

- Yeah, through info hub.

- [Dawn] I don't think we have access to that.

- [Laura] I don't get that.

- [Greg] Yeah, we don't get that.

- I don't know how I would...

- We can make it available.

- Okay. Yeah.

- [Dawn] Thank you.

- Any other questions?

- I might mention on that note, because we also have the tension between full transparency and robust discussion. So we had, you mentioned that yesterday, that some would like the meetings recorded or livestreamed or whatever. I see Jeff Hoyer back there, who's on from the staff council, and the decision had been made not to do that, that this is a body of representing the entire campus to get in and talk and not worry about, worry as much about how they say it or what they say as opposed to saying it frankly. So just I think we have that in a lot of areas of life, and this is just one of them where there's that dichotomy between trying to make sure everybody hears everything and yet everybody's willing to say something.

- Right. If I may, Trustee Musil, I think I agree with more of what you just said in both segments of your comments than you think I would. I certainly believe in a relative flat hierarchy with collegial decision-making process, but I think it's the teaching and management or leadership where there has to be a unity of command. Like it all has to go up to one person. I do think that taking advice from a round table is a good way to have a philosopher king or monarch so that we're making informed decisions. We have a similar, I think, similar issue on collegial steering that I'm about to talk about, so I appreciate this discussion and I would say, I had something else to say... Oh, the tension between robust discussion and open meetings. Was that it? Is that how you framed it?

- [Greg] Basically.

- You know, I have told multiple policy-makers, it's not to say that the court system does everything perfectly. We don't, but I think that while we have open courts, not everything that is said in court is immediately publicly available. There certainly are transcripts that are available, and that's an access to justice issue as to, you know, what to learn what's been said in courts. But I think the U.S. Supreme Court does it fairly well where there's a recording and there's ultimately a transcript, but I think that policy makers and decision makers need to be free to learn, make decisions, educate themselves, and so that, and I've probably done it here a time or a hundred, you know, grandstanding that's done in public meetings could be avoided if there just was a recording. So we could have an open transcript and people go find the comments that were made on a transcript. And I'm, I probably bored you with this before,

but congratulations, you qualified again. So I think I agree with you that we need to have open discussions, and while some of us may do some things different, we still have to maintain trust and authority and leadership, so...

- Yeah, I might have made a significant amount of the discussion, and I maybe didn't center around, but was generated by the VERB.

- [Jason] VERB was definitely a part of it, yes.

- The decision is to discontinue VERB, and the discussion with respect to whether or not there will be a replacement. So that wasn't the only topic of concern, but it was probably the biggest elephant in the room.

- [Jason] Yeah, I would agree with that.

- Do you have any response or comment? Or do you...?

- No, I think everybody, both on staff council and college council, both, I think everybody's getting very comfortable with each other and being able to speak openly and faithfully to themselves is important, and I think that we're really happy with that arrangement at this point. So yeah. And we're looking forward to whatever we can recommend that would help things, so we wanna make sure that we're doing our part.

- [Lee] So thanks for serving on that committee.

- Thank you. Appreciate it.

- Thank you, Mr. Arnett. Unless there's any other questions. Seeing none, thank you.

- Thank you.

- The next item on our agenda is a report from the audit committee. We had a planning meeting of the audit committee last month. We will meet again on 12/12/22, and that too will be a planning committee, as I understand it.

- [Greg] That will be an actual committee meeting.

- Okay, good. That's a full committee. I don't really have any report to offer at this time. We discussed things, Trustee Ingram and I, with, I'm blanking on Heather's name. Heather Callaway.

- Callaway, yes.

- With Miss Callaway and Dr. Bowne that I believe are confidential, so I'll just say we had the meeting and move on from there. The next item on our agenda is a collegial steering meeting. We met last Wednesday before our special meeting here, in which we had a decent discussion, I think, and we went through this agenda. It was the debut of this agenda and we went through it with faculty, I do believe in open discussions. I do, however, believe that the U.S. is advanced citizenship, so sometimes you have to show up to a meeting to know what's going on. I'm not sure it's possible or worth the staff time and trouble to have everything livestreamed. Many of us got used to that during COVID, but these meetings are certainly public and we invite you to attend. So in those meetings we've had very honest discussions about enrollment and other issues and I plan to continue doing that and welcoming their input and certainly taking their counsel while I serve as chair here. Trustee Ingram, do you have anything to add?

- Well, I think you mentioned that we reviewed the agenda, and so we were seeking input as to whether there would be any agenda items that they might be interested in having, so we'll continue that and continue that conversation.

- I can't wait to hear what Judy Korb thinks of that idea. So...

- Okay, very good.

- I was trying to find some substance and format for that meeting and she's sitting right there. You don't want Judy Korb's disapproval, okay? Laura left. The next item on our agenda is the report for the committee of the whole, and you can find that in your board packet, page one. Committee of the whole meeting was held at 8:30 AM on Monday, October the 31st, 2022. Dr. Bowne, myself, Trustee Ingram, Hamill, Dawn Rattan, attended the meeting. Trustee Laura Smith-Everett joined at 10:00 AM, Trustee

Koesten was absent. Trustee Musil was representing us at the JCERT meeting. I will say as an aside that I took the liberty, with Dr. Bowne in consultation with Trustee Ingram and the other trustees, of calling a special meeting last Wednesday to go through the VERB again, really as a fallout or result of the committee of the whole meeting on Halloween, and I felt it was necessary to have Trustee Musil there. Many of us have our own thoughts and ideas, despite what some stakeholders and commentators may think, but there's seven of us for a reason, or six now. We build and learn from each other, and I would invite others to do the same. Review, we reviewed audited financial statements for fiscal year ended June 30th, 2022. The college's external auditors from RubinBrown LLP have completed the audits of the financial statements and major federal award programs for the fiscal year ended June 30th, 2022. Mr. Chester Moyer, an audit partner, and Corey Robinson, an audit manager from RubinBrown, LLP, presented the draft reports and required auditor communications. It is the recommendation, Mr. President and fellow trustees, of our committee of the whole, that the board of trustees accept the recommendation of the college administration to accept the audits of the financial statements and major federal award programs for the fiscal year ended June 30th, 2022, and I would welcome a motion to adopt that recommendation.

- [Dawn] I motion. I move that we adopt it.

- Is there a second?

- He moved.

- Oh, I'll second.

- You asked for a motion, right?

- I asked for a motion.

- I thought you made it. I'm so sorry.

- I should have said, "I so move." That would be faster but I just... I'm not sure whether the chair's supposed to make it.

- [Dawn] I'm just following the rules.

- You're fine. Trustee Rattan has moved. Is there a second?

- I'll second.

- Trustee Ingram seconds. Motion has been made by Trustee Rattan, seconded by Trustee Ingram. Is there any discussion?

- I know we all know this, but we probably have to tell the public that we had an unmodified report, an unmodified audit, which is what you want, it's clean. I can't remember what the old term used to be, but it was a much more descriptive term than unmodified, but I think it's important for those who sometimes question the financial integrity of governmental entities that once again we had an unmodified report so...

- Any other discussion? Seeing none, all those in favor please signify by saying, "Aye."

- [Trustees] Aye.

- And those opposed. The motion passes unanimously. The next item on our committee of the whole report is a report on the 100 series of board policies that you can find in your packet starting at page two. We have been over this several times and I believe we are in position, Kelsey, Ms. Nazar, to adopt the changes to the 100 series policy that our committee worked on, and so I'm gonna ask for a motion to approve the 100 series policies.

- So moved.

- Motion.

- Motion has been moved by Trustee Laura Smith-Everett and seconded by Trustee Musil. Any discussion?

- I have a question.

- Trustee Rattan.

- When will we review these again? Is it every other year?

- I was just gonna comment about...

- You can take 'em home with you.

- Bring 'em in marked up.

- [Dawn] I feel like they have gone home with me.

- I was going to comment on our behalf, the committee work we did. It was our intention that we are adopting these in their current form, which is taking into consideration the feedback that was given during the retreat, and so even though all of them will still need to be revised again, it is our recommendation that the board governance committee set up a time table. We, Trustee Ingram worked on one, and we have one to recommend, and that each policy be worked on one at a time or in conjunction with some other things so that it is spread out over the next year, and then from then it can be a two-year or three-year review cycle. That is one of the big missing pieces for us in the policies in general. We've never had regular review stipulated in a policy, and we would recommend that the board governance committee do that. So we, so just for clarification, we are just adopting in their current form, but it is not the intention that it would be their last form, if that makes sense.

- Thank you.

- It does. And I apologize, I misread this. There is actually a committee structure report here, if I may. Who made the motion? Trustee Smith-Everett?

- [Laura] Yes.

- Would you mind withdrawing the motion?

- [Laura] Sure. I will withdraw the motion.

- And I'll ask for another here, shortly.

- Okay.

- Here's the report. The ad hoc committee on committees has reviewed and recommended changes to the board committee structure. The recommended changes create the following standing committees: student success, management and finance, employment, employee engagement and development, inclusion and belonging, board governance, and audit. The ad hoc board policy committee has reviewed and recommended the changes to the 100 series board policies. The recommended changes include the addition of applicability and purpose statements, a wonderful drafting effort, and formatting changes, clarification of board processes, changes to the board committee structure as recommended by the ad hoc board committee on committees, board committee on committees, and the timing of the organization meeting, elaboration on trustee professional development, and the additional explanation of resolutions and censure. It is therefore, Mr. President and fellow trustees, the recommendation of the ad hoc committee on committees and the ad hoc board policy committee that the board of trustees approve modification to the 100 series board policies as shown subsequently in this board packet. And I would now welcome a motion.

- So moved.

- Second.

- Motion has been made by Trustee Laura Smith-Everett and seconded by Trustee Musil. We had earlier comments. Is there any other comments? I think Trustee Hamill?

- Yeah, I'd like to make one more comment on the resolution of censure policy 114.03. You know, we talked a little bit, Laura mentioned some of the boards of community colleges across the country have gotten more controversial and there's been more issues, and in light of those things, I want to make sure that people really have an idea of focusing on communication, conversation, and not necessarily weaponize the censure process. And I'm not saying that that's the intent of the people that worked on this by any means, but I am concerned that it could be used as such to try to silence people, and that's really one of my biggest concerns that that could happen. Again, you know, there's different points of view, different backgrounds, and all those things are extremely valuable and important to hear

those things, and depending on what the board makeup may be one year versus, you know, another year, I just wanna make sure everybody gets a chance to be heard no matter what, and I do know that the board is committed to that. Our chair does a great job of making sure everybody gets a chance to speak and hear those kind of points of view. But I think it's important, kind of go with academic freedom and freedom of speech go hand in hand in lots of ways, and I just wanna make sure nobody feels silenced from it. So...

- Right. Thank you, Trustee Hamill. Do you have any other comments?

- [Mark] That is it.

- Trustee Musil?

- I appreciate Trustee Hamill's comments, and Mark and I talked about this, and my answer I guess is simply that there's no more weaponizing of this as modified than there could have been on the earlier form, and as modified it puts much more structure around what this board can or cannot do if a trustee is perceived to have violated the code of ethics or the code of conduct. So I agree with Mark, and I think our code of ethics, code of conduct requires us to listen to everybody and to not stifle anybody and that we ought to do that. But I guess if there's a four-person majority on this board at some point that wants to weaponize whatever the code of conduct is, they can do it. I don't think we're gonna have that problem, and I will fight against it to my last breath. I think this gives us more structure than we had before. The last time we had to use this, and there wasn't any, there really wasn't any structure, so I think this makes it easier for the board, easier for the chair, and makes it clear what each of us owes to one another.

- I concur with you, Trustee Musil. And I'll just state I'm a big fan of the First Amendment and I have a duty to uphold it in a couple jurisdictions. I understand your concerns and I agree with you that freedom of speech is important. I think you'll find that any board that would try to weaponize censure would be foolish and look foolish in the eyes of all of the communities that support us, and we're supported by the business community, the foundation community, the artistic philanthropic community, a lot of different social communities that support us in addition to the political community that most of us belong to. I would say that unless you resign, we're stuck with you, so that's just how the statutes and laws fall. We've censured one trustee since I've been here, multiple trustees had been censured despite what anybody might have said about that, but it had been a while. I think it had been 20-some years since we had censured a trustee. It's not to say your fear's not groundless, and I think I raised it as an issue in a previous meeting. So I'm just trying to recognize and understand your comment and ask if there's any other comments on this particular recommendation.

- [Mark] No, I appreciate it. Thank you.

- The motion has been moved and seconded. I'm gonna call it for a vote and ask all those in favor please signify by saying, "Yes."

- [Trustees] Yes.

- And those opposed.

- No.

- The motion passes five to one. The next item on our agenda is recommendation on on-call architectural services at page 25. Let me go there. This is a recommendation for an award of bids, RFP for single purchase of 150,000 or more that was made at the November 22 committee of the whole, ironically on October 31st, and it is the recommendation of the committee of the whole that the board of trustees accept the recommendation of the college administration to approve an additional \$400,000 for on-call architectural services for a total fiscal year 22 amount of 700,000, and I believe I would, I will so move.

- Oh, second. Nobody wants to?

- I'll second.

- The motion has been moved and seconded by Trustee Musil. Any discussion on this recommendation for on-call architectural services? Trustee Rattan.

- Oh, does this have any relation to our overall master plan? And if it does, is this number trending down as we near the completion of our master plan?

- Great question. So the next, the last phase of our current facilities master plan is GEB first floor. We do have an architect for that, so these additional funds won't be used for that, but we do have other projects in the pipeline. So some of the things, what that last facilities master plan will move people

from the third floor down. We have to figure out what we wanna do with the third floor, so we'll have to bring an architect for that.

- [Dawn] But it's separate from this group?

- Yeah, it'll be a part of this 400,000. That'll be a part of how we use those funds. We're doing fashion for Mickey and WLB. We have to design that. We're looking at outdoor classrooms. We'll amount to make investments there, so a lot of things we're doing at the college will require an architect, and that's why we're asking for the additional funds.

- [Dawn] Thank you.

- Any other questions or discussions on this point? Seeing none, all those in favor please signify by saying, "Aye."

- [Trustees] Aye.

- And those opposed. The motion passes six to zero. The next recommendation is another \$150,000 purchase from the committee of the whole where we reviewed a recommendation. It is a recommendation of the committee of the whole that the board of trustees accept the recommendation of the college administration to approve the proposal from Inceptia for student loan delinquency management and default prevention services program for a base year of \$66,302.20 cents, and a total estimated expenditure of \$359,114.10, including the renewal options through 2027. And I would so move.

- I'll second.

- The motion's been moved by myself and seconded by Trustee Ingram. Any discussion on this recommendation? Trustee Hamill.

- I just wanted to ask if this actually had to do with before somebody takes a loan, if we're actually doing any counseling on what that may look like and how it may affect them in the future before or not.

- [Lee] Pam, would you like to address that, please?

- [Pam] That is indeed what it is.

- Okay. I just wanted to make sure.

- That's the process, yes.

- Thank you.

- [Lee] Trustee Smith-Everett.

- Similar to Trustee Hamill's question, I just wanted to say that I asked Dr. Bowne to clarify that this was not a collection. We were not paying for any kind of collections program that would go after our students, but that instead we would counsel them out of needing to go that far and find out what it is that they needed to be able to either pay their bill or get some forgiveness, and that clarification is important for this vote.

- [Pam] Yes. Absolutely.

- Any other questions, comments? Motion has been moved and seconded. All those in favor, please signify by saying, "Yes."

- [Trustees] Yes.

- And those opposed. Motion passes six to zero. The next recommendation is another expenditure of 150,000 or more for ath Power Consulting Corp. It was a thorough evaluation process was conducted which included reviewing and ranking the written proposals according to the evaluation criteria defined within the RFP. At the conclusion of that evaluation process, it was determined that the proposal submitted by ath Power Consulting Group met the best needs of the college. It is therefore the recommendation, Mr. President and fellow trustees, of the committee of the whole, that the board of trustees accept the recommendation of the college administration to approve the proposal from ath

Power Consulting Corp for an online employee engagement survey for a base year of 31,500 and a total estimated expenditure of \$153,585.84 including the renewal options through 2027.

- So move.

- Second.

- Motion has been moved by Trustee Musil and seconded by Trustee Smith-Everett. Any discussion? Any discussion? Seeing none, all those in favor please signify by saying, "Aye."

- [Trustees] Aye.

- And those opposed. Motion passes six to zero. There's also some items from the committee of the whole in which we discussed strategic planning and community partnerships, and I think it should be noted we met in person at the committee of the whole for the first time ever.

- [Andy] Correct. That's right.

- President Bowne cried that the committee of the whole's over, but we'll move on. Informational items were also discussed. No questions were raised regarding the informational items in the committee of the whole packet, and I'd invite you to read those, fellow trustees, because somebody's putting that in there that we had no questions about what was there, so they're just noting so they're covered, so you're all aware. It's good lawyering. I believe that concludes the committee of the whole report, and I would take volunteers to read the committee the whole next month if anybody wants that action.

- [Laura] Draw sticks?

- Seeing none, we'll draw sticks. The next item on our agenda is the nominating committee in which I believe I need to appoint a nominating committee. Is that right?

- That is correct.

- And I think there's been some discussion and I'm gonna catch flat-footed and ask that Trustee Musil serve.

- [Greg] Yes, sir.

- Trustee Ingram and Trustee Rattan.

- [Dawn] Yes.

- Serve on the nominating committee.

- [Dawn] I will.

- And not Nancy? Did you say no?

- No, I didn't say no. But I...

- Would you serve, please?

- Sure.

- Therefore, trustees, we have a nominating committee of Trustee Musil, Trustee Ingram, and Trustee Rattan. And I would so move that it be adopted so that they can meet

- What do we do?

- and make a recommendation for a board of officers and liaisons and committee assignments as we return to the old structure that's been laid out, and I'd welcome a second.

- [Laura] I second.

- Motion has been moved by myself and seconded by Trustee Smith-Everett. Any discussion on the nominating committee? Yes, sir?

- From a timing standpoint, in order to meet the board packet for publication, Caitlin and I have discussed that we would ask if that be submitted by December 5th, in order to meet, because the board meeting is the 15th.

- I think that's doable. It's not like we're planning out the house committee structure.

- I think we need all members of the board to think about, under the new committee structure, where they would like to participate in our liaison positions, where you might want to participate for foundation, JCERT,

- KACCT.

- College council, KAACT, so think about that, because we'll, if we do it as we did in the past, we'll split it up and call you and say, "What would you like to do? Where can you, where do you feel you can best serve?" So be thinking about that. And I'm gonna defer to Trustee Ingram as the chair of that nominating committee since she's vice chair of the board.

- Sure.

- Or not.

- I was going by seniority. I did not mean to usurp or offend. I apologize.

- Can I ask a follow-up question about the committee? So once we determine officers, when will we have working agendas or when will we have proposed agendas, I guess? And is that before we officially break into those committees, will that be like through committee of the whole or?

- From a staff standpoint, we'll give you a starting point for discussion about what that might be, but I would anticipate that in the first meetings of the committees, that that's where you would really attempt to solidify what that working agenda would be.

- [Laura] Okay. I was just checking that that was jiving with my thinking, but I wasn't sure if that's what...

- And I will identify for each of the committees, one or two staff members to serve as the staff members associated with those committees. And I'll have that finalized by before we meet for our next committee of the whole meeting.

- And the timing of those committees?

- Mm. Yeah.

- Well, I just meant you will share that, that will be solidified as to what time during the day they're going to meet?

- Well, I can address it.

- Go ahead, please.

- No, I thought we had resolved this, in terms of the...

- I just wanna make sure...

- How often they'll meet each month or quarterly.

- Yeah, it's in this packet.

- The PowerPoint?

- I guess I'm caught off-guard by the question. I don't...

- Jason, can I ask you to bring up the PowerPoint slide for just kind of a quick summary. It's in your materials at the station, but we also have it for the viewing audience. It's the one on committees. Medium policy. Yep.

- All right, I'm gonna go through this very quickly, 'cause we didn't need to spend, so you've just approved the committees. As we've talked about in the past, and this may not be the right timing, we'll work it out. But we believe that, you know, on an ongoing basis, the student success and management and finance committees will have enough content that if they don't meet every month, it'll be just about every month. From an employee engagement development, that would be at least six if not eight times a year. I think that's fairly consistent with what HR met in the past. And then audit has historically met on a quarterly basis. And the question would be, would board governance and inclusion and belonging also fit in a quarterly structure? We'll have, that's a starting point for consideration. We did identify, though, that we would want to, taking your lead, a committee day, if you will, and in working with procurement and in working with, from an AV standpoint, and trying to look at how do we best do that and consultation with chair, and if I remember correctly, chair and vice chair, we'd recommend that it be the first Wednesday of each month. That aligns pretty closely to what we've done in the past other than they were the first Wednesday or the first Thursday or the first Tuesday and so forth, taking your lead of one committee meeting after another. What I recall from your conversations is that the committees would meet, all trustees would be invited to attend if they choose to. They would be conducted in person, but you would have, like we did with the most recent committee of the whole meeting, where you could Zoom in if you were unable to, but certainly the preference is for you to be in person. And then we're working through right now just from a noticing standpoint of what's the best way to notice that. It's one thing we could say. Management and finance is from 8:30 until 10, and student success is from 10 until 11:30, and so forth. Well, on one hand that creates some, it creates some nice structure, and we could notice as individual committee meetings or we could notice as a series of committees that start at this point. We're having to work through how do we best notice that up, and so we'll have more clarity for you on that as we move forward.

- And I thank you for raising the issue as to time, and we talked about it in our meeting last week. And I think like in litigation, we often will notice something up, and if it's a general hearing time, you know, at 9:30 or soon thereafter. So I don't know why we couldn't just notice up meetings at the conclusion of X meeting or Y meeting.

- Because of the Kansas Open Meetings Act, statutory requirements that don't give us that latitude, probably.

- Okay. Where's that rule that prohibits it?

- The meeting has to be noticed at a specific time in a specific place so that the public can attend at that time, I think. I'm looking at Kelsey. I don't want...

- [Kelsey] Yeah, I mean we're still analyzing that issue, but I mean as to the comparison with the court hearings, as you know, the Kansas Open Meetings Act doesn't necessarily apply to those, but it is a statutorily driven issue.

- I think it was my idea and Greg didn't like it, but...

- I'd love it. I think some of those things are overly bureaucratized.

- Right, I can understand and appreciate if they need a specific time, maybe. So I think in your proposed board policy revisions and committee structure. Thank you, Trustee Ingram, again, for raising this issue. We adopted the 100 series board policies. As a result of adopting those policies springs the new committee structure. If President Bowne and Kelsey can correct me if I'm... I'm trying to logically lay this out. So then we have our proposed committees that we just approved for audit, board governance, employee engagement, development, inclusion and belonging, management and finance, and student success. The frequency Dr. Bowne just mentioned is there, slide five on page three, and then we'll have a committee day that I wasn't too keen on in the beginning, but now I think I'm quite fond of. And then I think, I don't know that we've expressly said this, but there will be certain trustees on each committee. Each trustee is welcome to be present, but I think we should set maybe perhaps some ground rules or maybe even changes to the bylaws where we need to have some structure and order so that we don't have Lee Cross showing up asking rogue questions while it's not his committee. I mean there's gotta be structure and order so that I, you know, maybe I sit at the dais, maybe I sit in the gallery, but that three trustees or two trustees whose committee it is can maintain order and move through the material and not waste staff time and effort. Maybe we can do that as a matter of custom. I don't always believe government's a solution. So if we could conduct ourselves that way, I just wanted to lay that out for the new trustees, that, you know, we can go to every committee meeting, but we need to adhere to which committee we're actually on. I think...

- Mr. Chair?

- Yeah.

- Do we have an anticipated start time? It is the same? It's just a review.

- January the 4th. The next...

- I'm sorry. Time of the day.

- I suppose we're open to suggestion. I think we were thinking 8:30. That's open for discussion. This may be a free range meeting right now, but what do you think?

- I guess I already have a conflict with January 4th. That's the first day back, so that's a problem for me, but that's a single problem. I guess I just wanted to know, calendars are booking up already in January, so are we talking 8:30 to 4? Are we talking 8 to 3? Are we talking 10 to 2?

- I don't know. I'm not king of the Johnson County Community College.

- What? I thought...

- We're discussing that right now. What do you want to do? We've never done this. We've never.

- I know.

- Done this.

- [Dawn] I do feel like meetings shouldn't be over an hour. You kind of were doing an hour and a half timeframe?

- Hour, hour and a half.

- [Dawn] But again, I've never done the committees, but I thought it'd be like an hour goal to keep 'em to an hour.

- I think the only one that was ever maybe longer, might have been management.

- Management.

- But we can fill up committee time.

- Yes, we can.

- The trustees can fill that up themselves with sometimes not completely relevant stuff, but you've got two that are gonna be monthly. So that's at least two hours of time, and then if the others are six to eight and four, you might only have one, you might have three committee meetings a month. So my preference would be to start at 8 rather than 8:30.

- I say, "Nay."

- I agree. I second that nay.

- [Dawn] I'm okay with 8. I'll be up at 4:30 in the morning.

- If you did 8:30 to 8:30 to noon, you could get three committee meetings in then. And you'd have a little more than an hour, you'd have a break between meetings.

- If we started at 8? It that what you're saying?

- Yeah. 8:30. Even 8:30. I won't fight about 8:30. I'd rather start at 8, but I think if you, the way you schedule these, you're probably gonna have three committee meetings every month.

- Three to four.

- Three to four.

- I was gonna say some months it'll be four. 'Cause of the way it all...

- Well, audit is, I mean, yeah, I guess...

- It's three to four. It could be four, could be four.

- Yeah. Audit will be a different day. That's my understanding.

- Oh, that's true.

- I would probably do audit on that day, just because.

- Everybody's there.

- How about, I think, do I hear you saying that trying to contain the time reasonably, allow for the work but not over-schedule, so that we don't fill all available time. And also I hear starting at 8:30 in the morning. Is that?

- Yes, please.

- [Lee] I agree.

- Okay, so let us come back to you at, you know, at committee of the whole, our last committee of the whole meeting that I shall not shed a tear over, and we'll come back to you with a more formal recommendation in terms of timing. But we're giving you the dates now so you can put them on your calendars.

- Thank you for that.

- Mr. Chair.

- That wasn't totally fumbled. Yes.

- The question I have, and it won't work very well with Laura being absent on the 4th or the first day of school back, but the first day we do this, we probably need every committee to meet so we can kind of get some structure around 'em. And so I would suggest we might try to find a different date. You know how Doodle polls work. Everybody responds immediately except me. But find a date where we could all be there to talk about each committee, and maybe that first meeting is as much structural discussion about each committee as it is committee action. There are things we have to do like procurement. We should take care of those in the management committee.

- We can do that first top of the day, so that, yeah.

- I mean I don't think it's a good look now to delay employee engagement committee structure until February.

- Let me ask this. Does January 3rd work for this group?

- No.

- Yes.

- It does not work for me.

- It's our first day back.

- That's our first day back here?

- Yes.

- I would say it would work better for me, but...

- [Dawn] I can plug in-

- Let us come back to you with a recommendation very quickly.

- We need a date for people.

- For January.

- Thursday.

- What about Thursday?

- Fifth or the sixth.

- All right, Mark?

- Sorry. I'm doing an all day presentation.

- Let me look.

- Yes.

- Right. But the fifth or sixth would be a Thursday or Friday.

- Fifth works for me. And then we can go to the college, we can go to the basketball game afterwards.

- [Dawn] I think, hopefully my son's in the January 2nd bowl game, so I'll be at the bowl game. Thank you.

- Maybe they'll play county.

- 1:15 to 2.

- I just want them to play somewhere warm.

- Where are we gonna talk?

- There's one in Boston.

- It's at the one in Boston.

- Come back to us, would you? Do better?

- We will do that. I'm blaming you.

- I understand.

- If everything goes right,

- Feel the shame.

- Did we, I mean, to be fair, did we do an original Doodle poll on when we were available in general of day of the week? I was waiting for that, so I was-

- No, we didn't. That's my fault.

- surprised by...

- I dropped the ball on that.

- Wednesday being picked. I didn't know if we had gotten consensus about that, so...

- No, no, no. I made the decision, The administration presented it to me and I made the decision of the first Monday. We had a series of conflicts and dates with respect to getting material ready for the board packet, right? On the Tuesday, Wednesday, Thursday schedule that was presented. I think, with all due respect, everyone needs to get their minds around the fact that we have this new structure and there'll be new dates. So we're going to have to find one and whether or not you all can be there, we need to pick dates, so...

- We will come back to you quickly with-

- We didn't put it out for Doodle. I made a call. That was my fault.

- That's alright.

- Okay. We will come back to you. Let us come back to you.

- I think we're all okay with the Wednesday date.

- Yeah, it's literally just that first week back is really-

- It was a good idea to have everybody meet, all the committees meet I-

- And I totally agree with that, Trustee Musil. I think that first one we should all work out each of the, at the very least the working agendas of what these committees plan to do and how they plan to proceed, 'cause each person's gonna be a chair, too, and that can be different on how they're each run, right? When you've get that many committees with that many chairs?

- We will come back to you.

- And it's my fault. I was kidding you. Just so you know.

- We're good.

- Okay, so next committee of the whole, we'll discuss the timing and the dates for those. Trustee Rattan.

- Just one more thing I wanted to talk about, Mr. Chairperson. We had talked about this, I had talked about this with President Bowne, is I think that saying inclusion and belonging is four times a year, and quarterly is the long-term vision, I think as we're trying to flesh out that role and make sure it's successful, I think initially for startup, we need to meet more frequently, and that the quarterly is a couple years out.

- What were you thinking? How often? Monthly?

- More frequently. And maybe that committee on their first day can figure that out. But I do think that more frequently than quarterly as we're trying to start up this role and make sure it's successful.

- Agreed.

- I have no objection to that. Thank you for your input. Lifetime member of the NAACP, I'm all for the inclusion and belonging committee meeting more often. Is there any other discussion on the proposed policy, board policy revisions and committee structure before we move on? Seeing none, the next item on our agenda is the president's recommendations for actions, and we'll start with the treasurer's report by Trustee Smith-Everett.

- Thank you, Mr. Chairman. You can find the treasurer's report on pages 31 to 41 of your board packet. For the month ended September 30th, 2022, some items of note include page one, which has the general post-secondary technical educational funds, which are in the primary operating funds of the college. The general fund unencumbered cash balance was 106 million as of September 20th, 2022, and a, sorry, a decrease of \$2 million from the previous year. Expenditures in the primary operating funds are within approved budgetary limits. It is a recommendation of the college administration that the

board of trustees approves the treasurer's report for the month ended September 30th, 2022, subject to audit, and I can make that motion.

- [Greg] Second.

- Motion has been made by Trustee Smith-Everett and seconded by Trustee Musil. Is there any discussion regarding the treasurer's report? Seeing none, all those in favor signify by saying, "Yes."

- [Trustees] Yes. And those opposed. The motion passes unanimously. Dr. Bowne has brought it to my attention I forgot to take a vote on the nominating committee. I made a motion and I believe Trustee Ingram had seconded it.

- Smith-Everett.

- Smith- Everett. Can I just take the vote?

- Yes.

- I apologize. Any other discussion on the nominating committee? All those in favor please signify by saying, "Aye."

- [Trustees] Aye. And those opposed? The motion passes unanimously. I apologize for skipping that. Thank you for bringing that to my attention. The next item on our agenda is the monthly report to the board by President Dr. Andy Bowne.

- All right. Well, thank you very much. I'll jump right in to keep us moving along. So, I'd like to first, I earlier acknowledge that Dr. Judy Korb is with us and will be serving, returning to join us. She brings many years, more than two, experience here with us, and I'm excited about the leadership that she will continue to provide. I wanna also reiterate that Pam Vassar will continue to serve an important role, an important leadership role in the transition with her joining us and us moving forward and anticipating that there will be a new dean for enrollment services, so collectively being an important part of the team. Currently, athletics reports to her and she will continue to have oversight of athletics as we move forward. I also announced to the campus today that Dr. Mickey McCloud, upon completion of the search process, so we're taking time to do it very deliberately, of the lead student success position, that he will

assume responsibility for leading both academic affairs as well as the student success branches. And as has been the plan all along, joining that leadership team is the institutional effectiveness research and planning team that John Clayton leads. And so that leadership team collectively will really focus in on how do we build alignment across the college to best serve students as we move forward, so I am pleased that Dr. McCloud has said yes, and I'm very confident in his ability to lead us moving forward. So with that, let me jump in. Obviously, you got to meet Yassin. I'm always excited to bring you students each and every month. Gonna jump right in, right away. We've already talked about Some Enchanted Evening. Again, I think there's one thing that I would like to draw to your attention. In the picture, you see Marshaun Butler, who's the chair of the foundation board, as well as Tracy and Tom Olchen, who were the co-chairs, and Steve Wilkinson, who is our 2022 Johnson Countian of the Year. He was recognized not only by us, but also the piece of art that they're holding in the center of the screen is produced by one of our students, Frago Torres. It's an 18 by 22 acrylic and canvas piece that is a unique creation of one of our students. And similarly, to recognize Clay Blair, last year as a 2021 Johnson Countian of the Year, similarly, an art piece, a piece created by a student, Thomas Murdoch, was also presented. We think that's something that's unique and I love it, that our team came up with the idea of let's do something that is, certainly we can do plaques and lots of beautiful things, but to have it be a creation of one of our students I think is particularly meaningful. So a great, great evening, and I too want to say thank you for your involvement and support of the event and the work of the foundation. Certainly our foundation board and the Some Enchanted Evening committee and our fantastic foundation team did just an amazing job as you were fortunate to experience. And I was fortunate enough, along with Ruth, to experience for the first time Some Enchanted Evening actually is a real thing. So here's some numbers that I'm pretty pleased with our team about, and that is that when we look at fall enrollment, we are literally flat to where we were last year. That's on head count and we're up. Only 0.1% is still up. It doesn't have a negative sign in front of it. And so I think, you know, there are a number of factors that this is reflected of, and I want to draw your attention to the fact that we're up about 10.7, so just short of 11% in College Now students, concurrently enrolled students. And then what I really want to draw our attention to and express my deep gratitude to our team, not only with College Now students, but specifically around the reduction of the number of students who have dropped or withdrawn from classes, that number was decreased by 16.5%. You have heard me say repeatedly, and our faculty and staff have heard me say repeatedly, our focus needs to be not only on attracting students to the college, have students return to the college, but most importantly that we keep the students who come here and we help them be successful. And so, faculty, staff, thank you very much for the work that you've done. 16.5% is a significant move in the reduction of dropped or withdrawn classes. So thank you very much for that work. Very pleased. To give a little bit of context kind of on the national scene, and this is using fall data from the National Student Clearinghouse as a reflection of where they were at the end of September. If you look at this data, overall enrollment has declined. Undergraduate enrollment declined about 1.1%. Community college student enrollment declined about 0.4%, and where we, as I said earlier, we're flat. Nationally, the change is significantly related to concurrent enrollment. Nationally, the number's about 11.5%. Nationally we've seen decline, as we've talked about here, declines in female students. Nationally that number's about 2%. For us, it's 0.7%. If we look at first time enrollment in community colleges, increased by 0.9%. For us, that was 1.3%. And if we look at traditional age, 18 to 20-year-olds, nationally increased by 1.4%. And our students, we characterize it as 18 to 21, increased by 0.6%. And then nationally, and we saw 25 to 29-year-olds

decrease by 9.2%. For us it was 7.4 or 8.1%, depending on which subset of the group you look at. So, wanted to give you a little bit of a national context relative to where we are.

- If I could interrupt you.

- Yes.

- [Lee] We're ahead as far as the JCCC census compared to all the national trends?

- We look good.

- We're ahead or beating.

- Yep, we look good. Yep.

- [Dawn] Except for first time.

- First time. Oh, except for first time. Right. Yep.

- What's the stigma?

- All right.

- [Andy] Okay, and then if we look at spring enrollment, and I, you know, I want to just caution us, we're very early in the cycle. Lots of movement will still happen, but if we look at where we are right now, compared to this point in time last year, we're 0.3% down in head count, 0.6% down in credit hours. If we look at where we were at the November board meeting last year, we were down 2.8%. But again, we're very early in the process. Lots of work will happen to influence these numbers, but wanted to give you a quick snapshot of where we are from a spring enrollment standpoint.

- Thank you.

- Yep. All right, and then continuing to look at continuing ed. Again, the numbers continue to trend positively. Fall enrollment is about 40, well, it's 4,246 students, which is up 134% of where we were in '20, 111% of '21, and we are 74% of goal right now to the overall goal, but trending upward from where we were over the last two years. Okay. So that's the enrollment information. And then the last thing I want to say in my report tonight is very well done, and thank you. We started a year ago in a process of asking to be reaffirmed as a League Board Member college. It started with a written report that was submitted in mid-December. The board took action in the spring and moved us forward through the reaffirmation process. You may recall, as well as many of our faculty and staff around campus contributed to the reaffirmation presentations. This virtual site visit that happened in April of last year, and then this past month at the October board meeting, we were officially reaffirmed as a League Board Member college. I serve on the board, the presidents do in each of those cases, and Dr. Mickey McCloud serves as our League representative. Also at that meeting that was affirmed was Monroe Community College in Rochester, New York, another great community college. And so that concludes my report. If I could say, as we approach this season of, and we're in this season of giving thanks, I wanna say thank you to you as trustees for your service to this college, to our students, and to the community, and to our faculty and staff, and thank you for all you do each and every day to serve our students, those in the room, and those who are in classrooms and in offices across the college. Thank you so much. Thank you to our community for supporting this college and thank you to our students for choosing to make JCCC their college. So that concludes my report. Happy to answer any questions.

- Thank you, Mr. President. Any questions? I know Trustee Ingram has already tapped me, then Trustee Rattan. Trustee Ingram.

- Thank you, Mr. Chair. Will you, has this been shared with the community, JCCC community?

- We're doing a video next week, and one of the things in that video is that exact point.

- Okay.

- Yep.

- Can you make sure and thank them on our behalf?

- Oh, absolutely. I absolutely will do that.

- I just think that's really important to me. So thank you very much. I hope that's all right.

- Trustee Rattan.

- Mr. Chair, I'm just curious to know how our hours in enrollment is stacking up versus pre-pandemic, pre-COVID, like 2019, for curiosity. Do you have any of that data?

- [Andy] I don't have it right directly in front of me.

- Yeah, I don't have that at my fingertips right now. John Clayton, executive director of Institutional Effectiveness. I don't have that at my fingertips right now, but I can get that and provide it to Dr. Bowne to give to you guys.

- Yeah. I know we're-

- We're down a little bit, when you compare it to pre-pandemic, as is expected. We've been doing a little bit of a initial research and everything has returned to kind of that normal downward trend of what community colleges were experiencing, which was about a 1 to 2% down every year. And that's just, and we've gone back to that trend, which was pre-pandemic. But I can get you the actual-

- Thank you. I'd just like to know. I know we're in the new normal, but-

- [Lee] It's a good question. John, if I may, how far back do you want to go, Trustee Rattan? Five Years?

- I just wanna see 2019 versus-

- If we could, I'd like to see five years, if I could, John. And I know Dr. McCloud can speak very intelligently and poetic on this, that we've essentially stabilized our enrollment from previous recession highs, 10, 12 years ago, and now we're beginning to normalize, as you say.

- [John] Correct. Yes.

- I was trying to frame that in my brain. So I'm parroting back what both of you have told me. Is that right?

- That is correct.

- [John] Yes, that's correct.

- Any other questions for John or Dr. McCloud? Trustee Smith-Everett?

- Thank you, Mr. Chairman. I was gonna say, I wrote, I was trying to make it work on my iPad that I think that that would be an important component to add to the student success agenda is a real, a much deeper dive into our enrollment and some of the things that we don't often have a lot of time to really disaggregate, but to understand over the last 5 and 10 years, probably, what those national trends are versus us and then who we're losing, who were gaining. Because those are things that, like when we go to these conferences, some schools can very well articulate exactly who those students are and who they aren't, and I don't feel equipped to know that myself. And I think that would be a really important learning component for us, and to embed it into our student success committee, so it's a regular, ongoing part of that committee's work.

- Thank you, Trustee Smith-Everett.

- I'll say one of the things I found interesting, and I got some data that I think was in one of these books at one point in time, and it showed our trend going up from 99 through I think it was 2011, and it has been a steady decline. I believe we're about where we were in the year 2000 right now, on hours, I believe is what I saw. Maybe that was last year's data. So last year compared to 2000, I think was flat, so...

- It's done this folks.

- Yeah.

- I think, can we start saying again, it's countercyclical.

- Yeah.

- Okay. Any other questions for John? For Dr. Clayton?

- Mr. Clayton.

- Mr. Clayton.

- I did that once.

- Thank you, Mr. Clayton.

- You're refusing your honorary degree?

- [Dawn] Great tie though. I love that tie. Apple color.

- I never do that. I don't wanna apologize. That concludes Dr. Bowne's report. Any other questions for Dr. Bowne? Any other questions for Dr. Bowne? Seeing none, the next item on our agenda is new business, and as I'm sure you're all aware by now, Trustee Joy Koesten has resigned last Friday. Her resignation was effective immediate to that day. That was November 11th. Trustee Koesten had made Dr. Bowne and I aware prior to that meeting, and so we were aware. We couldn't publicly announce it, but she had resigned for personal reasons, and we have worked to develop a timeline. Dr. Bowne and his staff has worked in consultation with me and frankly, Trustee Ingram, to set up a timeline that very closely parallels what we did to my memory when Trustee, former Trustee Chair Melody Rayl resigned, and then I believe we copied very nearly verbatim for what we did when Trustee Drummond resigned in 2016. And Trustee Musil I think may have been around for another resignation and appointment when Trustee Lindstrom was appointed in '12, and so, fellow trustees, we've developed this timeline to follow what we did when we appointed Trustee Sandate in 2016. It was my desire that we follow as close as possible to that timeline, and it was a pretty quick timeline. I think, I'm not sure you've seen this before, but it's there before you now. Does everyone have it? Okay. And so I would take, certainly counsel from Dr. Bowne and Kelsey Nazar as to the propriety here, but I'm gonna open, like, I'll ask for a motion to adopt this.

- [Kelsey] So you should ask for a motion to add it to the agenda.

- Add to the agenda first.

- [Greg] Mr. Chair, I move we add the proposed trustee replacement process to the agenda for action.

- [Lee] Under new business. Is there a second?

- I'll second.

- The motion has been moved by Trustee Musil and seconded by Trustee Ingram, and any discussion of this timeline, and some of you may be seeing it for the first time, so I understand if you do have questions.

- Let me just add to be clear, we're just adding it to the agenda right now.

- Oh.

- So we have to vote.

- We have to vote to add it?

- So you don't want to open-

- Well, I want to do that, but first you have to put it on the agenda.

- You just wanna add it?

- Yes, sir.

- All those in favor please signify by saying, "Yes."

- [Trustees] Yes.

- All those opposed. The motion carries six to nothing. So now we have an agenda item before us regarding the new timeline. And I was kidding. You know I was kidding.

- I know.

- Just for the public, so they're aware of the inside joke. Now I believe I can ask for a motion to adopt, right?

- That's correct.

- The information before you. May I have such a motion?

- Mr. Chair, before we get a motion, 'cause I don't wanna have to do an amendment if people would agree with this. I mentioned, I sent an email to you and Dr. Bowne. The timeline's the same as the other ones, but this one happens to fall on Thanksgiving week. So we announce it tomorrow, and then we are into the weekend, and then we're into Thanksgiving week and another weekend, I'm not sure it gives enough time for the public to know. So my suggestion would be, and a lot of this will fall on Caitlin, is that we extend the application deadline to the 7th, two more days, so it doesn't fall on right after the weekend on Monday the 5th, and we distribute materials to the board on the 9th, the Friday, and then we will act, we will narrow the candidates still on the 15th, but that gives us the weekend with the materials and then that to the 15th. So I just wanna give a couple extra days for the community to decide, for people to decide whether or not they might want to apply or ask somebody to apply, and take into account that the Thanksgiving week takes a week for some people, and it certainly takes two business days out for others. So that's my only suggestion. And I don't know that that puts the burden back on you to get it out in two days, but you we're getting it out in two days of this one anyway, right? Instead of the 5th and the 7th, it'd be the 7th and the 9th. So that's my suggestion.

- And we still end on December 19th? It doesn't mess with it overall.

- I have no problem with that. Does anybody have any objection to what Trustee Musil's suggesting, recommending? How would we handle this? Do we have an official slate here or piece of paper to put into the packet, into the minutes? You're doing that?

- Yep. I can put this in to suggest those two things.

- I'll try a motion, Mr. Chair, if you'd like.

- Yes, ma'am.

- So can I just ask a couple clarifying questions? So we're doing this tonight. I guess, do we have to vote on a resignation, or is it just...?

- We we do not need to vote on a resignation, but my encouragement to you would be to, you have a motion now. Well, you're about to, you may have a motion here in front of you in just a moment. Adopting a process-slash-timeline, that then that would codify that, and that's what we would operate against.

- If I may.

- Yes.

- I think you're asking do we need to accept her resignation?

- Yes, in order to do this first or do this second.

- I'm open to discussing it. We had discussed it. I think Dr. Bowne and I, I'm not sure I talked to Kelsey, but we had discussed internally about whether or not we needed to do that. I know Dr. Bowne and Kelsey discussed it. We can't compel her to serve, you know?

- Right. That's why I was like, how does that work? I mean, but did we as a board need to accept? I don't know. I just, that was my question before-

- It was the recommendation made to me by Ms. Nazar and Dr. Bowne that we didn't need to do that.

- Okay.

- I agreed. So I'm certainly open to discussing it if you feel it's better or necessary that we accept her resignation. If we don't approve it, like, she's still resigned.

- True. Very true, yep.

- So that's kind of where we defaulted thinking it through. And I approve that. And I'm just telling you, Dr. Bowne and I made that executive call, and I was very involved in the whole process, since it is one of us, to outline this and then to present it to you. And so as a CEO or a president presents something to us, we always have the freedom to audible out of it or to call a new play in new business or old business or whatever we want to do, but we did want to outline something to present to you and to have a path forward, and I have no problem with Trustee Musil's, it wouldn't be an amendment yet, right, a suggestion, a suggested edit.

- Provision.

- You know, I just realized, the other thing I sent you about was the 19th. I am scheduled to land at KCI at 4:20. If that works for everybody else, I may have to try to schedule a different airline flight, but I'm out of town that weekend, so...

- Well, what do you wanna do? Do you not wanna do the 19th or do you wanna do it later? I think we talked about 4. I'm fine-

- We can do it later or I can do the 20th. I don't wanna screw everybody else up because of my travel plans, but...

- No, we accommodate people here. It's inclusion and belonging.

- [Dawn] We can move it an hour later.

- Yeah, I'd rather go later anyways.

- This is the first day of Hanukkah.

- Is it?

- 6:30.

- That's my fault.

- What did you say?

- It's the first day of Hanukkah.

- The 19th.

- On December 19th.

- Well then you can't go further in, can you?

- No, I don't think so.

- I mean, do you know what I'm saying? I mean if it's the first day of Hanukah.

- If only Joy was here, she could...

- You couldn't go further.

- Correct. Because then it would be Hanukkah.

- [Dawn] What? I'm so confused.

- So we just have to do it before sundown.

- Oh.

- 21 Or 22 work for folks?

- Nope, I'm out of town.

- Okay. 20th you're out of town?

- Yes. And I think it's too close to the holidays. 19th is fine with me, but...

- I may just have to try to find a earlier flight back, so...

- No, no. I mean, I'm not asking you to do that. You'll be out the 18th, won't you?

- That's a Sunday.

- You're saying we can't do it later in the day on the 19th 'cause of Hanukkah? Is that what you're saying?

- No, I was teasing. I think if we don't have anyone practicing on the board, it would be, if staff needs to take that, then they could, right?

- We might disqualify, or we might have a candidate though.

- Or we could get them in earlier, right?

- Well, we could do before. Yeah, we could do before sundown, and it would be...

- It begins at sundown on the 18th, continues through sundown on the 26th.

- But yeah, to interview candidates. Yeah.

- [Audience Member] It is not typically a holiday where people are unable to work.

- Yeah, yeah.

- [Audience Member] The first night, the Sunday night, would most likely... There may be conflicts, but during a work day or just shortly after, its not unheard of that one have commitments during that time.

- Are you sure?

- It's not a high holy day. So it's different than Yom Kippur and Rosh Hashanah. It is the, but I would-

- Pardon my ignorance.

- [Audience Member] certainly offer flexibility if you have someone with a conflict. That would be a legitimate conflict.

- What if we kicked it to six o'clock? Because I know what it's like getting outta KCI, and at 4:20, which airline is it, may I ask?

- I think it's Southwest.

- Well, I mean, it's possible you're not here that day with snow and weather. So, but would six o'clock work? I certainly want you here for that, is what I'm saying.

- Six o'clock would certainly give me more of an opportunity.

- That way you're not just dead rushed outta there and you can... Is that all right?

- It is. However,

- It's your facility.

- If we are wanting to honor a holiday that begins at sundown,

- The day before.

- It's at sundown. But again.

- It's not a... Yeah, I see what you're saying. I was thinking it was the first one, and that one is the more.

- The 18th is the first night.

- Yeah. The first night, which is the more celebratory, and that was my concern. So if it's not the 19th...

- Would it be better if we kicked it to January?

- [Audience Member] I do not wanna speak to that.

- Could we prioritize anyone who needs that accommodation first and then all others after that, just so that person or people.

- I don't understand what you just said.

- If we have a candidate who is practicing and needs to make that accommodation, we just put them earlier, we put them as the first candidates to interview, right?

- Yeah, that's correct. Sure.

- And then that way they're, because it's not a high holy day, so even if it's past sundown, it's okay, I think. Again, I was thinking it was the first one, which is the really the only part of Hanukkah that I really know, so I am really speaking from yeah. But if every night, I mean, I don't know. That was, I was just trying to find a compromise there.

- Yeah, and we certainly wouldn't do it on the 25th, so I'm just trying to be sensitive to realities of our colleagues.

- Is there a reason that we need to do it before the Christmas break? Fair question. Just asking.

- Yes, but none I'm willing to discuss in public, so... There was a strategic decision made.

- Okay, fair question, based upon the fact that we're getting into the Jewish holiday.

- Yeah, there's lots of stuff I'd like to say, but I'm not going to, as goofy as I am, like-

- I'm sorry.

- I think after the first of the year would be better to go forward, whether it's on the 4th or some other time. That would be my preference. Thank you for pointing that out. I didn't realize that.

- We had had some discussion about trying to align it to committee day,

- Meeting day?

- which means we need to land committee day if we're gonna try and do that, or we just say, this is when we're gonna do it, on the 4th, and it doesn't align to committee day and so be it.

- Breakfast, lunch, and dinner.

- [Dawn] I'd rather keep it on the 19th and make it later. And then can you, can someone, can he pipe in virtually?

- My recommendation would be that we're present, physically present.

- We'll be reviewing candidates, right?

- Yep.

- Then they'll come forward.

- I will get here on the 19th.

- Let's do six o'clock.

- [Audience Member] I'm looking at the Jewish Community Relations Bureau calendar, and in that calendar, Hanukkah is listed as a festival that does not require missing work or school. It's an eight-day festival, so I would suggest that if someone has a conflict on a specific night, because that's their night of celebration with their family, you offer them another evening, but I think you don't need to eliminate that entirely.

- Okay.

- Thank you for that.

- I think that's fair, yeah. Thank you.

- We just did inclusion and belonging.

- We sure did. I was just thinking that. You know, we can. We can do it.

- All right, so we are, what time are we saying on the 19th?

- I would suggest six o'clock.

- I'm good with that.

- I'll just explain, for those of you haven't been through it, how many people we decide to interview, what the quality of the pool is when we get the applications, you may wanna interview six or eight people, and if you're gonna do 25 minutes each and five minutes between them, then we're here late. I just, I'm willing to do that, and I think it's a very important role. It'll be the toughest vote that you take if you, that you haven't done it before, when you pick one person.

- Wait a tick. December 15th, we narrow slate of applicants for interviews. I see what you're saying. So we may pick six to eight. I mean, last time how many did we pick?

- Five.

- Was it five?

- I don't know. It's like a tournament. We're gonna narrow the pool.

- But that's two and a half hours of interviews. Then we have the vote, the discussion and the votes. So it makes a long, makes a later evening than...

- I've got a concern. So if we pick 'em on the 15th, that night, and then we have the 16th, we have the Friday to call people and schedule an interview for the following Monday, is that really feasible to get people scheduled?

- So what we would say to all applicants is this is the timeline we're following, so, you know,

- Be ready.

- Be ready.

- Okay, fair enough.

- You know, you may make it or you may not make it, so...

- 'Cause this will be the public, this will be publicly...

- This will be publicly, this be part of a notice, so...

- I think I just want to caution us when we think about, you know, how are we gonna accommodate this and how are we gonna accommodate that, it gets complicated, and I would love to move this forward as fast as we possibly can, but if we're gonna find ourselves having to accommodate this and having to accommodate that, do we need to move it to a time?

- I just would prefer all trustees are present. I'm not making a precedent, but selfishly, it's not altruism. I don't wanna listen to someone complain that they weren't here or didn't have the chance to review and interview and pick.

- I agree.

- 'Cause that might happen, so...

- I agree.

- It's not altruism. I'm trying to avoid political fighting.

- Is moving it up to five o'clock reasonable for your travel plans or an adjustment so that we could, if we are, I mean, I'm thinking. What'd you say? 30-minute interviews is what you did in the past?

- 20 minutes.

- 20-minute interviews?

- But you have five minutes in between usually or so, so if you can guarantee me in the United States airline industry today,

- No, I can not.

- that my plane will land on time.

- Let's kick it to January. Let's kick it to January.

- I understand you want it as quickly as possible and I do too, but I don't think we have to do that.

- It's more important that we do it right than do it fast. I think if we identify the candidates, excuse me, the applicants, you narrow the pool down on the 15th, and we have to wait until January to interview the candidates so you can make a decision that works well for this board and works well for candidates, that's a good thing for us as a college.

- So can we then recommend that this timeline be approved with the adjustments of December 7th for application deadline, December 9th for distribution to board members, and then take out the actual date of December 19th and just say a special board meeting will be held without a date? Does it have to be...? I'm thinking if I'm a candidate and I need to know...

- [Dawn] We need to set the date.

- We need to set a date or we need to be clear within a framework of when it would be.

- So let me, we said that during the day on the 4th, on the day on the 4th of January is a bad day from a committee standpoint, at least for some. Is late in the day doable for the selection of, interviewing and selection of a trustee?

- Yes. The only thing I would be concerned if we did committees all day and we're gonna do every single committee in one day and do the interviews, I think that's too much for one day.

- I didn't hear that you necessarily can do the committees on the 4th, but I'm...

- I really can't. I'm sorry.

- That evening?

- I signed up for profession obligations that I will be accountable for all day, so it's just I can do after four, but...

- Pardon? After when?

- 3:30.

- On the fourth?

- Mm hmm.

- That's what I was trying to say.

- You can do the interviews at night.

- If we could do that.

- Yes, absolutely. Yes. That's doable.

- [Dawn] And I might be out of town, I'm not sure yet. I won't know what bowl game my son is in until December, but if he's in a January 2nd one, I'll make every effort to get back by then.

- Fly back on the third?

- Yeah.

- What's a January bowl? I'm sorry. I went to KU.

- Is moving it to the following week untenable for staff? I'm already feeling horrible about everybody that's having to sit through this right now

- Do the poll.

- while the six of us figure this out. My apologies.

- We need to, if we're gonna do the front end of this process, we gotta get a date.

- Yes.

- Can we do the 9th?

- Yes.

- January 9th. Do the interviews starting at five.

- Yes, I second that.

- Okay.

- I can do it.

- Yep.

- Yes.

- Hold on.

- Ms. Ingram?

- I think I can. The 9th. Is that December? Is 2023?

- January.

- January.

- Yeah.

- Yeah. I'm available. Well, just for grins and giggles, Could we do the ninth for committee day?

- Now you go and mess it up. We were doing so well for a minute.

- I will say this from an AV standpoint, Mondays are a bad day.

- Oh, that's right.

- We're short-staffed on that day.

- Do we wanna do the 11th for that week only?

- Yes.

- You're talking committees?

- Trustee Hamill for the win.

- [Dawn] I think we need to stay on this interview and go back to committees.

- Can we finish this one please?

- [Dawn] Yeah, I don't wanna muddy the waters.

- Yes, Monday, January 9th for the special board meeting of interviewing candidates. Okay.

- Sweet.

- Now can we bring forth a motion to approve this with its revisions?

- Let me, I don't wanna muddy the waters more, but if we've got that much time, then I think we extend the application deadline to December 9th, take that full week. Again, I'm concerned about the fact we're losing Thanksgiving week when people may not be paying attention or may not be able to work on an application because of Thanksgiving, so I'd extend the application deadline to December 9th.

- You, sir, be careful what you wish for. You wanna extend this?

- Except that, I guess that screws up when we can get the board of trustees, get it out to the board.

- And then if you were gonna-

- You're right. Laura's right. Man, that hurt.

- Trustee, come on. Where's my chalkboard, one of the few times I get a tally in mine.

- Where are we?

- So I think the only dates that would change were December 5th would become December 7th for application deadline, distribution of materials would be December 9th, and then instead of December 19th it would be January 9th for the special board meeting.

- And then do we vote that night? So after you interview, immediately vote afterwards?

- The night of the ninth. So we'll meet the 15th and essentially review applications. Does that make sense? To my memory. And then we'll narrow that down for who we want to interview. From there we'll meet on the ninth, we'll interview all the candidates, and then I believe in open session we vote by ballot for who we want. And last time we were deadlocked several ballots. 2-2-2, 2-2-2, and then three and three several rounds before we finally settled on Henry Sandate, Trustee Sandate. So I think we have an agenda. Is there any other thoughts or concerns? Trustee Rattan.

- On the 15th, we're doing that within the framework of our regularly scheduled board meeting, or is that, that's an executive session?

- It is a public process.

- On the 15th?

- We will be in public session.

- It's not a special meeting?

- Yes, ma'am.

- That's correct. We tried to align it to a time when you're already here.

- Already here.

- That was our goal.

- Is there a motion to adopt this?

- Mr. Chair, if we could, I would move that we adopt the proposed trustee replacement process as published with the following changes: application deadline would be December 7th at 5:00 PM instead of December 5th, the distribution of application materials to the board would be December 9th instead of December 7th, and the special board meeting to interview candidates would be January 9th at 4:00 PM instead of December 19th at 4:00 PM.

- That's my understanding. Yes, sir.

- And I second that motion.

- The motion has been moved by Trustee Musil and seconded by Trustee Smith-Everett. May I ask for any further discussion?

- Please don't. Uh oh.

- I'm just, for those of you haven't been through this, this all has to be done in open session. None of this can be done in executive session.

- That's why it's so critical.

- And although we vote by ballot, by written ballot, we don't raise our hands, those ballots are public record and will be kept and anybody can go look and see who you voted for the first round, who you voted for the second round. So there's no misunderstanding that we can do anything other than pick people in a totally public manner, and that's what makes it a very difficult vote, because you're gonna have two or three people there that you know and like, and you're gonna be picking one of them, so just be prepared for that.

- I said I didn't, but I do. My question is what is the application and does it go live tomorrow?

- Yes.

- Do we have a copy of that application?

- Yes, we have used the standard application that we've used in the past, and that would go public tomorrow.

- The one we've always done.

- Okay, could those of us that weren't here when that was always done get that?

- It was a joke.

- I know. I know.

- That's what we've always done.

- One more question about the voting. So you said you were deadlocked at 2-2-2? What about like if it's a 3-2-1? Does that make it the three wins? Or you still have to get the four or more?

- You've gotta get to four.

- You've got to get to a majority.

- Okay, we work to get to two is my memory. We work to select it to two.

- In terms number of two candidates.

- Two candidates. Yes, yes, yes.

- And then it takes four to elect. It takes a majority.

- That's what I was wondering. Okay. Just making sure.

- We come out six-oh for somebody, which is, you know, unlikely. It's possible, but four would carry the day. So if some candidate gets four, I think, initially, it would be done. And it took us a while to get there on anybody.

- And we go live with this application and this timeline tomorrow?

- Yes.

- Okay. According to this.

- We will get you tonight a copy of the-

- This friend of mine, she says trustees have to trust.

- She does say that a lot. Yeah, I've talked to her too.

- Okay. So the motion has been moved, seconded. Is there any further discussion? Any further discussion on this item? Seeing none, all those in favor please signify by saying, "Aye."

- [Trustees] Aye.

- And those opposed? The motion carries unanimously.

- Thank you all very much. I'm sorry I threw a wrench into that.

- No, no, no. I'm being goofy, but it's no problem. Okay, so that then concludes the timeline for the appointment of the new trustee under new business. With respect to old business, we have an issue regarding the retiree benefits committee, which can be found at page 42 of your board packet. And I had asked Dr. Bowne to again present this to us. Were you going to present it on screen? I guess we all have it before us. Yeah, before you. The retiree benefits committee made these recommendations to us at committee of the whole, and we discussed in a special meeting last Wednesday at which we took no action, and so we're here tonight and I had wanted to discuss this again. There's no motion before us. I'm probably not going to ask for one, but just suffice it to say that we will probably, unless one of you wanna move forward or do something different, I plan to just let the issue expire and we'll move forward with no VERB intact until we can have a better plan. It's not my intention that we stop looking for a new one, it's just that I'm not frankly happy with any of these recommendations, nor am I confident that in our current good but interesting economy and political environment where we're gonna need to be, especially with inflation. There's a lot of variables and moving parts here, and so I think in all fairness to Dr. Bowne and his administration, it was perhaps a confusing mandate he had from us, if any, and so I wanted to put this back before us in terms of old business and I'll open it up for discussion. Trustee Smith-Everett.

- Couple clarifications from last week. One was that we already voted to end VERB. That is done, and there's no changing that.

- [Lee] That is correct.

- That offered clarity for me, and I really appreciated you having that separate board meeting, 'cause it offered a lot more understanding for me, and I feel like for all of us. After that, I spent a lot of time thinking about what we owe our staff, and I think that for my part I would offer that I think all that we can owe our staff is that we are committed to still finding something that honors our retirees. I've asked multiple times for people to explain what VERB was sold as, what it was promised, and I get really interesting responses and it really varies, so I think we have the opportunity to turn to the next chapter of what the iteration would be that we would offer employees upon retirement as a almost another benefit or whatever we end up, I don't wanna call it that, whatever it becomes. So my aha after that meeting last week was we have a new committee structure in place, and when you go to the conferences and you listen to the way different colleges do things, one of the colleges it really talked about taking on shared governance, talked about how board members have to be educated, but also staff members have to be educated on what the board is responsible for, what we carry that they don't. And I think that that's probably where we are in this process. We need to take all the work that went into the recommendations that were given to us, honor that, and then put it through our committee process so then we can sit down with those that created those for proposals and iron out what actually would be reasonable and feasible from our standpoint, because it's different. Staff don't have to worry about what taxpayers are gonna say the way that we do, and then find a compromise from there. So all that to say that I just wanted to say publicly that I'm still committed to us finding something that honors our retirees with their extra leave, and I think that we have an opportunity to still find an agreement. I don't know what that is, but I think that we can take what they did and bring that group to our committee, and then work out from there how we can come up with what that would look like.

- Thank you. Any other comments? Discussion?

- Well, I agree with that. As I spoke last week, I don't think we're in a position where we can do anything now, because we have two of the three legs of our employment compensation policy are unclear now, external competitiveness and the fiscal obligation of the board. That being said, and I'd asked Dr. Bowne this last night by text, and Colleen, I think, is we have this ongoing issue of inequity between new employees and existing employees, and we're gonna review that on a department by department basis. My question was can we accelerate that or have an idea of a timeframe so that employees know that we are addressing it? And I think Colleen, you may be prepared to answer that. And my other question is, again for the committee structure, but for HR, for Colleen and her team, when we adopted the new pay table, I, as one trustee, I'll tell you I didn't have any clue that by adopting it, we would create internal equities that might cost us another million dollars to bring people up so that they were treated the same, so that there was equity internally. So I'm troubled by that, that I didn't understand that, but, and whether we could, does the pay table get revised such that new people coming in aren't getting a higher salary than people who have been here with the same level of experience? My first question is what's the timetable and how can we accelerate it so that folks know they're gonna be looked at sooner rather than later? I think last week we talked about 18 months to get through the entirety of the potential.

- Compensation plan.

- Trustee Ingram.

- And the fact that it's 18 months after we begin this, I mean, we still have a process to go to before we can begin that 18 months. So in my mind, acceleration is extremely important. What, we're doing the RFP, right?

- This internal, you're doing the internal department by department review. We're doing that internally. That's not the consultant, if I remember right.

- [Lee] Colleen, could you please introduce yourself?

- Yeah, Colleen Chandler, interim vice president of human resources. So there's a couple of different components to this that I think are important to make clear the distinction and sequential nature of it. So we have the internal equity component, and we also have the job laddering or the career laddering, job family component of it. And so what I was speaking to last week is to look at the internal equity component first, separate and apart from the career laddering and job family piece, which is the 18-month component. So what we have the ability to do is to look at the years of relevant experience for our current employees based on our current tables, and adjust those individuals to account for their relevant years of experience up to 20 years, and then pay them according to that based on our current pay tables at the current level that they're at. So no adjustments at this point in time based on the career laddering, job family work that needs to happen. So that could be the first piece of it. Then separate from that, Nancy, to your point, or Trustee Ingram, to your point, we are working through the RFP process to identify a vendor to develop the architecture, and that would be the second piece of it where we would, once that's developed, we take the individuals who've already received the internal equity adjustments based on our current structure and plug them into the new structure, adjusting their pay levels accordingly.

- Yeah, the 18 months was on the RFP, I apologize for that. So I don't know if we got a timeline for when you would get the department by department review of internal equity, but if you did it tomorrow, it would be best for employees, but it would increase our salary line in a manner that I don't think was ever anticipated. So maybe that's water under the bridge now and we just need to get the internal equity done as quickly as possible, but I want us to recognize from the fiscal side of it that this is an internal equity where everybody's gonna be adjusted up, right? Nobody's being adjusted down.

- Correct.

- So if every, you know, however many people are going to be adjusted up so that it is, you know, equitable internally, that's another amount on our salary line that I didn't understand the new pay table would create that issue.

- Can I interrupt you real quick? And I agree with you. I didn't fully understand it either. The internal equity study is different from our compensation study that we have that out too, right?

- The job family career laddering piece is the component where we would take the jobs to market. So again,

- Market study. Okay.

- Yeah, that would be part of that, the deliverable from the vendor once that vendor is selected.

- What's our timeline, again? We talked about it last week, but what's our timeline on the market study and then the timeline on the internal inequity review?

- The RFP is published this month, the goal being for a selection of the vendor in December, bringing a recommendation to the board for approval on that vendor either December or January, depending on when that vendor could be selected.

- And then from there?

- I'm sorry.

- How long will this study take from there by the vendor?

- It could take 12 months to 18 months, just depending on the methodology and the work of the vendor.

- Thank you. Sorry to interrupt you.

- Well, just so I'm clear on the vendor part, too. We select a vendor. I would suggest this is something we don't wanna rush on, so December 15th meeting's gonna be here really quickly. If you're just gonna publish the RFP this month, maybe you can get that done, but they're then going to create the job families and the job descriptions

- Correct.

- across the entire campus, so we can figure out if you're doing the same kind of work in a different department, but the same accountability, same responsibility, all that. And then once we get all those done, then they will take those job families and line items out to the market to see what a competitor pays.

- That's correct.

- Salary and benefits.

- That's correct.

- Okay.

- A plus.

- Thank you.

- [Lee] Trustee Ingram.

- Am I the only one who would like to see this written down?

- [Lee] I would second.

- Just so that we've got it in mind.

- I'm happy to-

- The timeline. We've got all these parts and pieces that are going on, just to have a timeline. I know I asked for one at one point. Is that something we can...

- Yes.

- Thank you.

- Yes.

- Thank you.

- I have a question.

- Trustee Rattan, then Hamill.

- I can't recall. We did have \$500,000 in the budget for a little bit of inequity repair, but we don't have the other one and a half, right? So some was built into the budget but just not enough. Okay.

- I think that's right. Is that it?

- Yes, I just wanted to ask.

- Trustee Hamill.

- So as I understand, we spent just shy of \$2 million when we created the new table, so 700,000 approximately was for moving all the tables where they needed to be, putting \$15 in place and

everything, and then we spent another \$1,200 to basically incorporate that with the amount of time in the job, right? And that's what we initially spent. Is that correct?

- So there was a component of the movement in July, effective July 1, there was a component of bringing everyone to the new table. So for example, with the new \$15 minimum, anyone who was at a pay level 50 receiving less than \$15 an hour came to \$15 an hour. So there's that piece of it, putting them at the minimum on the table. Then there was a second component where we brought part-time individuals to the second quartile, because you may remember that I spoke last week too. We have historically not brought in, we've brought part-time employees in at the bottom of the grade. We have not factored in any experience for them prior to that recent change. Historically speaking, part-time individuals came in at the bottom of the pay level. So there was adjustment, internal equity and compression adjustments that were made for those individuals as well. So those were the two components that took effect July 1.

- Okay, so total those up, it's basically just shy of \$2 million, right?

- [Colleen] That sounds about true.

- Okay, and so now I understand that we were talking about doing, we need a \$2.1 million increase to fix the issues inside of the department as of now, and we're just doing comparison within the department?

- So what we've been doing since July 1 is when we bring in new individuals with the change to the pay level as we spoke to the change in the compa-ratio, so prior to July 1 that came in at I think 96, 98%, whatever I said last week, and then now that they come in at 101% of the midpoint to cap at 12 years, the 12 years changed. And so what this, what we've been doing since July 1 is when we bring someone in at 12 years, as an example, we bring anyone who also has 12 years or more experience at least up to that level. And again, we're looking at that very limited within the department doing the same job. So that's been a really narrow focus. That's what we've been doing since July 1. What I spoke to last week in that 2.1 million is looking at everyone's relevant years of experience across the board and putting them into, or placing them, they're already in the new table, but placing them at the pay rate within their current level that's reflective of their current relevant years of experience based on that current pay rate or the current pay range level up to 20 years of experience, where historically we've been capping that at 12.

- Okay, so we're gonna spend another 2.1 to fix these issues, right?

- [Colleen] Yes, that's correct.

- Okay, so then we're looking at 4 million that we spent to raise the minimum wage to \$15 an hour, and then we're gonna look at the laddering program in 18 months to two years before we get this in place, and one of my biggest concerns is that, you know, when we look at the math department, is somebody doing a similar job in the math department versus the science department, we're gonna realize, you know, we've been overpaying the science like 1% more than the math department, and so now we gotta fix those issues as well, and now we're looking at even more money that'll be costing, try to fix these things again. That's one of my concerns, 'cause just like we're fixing this here now we're gonna fix it again once we start comparing the departments and we're gonna be the same boat, and so we've done a 4% raise approximately once we fix these issues outside of our collective bargaining and everything that goes with that, and then we're looking at probably having to do it again, and those are some of my concerns of what's going on at least.

- Any other discussion? Any other discussion?

- I agree. It would be nice to get a written summary, and we've got information that we went over at the special meeting last week, but trying to put all of these costs in one place about what we did, because when we eliminated VERB, we had an estimated one time cost of \$2 million for the 100 hours of sick leave converted to cash payout, right? That 2 million was built into the pay table, and I think that's the 2 million you were talking about. And now we're talking about another maybe-

- Built into the budget,

- Built into the budget.

- [Andy] Not into the pay table.

- Well, I'm talking about something different.

- It's a result of the pay table we built in. No, not result of, but the result of a VERB elimination, we added \$2 million to our operating budget for that one-time payout of 100 hours of sick leave cash out.

- Correct.

- That's not recurring.

- Yeah, it's one time. It's a one time, right. It is hard to get these numbers together.

- [Andy] There are a bunch of them.

- But I guess my fundamental thought is the pay table, I didn't think the pay table was gonna cost us millions of dollars simply for internal equity before we even looked at whether or not we have external competitiveness, and I don't know that we can undo that now, but I guess if we're gonna do internal equity, then we ought to, and we agree to do that as a board, we should do it as quickly as we possibly can and bite that bullet. It will have an effect on me next year when we go into collective bargaining on the master agreement, which we will then do for the staff because there have been benefits provided here that are over and above our normal annual increase, so I don't know if that makes sense or not.

- [Lee] Trustee Hamill.

- The other question I do have is, so are we gonna be doing any back pay for anybody that we feel like we didn't handle correctly? Is that part of the 2.1, or will that be additional top of that?

- [Colleen] No, there's no back pay built into that.

- No back pay will happen with that? It'll just be from here on out.

- Yeah, that's correct.

- Okay.

- Anybody else? Yep.

- I just wanna reiterate that I think our committee process can help tremendously for us to flesh out what we need to have in order to be better equipped to make decisions, support decisions, agree with

decisions, as well as helping our staff and our cabinet understand the portion that we carry, which is answering to taxpayers about our annual budget.

- Trustee Ingram.

- And I appreciate that completely, too, because I think that's probably one of the pieces that our committees were doing that we didn't even recognize that they were doing, they were vetting out some of this information, you know, they were hearing about it, making a report, making a report to the board, and so I think there was probably more vetting than we realized. Not to prolong the meeting here, but just I agree.

- 'Cause I've got stuff to say.

- Oh.

- So are you done?

- I'm quickly finished.

- No, it's fine. Look, I think I said this last week, and since we're revisiting last week, I think the administration's doing its best. As chair of the board by your grace and God's will, I'm here to support the administration as is my training per ACCT and KACCT. And I said it last week and I've ribbed him today, but I would count him as a friend, even though we don't always agree, Dr. Bowne. I think that they're doing their best. And, Colleen, you know, I don't mean to simplify this, I'm just a litigator, so I gotta simplify things, boil it way down to understand it and then build it back up. So these things that we've spent money on, let's go to career laddering and job family and I barely understand that, but I know you all wanted it and it was a staff request, right? Staff requested, I think Trustee Smith-Everett last week talked about how our colleagues in K through 12, many of them follow a similar program. Is that right?

- Yeah, it's best practices within human resources to have this kind of structure.

- Best practices. How about that? So, okay, so we do that, which we approved, this board approved, correct?

- That's correct. It's in the comp plan, our compensation plan, as well as in the strategic planning goal for.

- And you know, I work for harmony, I work hard for it here and I'm happy to take the time so that everyone is included and has a voice in the process. I feel that's more important, even if we disagree, that everybody understands where we're coming from and what we're doing. So I think with all due respect, this board needs to look in the mirror as to what it's done and what it hasn't done and what it has vetted and hasn't vetted. And Trustee Ingram and I, I promise you have for the better part of a year pushed for this new committee system that you all have approved. I agree with everyone who said that the committee system will buy us more time to review and frankly shed responsibility away from a chair and a vice chair and a committee of the whole, so that there's individual responsibilities to pay attention and think. And so I thank the administration and these trustees for adopting the new system. And so not only staff requests, but also inflation and the fallout from the pandemic, we felt compelled to raise a minimum wage to \$15 an hour. Is that right, Colleen?

- That's correct.

- Okay, so then as our dear friend and colleague, Trustee Cook would say, I would challenge this board to stop and think about what the alternative was. What if we didn't raise the minimum wage that we paid to \$15 an hour? Is it messy? Is it inequitable? Could it have been handled better? Sure. I mean, the next time we go through a pandemic, we'll be ready. So I'm just working to support the administration to say we didn't really have a lot of options, and maybe I know that and some of you don't and that's on me for not communicating it better. The administration felt compelled to raise the minimum standards here so that we could be competitive, and we are a market participant. We participate in this market and we need ministerial staff and people to come support everybody you see here. All of us here have people who support us, whether it's family or employees or friends to put us here. So I beseech you to stop and think what the alternative would've been had we not done that. And final point, maybe, was when we cut the mill, and I've said it and I bored people to tears and besides Moneyball, I talk about inflation. This is it. We're here. This is how it looks. We have inflation and the fallout from pandemic. We had to raise the minimum standard. It's not some trick staff or administration pulled to get higher money and benefits for employees. It was necessary to function and deliver this high-value product that the League for Innovation just renewed and ratified, and I'm very proud of that. And you may disagree with me, I'm just standing up to the administration to say thank you and I sincerely appreciate it. And is it a mess? Yeah, it's a mess. But there's nobody that wants anybody to look at their internal operations. I've never worked for a legal organization or a law firm from the Jackson County prosecutor's office, to small and big plaintiff's teams, to a domestic practice that wasn't a total dirt and mud show on the inside. So I thank this administration for its transparency and for its candor in what has happened. And it's, and I think Dr. Bowne knows, he thinks I think it's a mess and he lives to not catch my ire and I appreciate

that. But I'm just saying I thank and appreciate the administration, and I've said that I'll ask if there's any response to what I just said.

- [Laura] You know I always have a response.

- Sure.

- Your comments reminded me that in the history of JCCC, which is a great book, maybe not right before you go to bed, but a very good book. In the seventies, the board was forced to make several incredible adjustments to the faculty and staff of this institution. And when you read the amounts they were forced to make were like 17%, with the faculty association basically saying they would all resign without immediate inflationary adjustments, because inflation was absolutely gutting our employment. And it is a necessary and intruding factor to the decisions that have to be made, and I completely and totally agree that what was the alternative? To leave our people not making minimum wage, finding other places to work and not honoring the work they do do? I completely agree with that and I just wanted to echo that.

- But just let me make it clear. I don't think anybody here fusses or complains about raising the minimum wage for our workers here to \$15 an hour, and that that caused compression that mean we had to raise other people up. That is not my issue at all. My issue is the fact that the implementation of the pay table created internal inequities that are now causing angst among employees and are gonna cost significant amounts of money. And it's an unintended or maybe unforeseen consequence of no good deed goes unpunished. But so I, you know, we all supported the \$15 minimum wage for anybody employed on campus, and we all knew there was gonna be compression and we were gonna have to bump people up, and that was all disclosed and budgeted and everything else. What's new is that two people can be in the same department and be making what is a meaningful difference in income to them because one just came in and got 20 years of experience credit, and the other one got 12 years.

- [Colleen] Everyone's capped at 12. What changed was the compa-ratio, so they come in at 101%.

- Right. They come in at a different wage rate, brand new, even though they have the same experience as somebody that has been here. That's the part that I never understood. I won't say it wasn't explained, 'cause it may have been. I never understood, and now we're in a situation that if we were talking about raising salaries a million dollars right now as part of the budget process, we'd have discussions about that, and we'd think about it, and we'd figure out how that fit in with the middle levy and everything else. And what I'm frustrated about is it feels like it's forced on us, because I don't want anybody internally to feel like they're being treated unfairly. And we've created that through the Compu 105

versus 0.96 or whatever, and that's the part that I grunch at a little bit. I sound like a cranky old man. Thank you.

- Trustee Hamill.

- And so I'm agreeing with everybody, everything's being said here absolutely. We all agreed on \$15 minimum wage. We needed to do these things, and I know we need to fix this as well. And I know that there is questions and concerns over whether was gonna be okay or not, and there's always issues every time we do this. I've been through it at multiple companies where we had to do this. You had employees that have been here 15 years and felt disrespected. But my biggest concern right now is not that we're gonna spend another 2 million to fix this, but that we're looking at when we do the career laddering and we look at these things and we start comparing departments, we're gonna have to do this again, and that's my biggest concern. We have a screw up, we gotta fix it. Okay, now we're gonna spend 2 million to get where we're at, another 2.1 to fix this here again, spend 4 million, and then we're gonna say, now we're gonna compare different departments and your people are gonna feel the same thing, even though they're not working in the same math department together, but somebody in the science department compares with the math department and now says, "This doesn't look right to me," and they're like, "Yeah, I agree. You know, we started the same time, exact same school year." You know, that's where I'm worried about being in the same mess for another time, and I wanna make sure that we're really looking at that and understanding that part of it.

- There are internal equity issues that is part of what we're discussing tonight. We have not gone to market for staff in four years to measure our market competitiveness.

- That's not what I'm talking about, but-

- But they go hand in hand. The cost associated with career laddering is primarily twofold, internal equity and market competitiveness. That's where the two buckets of cost fall.

- So what I'm trying to say is that let's say you're an admin in the math department or an admin in the science department. As far as I understand, you're only comparing departments, right? And so once we start comparing the similarities between the other departments, we're gonna see this issue again. Is that not a possibility?

- To clarify.

- Sure.

- What we've been doing since July has been very focused. You're correct on that point. What I'm speaking to in terms of the goal for the spring, looking at everyone's relevant years of experience, would be addressing that.

- Okay.

- The second bucket of the expense would be when we take the positions to market, administrative specialists, as an example, will have already been adjusted based on the relevant years of experience.

- [Mark] I get that, and I'm-

- Regardless of the department.

- I'm a fan of that. I just wanted to make sure that we're not gonna see an issue where somebody working in another department, somebody's in financial aid and somebody's in counseling, feeling like they're doing the exact same job and started at the same time, the same amount of experience, and say, "Hey, why is somebody getting paid more and less?" We have to fix that again. If we feel very confident that that's not, that's my biggest concern, we're not gonna see this again just at another place.

- Yeah. Exactly. So the first part of it, we would be looking at that across the board regardless of the department. The second expense would be if an administrative specialist as an example are underpaid compared to market, there would be a subsequent adjustment related to that, but it's not about this administrative assistant versus that administrative assistant doing the same work with the different years of experience not being paid equitably. That would be adjusted in the first part of the project.

- [Mark] Okay.

- I have more of a concern about the external, when you go out to market, than the internal. I think that could have a big impact.

- At the risk of extending this, I really believe my comments not only apply to the \$15 an hour, but also, with my encouragement, perhaps it's my fault, that the administration worked to change the culture and adopt best practices, and COVID had limited us in our ability, right, Colleen, to go out and do a market study since 2018, '19, I forget what year it was, '17. We hadn't done a market study in some time.

- [Andy] We haven't done one. That's correct.

- So, you know, guys, it's just not an accident that the Red Sox, Yankees, Astros, or Dodgers are good. I mean, they pay money. If we're gonna be a world-class League for Innovation school, we can't do it on a NASA budget, where it's less and less and less and we have to go farther and farther and farther. I mean-

- [Mark] Unless you're playing Moneyball. Sorry.

- That's funny.

- [Mark] Just playing, just playing.

- Actually the Red Sox reversed their historic run of bad luck, what, the curse. They ended their century, 84-year-old curse by adopting what they did in Oakland. So we can still play by fiscally sound policies, but at some point there are growing pains. To be the best, we have to act and pay the best, and it's not an accident that we have students roll outta here that are good and prepared for the world. Like, we pay these people what they deserve. So I support the administration. I'll again ask if there's any further comment on this issue. And I thank you for being here tonight. Trustee Ingram.

- I do. I don't see our CFO here, but I would hope that-

- She's online.

- Okay, good. But that I would hope that she is in tandem with you financially so that we know to address the kinds of things that you're talking about. And then the other piece is the equity that we have talked about and the urgency in trying to resolve some of that. I think that's, I would hope that we could all agree that that would be important to move as quickly as we can to solve some of that.

- 86-year course. Vice President Neal.

- If I can say one thing, Trustee Ingram, in this context of what we're looking at here and now and having this conversation, we are certainly looking at this holistically in the context of our budget as we think about FY 24 and all the moving parts, so absolutely positively, we're having this discussion solely here now, but how this fits in with affordability in the fiscal, the ability for us to support it will come together in the overall budget picture that we bring together for FY 24.

- Thank you.

- [Lee] Trustee Musil.

- Well, the reason for the urgency to me is we're going department by department and we have a limited amount of money in the FY 23 budget to fix internal inequities, right? So we're looking at it for the FY 24 budget. But if I'm an employee who believes you haven't gotten to me yet, or haven't gotten to my department yet, or don't have the money to fix me in FY 23, I have to wait until July 1 of 2023 to get into fiscal year 2024. And I think that's what's causing anxiety and uncertainty about when are you gonna get to me? Am I really being inequitably treated? And, you know, part of our issue is everybody's salaries public, so there aren't any secrets here, but that's why I know you're looking out for them, but I don't think that answers the concerns I heard yesterday at college council from people who right now feel like they're being, they're not being treated equitably. And I don't make a judgment whether they are or not.

- [Mike] I should say that I can't speak for HR, but I will say that as inequities are now coming forward, we are making those adjustments as we speak today, Trustee Musil, and you can tell them we've done, we're doing those as they come forward. Some have been identified and they're being funded. We still have the \$500,000 that we already have in the budget for FY 23 that we can fund even more. So the most urgent ones, I'll defer to our colleagues in human resources to guide us as to who those persons are, but I do think we have sufficient funds within the FY 23 budget to address the most immediate issues that need to be addressed. And I think we're all doing that.

- [Andy] But let me be clear. We are doing that department by department.

- Absolutely.

- That does not address the across the pay level concerns, and that's where you get to the projections of \$2.1 million.

- And that's where we have the \$500,000 that will help.

- [Mark] So the 2.1 is going to be across the whole board, not just department by department?

- That is correct.

- Okay.

- That's my biggest concern, 'cause I don't want more hurt feelings again. That's my-

- No, we are doing the piece, the department by department. I think roughly we've spent 50, 55,000 out of that 500,000 in making adjustments to date. That's an -ish based on our previous conversations, and we've got budget to do those things. We have to figure out how do you solve this.

- [Lee] All of you, if I may interrupt you. Sorry.

- Please.

- This gets worse before it gets better. And I thank Trustee Smith-Everett for her prescience, raising of the example of the seventies. I mean, this is going to get worse before it gets better. Some of us may not make the next two cycles as far as election because it's going to get messy. It's gonna get messy in corporate America and it's gonna be messy here. And there's been people here that don't listen to me, think I'm crazy, ostracize me repeatedly, and I come back into style, it's amazing. So I think the administration's doing their best. I thank you all for your comments. Your concerns are valid. I'm not trying to talk over them, I'm just working to defend an administration in historically un- yeah, historically unprecedented, the inflation following a pandemic. I mean, we've just never seen anything like it. Not in my lifetime, not in a century. Your concerns are valid. Your holding them accountable is valid. With all due respect, so is my position, and I thank you all for your discussion and debate. These people and everybody cares deeply. We're stuck, guys. I mean, look. We have Judy Korb coming back out of retirement that we drafted to come back to work to fix what's... I'm dead serious. We're working to fix this. They're doing everything they can and thinking outside the box to fix it. And I told Andy Bowne in a

meeting the other day. It's not an executive session. I told him that's the smartest thing you've done is bring Judy Korb back. So there's good things happening here. And Judy and I haven't always agreed, and I've sat in her office and we were talking about-

- [Andy] Something.

- Debating whether or not to say. It was due process. And I'm giving her the what for, and she, Joe Sopcich appointed her to sit there and take it from me. And so, look, I appreciate this administration greatly. I love this school a lot, and with that said, I'm gonna move on to the next item on our agenda, which is the consent agenda. Is there any item on the consent agenda that any trustee would like to pull off for discussion?

- Just...

- Yes. Madam Vice Chair.

- I don't necessarily want to pull it off, but I did wanna take, even despite all of this great conversation to point out curriculum item number four. That's probably something new to some of our trustees who have not seen that report in there. But again, that's another piece that our committees would be looking at, so just to take a look at some of the work that's done that we really have talk about this year. I don't know if Dr. McCloud, if you wanna share anything, but I just wanted to point that out, that hopefully you all took a look at that, but that's the piece-

- Number four?

- Yes.

- Where does it come out? What is it? On the addendum? Is it on the-

- It's right here.

- [Andy] It's in the addendum.

- [Laura] Oh, I mean in, yeah, I mean in the packet.

- Yeah.

- Thank you. You mean item four here? Okay. I was trying to... Thank you, thank you.

- Page 47 in the packet.

- Thank you.

- So just to make note of it. Thank you.

- Any other item? I think this is your style. You wanna just address it before we vote it.

- We can't. Yeah. 'Cause some they may just wanna discuss it without . Laura's got something.

- Trustee Smith-Everett.

- Yes. I also did not anticipate all this discussion. I apologize, but I did. I wanna discuss but not take off, which I think we said earlier we could do.

- [Lee] Yeah, it was a nice suggestion.

- I believe it's in the human resources addendum. I wanted to congratulate, I want to take a moment to do a shout out to a family friend and congratulations to Professor Emeritus Jerry Marcellus, who goes back a long time with my family, catered my wedding, catered my wedding 20 years ago, and congratulations to him for getting the emeritus status.

- Congratulations. Anything else?

- I move to approve the consent agenda.

- Second.

- As published.

- Motion has been moved by Trustee Musil to approve the consent agenda as it's presented, and seconded by Trustee Ingram. Any further discussion? Seeing none, all those in favor please signify by saying, "Yes."

- [Trustees] Yes.

- Those opposed? Motion passes six to nothing. I do not believe we have an executive session.

- We do not.

- We better not.

- Then I'll entertain a motion to adjourn, please.

- So moved.

- Second.

- The motion has been moved by Trustee Ingram and seconded by Trustee Hamill. All those in favor please signify by saying, "Aye."

- [Trustees] Aye.

- Have a good evening. Happy Thanksgiving.

- Thank you all. Thank you for all you do.