

Johnson County Community College Board of Trustees

Meeting March 13, 2025

5 p.m.

Transcript of Meeting

- Good evening, everyone, and welcome to the March 13th, 2025 meeting of the Johnson County Community College Board of Trustees. Won't you please join me in reciting the Pledge of Allegiance to start our meeting,

- [Board] 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.

- All right by way of roll call, we have a full compliment of trustees tonight, and no one in the ceiling, so we won't need to be looking at the ceiling to talk on the phone. So that brings us to the first substantive item on our agenda, which is awards and recognitions. And, Dr. Korb, I believe you're gonna introduce us to Ms. Alison Gibson.

- I am, so, Alison, if you wanna come up. I had the pleasure of meeting Alison and hearing a little bit about her story. She's going to share a little about her background, her story, and then give you a chance to ask some questions, Alison?

- Thank you very much. Yeah, like she said, my name is Alison Gibson. I grew up in a Prairie Village, Kansas. I graduated from Shawnee Mission East in class of '21, so I was very disrupted my senior year because of COVID, and I wasn't quite ready to go to college and pursue a higher degree yet. I decided to take a volunteer service term. I traveled the US for about 10 months doing volunteer work until I felt ready to finally pursue a higher degree. I was interested in pursuing the subject of fashion and the fashion program here at JCCC really piqued my interest. So I decided in spring of '23 to take all of my gen eds here at JCC and won fashion class to see how the fashion program went for me and how JCC was a fit for me and I absolutely loved it. Right before I started classes, I got the opportunity to apply to be a student life ambassador on campus, and I've been one ever since. I've since become the team lead for the student activities team on campus as well. That comes with different responsibilities. I also coach the Collegiate Leadership Team here on campus, which is very exciting. We're going in a couple of weeks to our competition. I graduate this semester. I'll be graduating with the fashion merchandising and marketing associates as well as a couple of certificates I've picked up along the way in marketing, visual merchandising, things like that. Absolutely love JCCC and I'm very happy to be here today.

- Thank you so much, Alison, for sharing your story. You know, COVID impacted all of us in different ways and as a 2021 graduate, you had a very unique last couple of years of high school. My daughter candidly graduated in 2021 as well.

- [Alison] Lovely.

- And so those last two years for you were very difficult. I always like hearing about gap years, but I usually hear about surfing and hiking, and so it's really cool that you did volunteer work. So kudos to you. Any questions or comments for Alison? Trustee Rattan?

- Could you give a couple of highlights of your service months?

- Yeah.

- What did you like the most?

- Yeah.

- And also thanks for just jumping right in and getting involved. Takes a lot of courage to do that.

- Thank you, yeah, so I volunteered with AmeriCorps and CCC, if you're familiar. It is the 10-month long service term that you serve on a team of 10 to 12 individuals, 18 to 24 years of age. There's four different campuses around the US. I was based outta Sacramento, California, so that was really exciting. I grew up in Prairie Village, graduated from Prairie Village, so getting to see another part of the US was really exciting. We had different projects in Utah, Wisconsin, Seattle, Napa, kind of all around. I have a wonderful bond with the team that I was with the entire time. We try and do reunions once a year and we do monthly little Zoom calls. So having that community and backing me up. I was also the youngest one on the team, so I have a wonderful group of peers to look up to and see what they're doing as well. As well as just opportunities that it has given to me and opened my eyes to in life.

- Thank you very much.

- Trustee Smith-Everett

- Thank you. Well, welcome. Thank you so much for sharing your story. I just wondered, like, what, speaking of memories, what's kind of your favorite experience or memory you've had with the fashion program?

- Oh my goodness. Honestly, the first one that comes to mind is our store planning class. It is such a fascinating thing to think about. All of our, like, assignments and projects lead up to creating your own brand and store. Your final project is actually presenting the full image if you were to start a new brand in a new store entirely. It's really fun to see what other students come up with throughout the entire year. And there's a couple of classes that have things like that as well, like our aesthetics is super popular, our final project, a culmination of all of the things to kinda see what my student, my fellow students put in their portfolio and what they put on out into the public visually and design, fashion-ly.

- [Laura] Very cool.

- Yeah.

- Thank you for sharing.

- [Melody] Any other questions or comments?

- Trustee Jennings?

- I'm sorry.

- [Valerie] Next steps?

- Next steps, yeah. I'm not quite ready to pursue a four-year just yet. I'm hoping to enter into the workforce. I have been applying to a couple of jobs. I do have a cool internship. I work at a bridal store and I sell wedding gowns on the weekends as well. It is definitely a passion in the bridal industry for me. I do hope one day I'll pursue a four-year, but that won't be in the fall for me.

- Trustee Mitchell?

- I was just gonna say, I think everybody has kind of a unique educational experience and roadmap, and lemme venture to say, I'm guessing you probably learned more in those 10 months as a volunteer than I learned my freshman year at Colorado State University. Nothing against CSU, but I'm sure it was a wonderful educational experience for you.

- [Alison] Yes, definitely it was.

- Good luck in your future.

- Thank you Kristy.

- Trustee Rattan?

- So seeing that you work at a bridal store, I'm sure you've learned there's a lot of psychology to shopping.

- Yes.

- Do any of your courses cover any of that shopper mentality or shopper psychology?

- Yeah, so like I said, I also am pursuing two different marketing degrees as well, or certificates I should say. And the consumer behavior class is the one that specifically comes to mind. Professional selling is also a whole marketing class as well of learning how buyers think, how to go through the buying process. I'm currently in a retail management and a sales management class as well, that all kind of covers that basis that that job, my job on campus as well as classes have all really blended well for me of to be able to reflect what I'm learning and see what I'm learning firsthand as well.

- Thank you.

- Yeah.

- Well, thanks for sharing your story. You know, I'm glad to hear about what you're doing. You know, a little birdie told me recently that the moment that a bride-to-be picks out her wedding dress with her mother is one of the most emotional times in a mother-daughter relationship.

- Yes.

- And I will tell you that the way in which people like you make that special, and I have no doubt that you do that. You are an incredible speaker. So you could probably sell me, you know, the moon. But having people like you who really, really, really are committed to that, makes those moments so incredibly special, 'cause you get one shot at it.

- Yes, yes.

- And so good for you that you're pursuing that, and congratulations on your about-to-be graduation. That'll be awesome. So thanks for sharing your story with us.

- Thank you so much.

- You bet. All right, it's always so wonderful to hear from our students. Alison, it's just, what a terrific story. I love it. Okay, the next item on our agenda is the open forum section. 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 an open forum period during each regularly scheduled board meeting. Comments are limited to five minutes unless a significant number of people plan to speak. And in that instance, the chair may limit a person's comments to less than five minutes. In order to be recognized and speak at the open forum section of the board, individuals must register at the door 15 minutes prior to each regularly scheduled board meeting. When addressing the board, registered speakers are asked to maintain at the podium, 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 processes, or otherwise the subject of review by the college or board. It's my understanding that there are no registered speakers at tonight's meeting, and so we will move to the next item on the agenda, our board reports and, Logan Grigsby, you're first step.

- Good evening, distinguished board. Glad to be here with you guys tonight. So we have no new clubs organization since our last meeting. We have approved two budget requests. We approved a budget request for Phi Theta Kappa, our onsite honor society, to travel to their catalyst event, which is kinda their national-wide yearly event where I am told they will be honored with the Distinguished Chapter Award. We approved funding for the Black Student Unions Black Business Expo, which was the last week of that February, and was a huge success. We have elected two new senators since I have last met with you guys. In other news, we are hard at work on Clubbies, which is Inter-Club's annual Oscars celebration of clubs and organizations across campus. They have categories in which clubs can be, such as Best Event, Most Active Club on Campus, Best Service Project, and things kind of in that regard. We are also hard at work on our Service Week projects where we'll be volunteering to work with our CLEAR and CONNECT program. We will be doing a hygiene kit drive for Midwest Recovery Center and we'll be volunteering at Growing Futures Early Education Center. I am told on Monday the 24th, the wonderful Dr. Korb will be coming to present to Senate on our upcoming bridge plan. We are super excited and honored to be a part of that. We love giving back and giving our input and our feedback as students to help JCC be the best school it can be. So we are really excited about that. Last, but certainly not least, we have our elections coming up where we will be electing, unfortunately, a new president, as well as a whole new exec board. So the applications for that are currently open and will run till, I believe, the 27th of this month. And the elections will happen from the first week of February, of April, so it'll actually be March 31st to April 3rd, and then the results will come out that Friday, which I believe is April 4th. And I believe that is all I have for you guys.

- Thank you for your report. And I have a couple of comments to make, but I'll first open it up to my fellow trustees, Trustee Cross?

- Thank you, Madam Chair. Logan, I think you called me in November or December?

- [Logan] Yeah, yeah, about that time.

- Any update?

- I think I decided actually over last weekend, every lawyer told me some pretty negative things about being a lawyer. They told me it's a lot of long nights, a lot of losing sleep, a lot of stress. So I think I decided over this weekend, I was accepted into UMKC's very prestigious, 1% of students get accepted, Launchpad program, which is their super, yeah. Super business program. So I think I decided that money does talk, so I think I will be going for my Master's of Business Administration through UMKC now.

- I was gonna tell Alison, among the business books I've read was "Chip War." I read that last year. It was a fascinating history about microchip industry, essentially how China just stole it from us.

- Yeah, absolutely.

- Russia tried to reverse engineer it. And it's a big factor right now driving the market, so-

- Absolutely.

- It's an exciting world out there.

- [Melody] Trustee Rattan?

- I wanna say thank you for your service and your leadership. The year that you lead passes really fast. I'm always shocked when it's up, but you make a really big impact in a short amount of time. The other question I had, when you do elections, is it pretty much the VP is the typical successor or do people come from the floor?

- That is actually not typically the case. I think by the time most people get elected to exec board, they're kind of on their second year, so they're gonna be kinda graduating out. So there are some candidates that we are kind of eyeballing for president. We have another Gonzalez, his name is Oliver. So there's a good chance he may be continuing the family tradition by being the next president. But we're still waiting to see. But we definitely have several candidates that are very qualified for exec board positions that we're definitely eyeing and very much encouraging to be the ones to run.

- [Dawn] Thank you.

- Trustee Smith-Everett.

- So I wasn't clear, now I'm worried with your comments. Is this your last meeting or is it just the elections and the next-

- I will-

- Will be the transfer.

- Definitely be here next meeting in April.

- Okay.

- But I may be kinda switching off the balance and handing the baton on to the next president. I'm gonna try to weigh it out and see how they feel if they wanna watch me give one presentation next time and then have them do the presentation in May, or if they want to be the ones hands-on with doing it. I do plan on being the president till the end of April, but my big goal is the transition of power can sometimes be rough. Sometimes they don't have enough time. So my big goal is to have them have as much hands-on experience going into next year as possible.

- So smart of you and just shows your leadership as it has shown all year. Thank you so much for everything you've contributed. We've really enjoyed your updates and you've given us such a great view and understanding from the student perspective. So we will see you next month and that means I can say the official goodbye at that time.

- [Melody] You're welcome, Trustee Jennings?

- I don't wanna say goodbye yet. I just want to share with you that I have looked forward, every month, to your presentation. You are an amazing speaker. You're honest, you're transparent, you share who you are, and that's the most important thing. So thank you for that.

- Thank you so much. That means, from the bottom of my heart, that really means a lot.

- Well, I'm not gonna say goodbye yet either, 'cause we're gonna see you next month. Logan, you're a natural leader, and congratulations on your admittance into the UMKC program. That's quite an accomplishment. Trustee Cross and I are both UMKC alums. I don't know if anybody else is in the room, Trustee Mitchell. Now I'm also a lawyer, and I love being a lawyer. But setting that aside, I

hope you enjoy your time there and, gosh, the sky's the limit for ya. So we'll see you back next month, and watch you kind of start transitioning that role. But we're gonna miss ya, for sure.

- Thank you so much. That means a lot.

- You bet.

- Congratulations.

- All right, next up is the wonderful Dick Carter with his report as our college lobbyist. I'm sure there's absolutely nothing going on in Topeka that you need to tell us about, but hopefully you came up with a nugget or two.

- [Dick] Excuse me.

- That was a joke.

- Well, I was sitting there trying to figure out how I wanna address some of my comments this evening. I'm only gonna talk about four things. I know the report's long. I'm gonna talk about a couple of bills that were introduced within the past week. I'm gonna talk a little bit about the current budget situation and maybe briefly address a couple of the tax bills that seem to have at least some forward momentum probably until Monday. And so I'll talk about them in no particular order. But I think before I start my official comments, I guess as I was sitting in the gallery here trying to think about how I wanted to approach this evening's report, I'm reminded of when I was much younger, and it's probably some similar advice that I've had with my two boys, that the issue isn't always the issue and that the action isn't always what gets the attention or the retribution, it's the reaction. And so I remind myself of that as I, daily, go into the State House, and think about the things that are happening, because I think that's the exactly where we're at right now. And so let me talk a little bit about where we're at with budget issues. We've known since last fall that the budget scenario would look very different this year, and I talked about that at every meeting, probably from October through the start of the session in January. We knew that it would be a rocky rollout. I guess maybe we didn't think about it, would be a rocky ending either, but it is rocky. And I'm getting texts right now. I brought my phone up here, because I'm still getting live updates as to what's going on. And the end isn't near. Nothing ever dies in Topeka. We know that. But we're nowhere, we're nowhere moving forward, we're nowhere moving, I mean, we're not even staying in place right now. Right now, the budget scenario in the Senate Ways and Means Committee is that we are roughly at a flat position for FY '25 minus \$1 in each account. And so the accounts would be tiered, non tiered,

student success, BNI, there's a whole bunch of different accounts. That's not even important right now. That gives the Senate a conferenceable position when they start talking about the changes between the House and the Senate. We've moved beyond that with different amendments that are being offered, and so far have not been accepted, that would either zero out an account here or there or have different potential impacts on the budget. We're 1 of 19. And so this conversation continues to roll on. We're dealing with some effects of information that was provided to legislators that was inaccurate but has since been corrected. And so all of those different factors play in to sort of where we're at. There appears to be an effort afoot to enact radical change via a budget. And I don't see that playing out in the end game either, but that's where we're at right now. So with respect to, and so as you sit around this table, as an elected official, thinking about the decisions that you're making for this college and for this community, those are heavy decisions that you debate around this table. We're not really having a debate in Topeka right now. There's sort of an approach that is by force affecting the budget. I don't know that it, I'm gonna continue to sit here when I sit down and see what else rolls in, because they're going to continue to work on the budget this evening. They have to have it finished probably by tomorrow in order to be able to start working it next week. I don't know that it will be done. I've said that about some other things with regard to deadlines and the way the advanced calendar is working this year for the legislative session. I think we're gonna find ourselves with several items that probably aren't where they should be. Certainly not where, people who deal, associations. I mean, it's not just, it's not just higher education. We're gonna find the state in a different position with the way that things are rolling out of the legislature this year and the time factor. So that doesn't give you a whole lot of information about where we are. That's exactly where we are, that we're feeling the same, we're feeling the same burden in Topeka sitting in the committee, walking the halls of the Capitol. And I will tell you that tensions are high. And anytime we find ourselves in that type of position, we go back to that whole action versus the reaction scenario, and it's very concerning. And that's exactly where we're at. I'm happy to try and answer more specific questions here in a little bit with regard to that, but I think that gives you a good idea of the heavy air that is going on in Topeka right now with regard to the way the process is rolling out. Lemme talk a little bit about, and so lemme talk about a couple of bills that were introduced just this past week. One is an affiliation bill. The number is not important, but it's Senate Bill 293. I don't think it's gonna even have a hearing. It is a bill that would put into statute permissive affiliations without legislative approval. I think it was done as part of a budget move or a lever to sort of say this bill's out here, four years can affiliate with, or two years can affiliate with four years. It never really got very far. I think as a result of some of the conversation that's going on right now, we're going to see a different affiliation bill that will likely be introduced tomorrow. Now keep in mind, committees really only are meeting Friday, Monday and maybe Tuesday before legislature starts working bills Wednesday through Friday of next week. And then we'll start that conference committee process of truing up differences in the bills between the House and the Senate the following week. So we don't have a lot of time. And you're talking about a new bill that's rolling out potentially tomorrow as a result of the dialogue that's going on right now in the budget committee on the senate side. I don't know what it's gonna look like, but I guess, I'm guessing that it's probably not going to be permissive, and I'm guessing there's going to be some different, let's call 'em incentives, but they might not be favorable to all institutions that'll be included in that bill. Again, I've not seen the language. I'm just looking at what's going on and using the history that I've seen play out in the past, and we're kind of at a point where we've never really seen things like this in the

past, but I'm guessing that could be what comes out. The other bill that I think was helpful in staving off some of the potentially disastrous conversations that appear to be happening right now was mentioned or earlier in the week during committee discussion. And that's a bill that was introduced on the House side that would create a what is being called a blue-ribbon panel to look at a whole bunch of different things. And I do detail those out in the report. It would detail out things such as funding models, governance, the number of institutions. It's a committee that will meet over the course of next summer and fall and make recommendations on higher education, what higher education might look like in the State of Kansas moving forward. I think that's a more beneficial way to look at the future versus off-the-cuff amendments and dealing with things on the fly. That has a little bit more of a long-term vision to it and one that I think institutions can get behind when they look at the serious nature of what's going on in the state of Kansas as it relates to higher education. I'm happy to talk briefly about the tax bills, but I don't think come Monday it's gonna matter what I say now. There does appear to be a couple of bills that have some momentum. There have been bills discussed on the Senate side, some brief bills discussed on the House side, but the two that seem to be moving forward is a bill on the House side. It's, the number is 2396. It's a House-crafted version of a bill. We're calling it a soft tax lid. It would allow entities to cap local units of government to capture new construction valuation and growth, CPI, in the inflation that is. There is, tied to it, what used to be sort of a similar fund to the LAVTR, the Local Ad Valorem Transfer Fund, where you would get money back from the state if you met certain budget obligations. Of course they didn't fund it for 20 plus years and they abolished it last year. This new fund has a different acronym. I don't even remember what it means. It's not important. We would not be eligible for that as a community college. It's only made available to county and city governments. But we would be required to adhere to the other components of the budget as far as the growth mechanisms are concerned. So you'd probably be looking at a three, 4, 5% possible ceiling for growth. It just depends on what CPI looks like. It also depends on what new growth looks like in any given year in the county. Fortunately we live in a county here that has strong growth in new construction and that could be helpful. The other component is a constitutional amendment that's being discussed and it was all, and there was one on the Senate side as well. This one would create sort of a rolling average, and I think I talked about it at the last board meeting, a rolling average similar to ag valuation where there's a look-back period for calculating the methods for what, what valuation looks like each year on property tax. It would be something that would go to the vote of the people. It's a constitutional amendment. And we'll see if it, we'll see if it gets any traction in the Senate. So the Senate tax Committee will hear those bills on Monday in Senate tax during the morning. And I don't think when they ultimately work those bills, I don't think they'll look anything like they do right now. And I can't predict what that is. If I could, I'd probably be sitting on a beach somewhere else, Zooming in for this meeting. But we can't even know what that might look like right now. We kinda have a guess, but I think it will be very different from what the House position looks like. I think that none of that is what you wanted to hear, but that's what's going on, and that's what we're navigating through, and a lot will play out over the next several days as to what the future of a lot of, a lot of things look like in state government, and how it impacts everyone else that is tied to that process.

- All right, well, thank you for your report and thank you for your written report as well. There was a lot more information in there, and we appreciate you providing that. Any questions or comments for Mr. Carter? Trustee Smith-Everett, we'll start with you.

- Thank you for representing us in Topeka. I'm gonna work my way backwards. I've got basically two general questions. So when you say that the new affiliation bill has incentives, can you give me a specific example?

- No, I can't. And I don't know that it will have.

- Okay.

- I use that term, and not necessarily in a affirmative way. I don't know what it'll look like. The other bill that is likely not going to be heard was permissive. And so we could talk with, any two-year sector institution could talk with a four-year institution or vice versa about what an affiliation might look like. This one might have more of a forceful nature attached to it, is all I'm saying. And I don't know what that looks like.

- Okay, so, I guess my follow-up to that is, is this coming from individual senators? Is this coming from a group that is trying to do this in many committees? Is this coming from committee or do you even, can you even pinpoint?

- I think that there's a different view about budgeting on the Senate side versus on the House side. And so that's probably a good enough picture of kind of where things at. There's just a difference in opinion and that's frequently what occurs. There just seems to be some different ways of going about it this session.

- So that now leads me to my second question. You mentioned issue isn't always the issue, it's the reaction. Those of us up here that are elected run in many of the same circles as those in Topeka right now. Most of us have a good portion of people in our Rolodex. Does anyone even use that word anymore? That we could call any number of senators tonight on our way home. I don't wanna do something that puts a bigger spotlight on us. If there's some sort of like people are coming after us, we always are the largest, we have the largest budget, there's always a bullseye on our back. But if there needs to be some, you know, articulation about our stance, and what is important for Johnson County in terms of how this college supports our county, we absolutely, all seven of us have a variety of people that we could reach out to. I wanna be careful about that reaction.

- Yeah.

- What is a reaction that right now, knowing that the most business is gonna happen in the next three days, that might be the most constructive?

- Well, it's changing moment by moment.

- Okay.

- And that makes it hard to have a standard set of talking points, so to speak, because you want the message to be consistent. And I think that your point is well taken, and probably will at some point be employed. I don't know what that timeline looks like, obviously. And I think that... Trying to formulate the way I want to say this. We, all session long, the message has been hold us flat, you know, keep us where we were in FY '25. And I think that that's the message moving forward. But I'm not sure that that message is being heard right now, just given everything that's going, everything else that's going on.

- [Melody] Trustee Cross?

- Thank you, Madam Chair. Thank you Mr. Carter. And thank you for everything you do and all of our elected officials do in Topeka. I have to say, the times I've reached out to Topeka here in the last couple months, people are pretty respectful to me. And I know that what happens there, when I was chair of this board, I learned about the blood bath that is the Kansas State budget process. And we had some very dear allies to us that are no longer there and they're not necessarily on the aisle, the side of the aisle I prefer. With that said, I'm old enough to remember when Clinton Care was inevitable in 1993 and a number of other movements over the last 20, 30 years that seemed inevitable. But I'm reminded of the words of Chief Russell. Like, one time I was at a conference when the legislature allowed weapons on campus. It was my first term as trustee in, I think, 2015, '16 or '17, we allowed it. And the chief taught this and I just didn't, I wasn't in the military, but when you have a weapon, it's your burden. Like when you have an asset or you're entrusted to do something, it's your weapon, it's your burden. And I remember in the Brownback era, people came to power and they were intent on impressing Sam and doing what Sam wanted to do, or whatever the Koch brothers wanted to do. And because they didn't expand Medicaid, we lost a record number of rural hospitals in this state and across the country. So our elected officials, all of them, have a deep and steep burden to carry. And you may get everything you want, you might be able to override Governor Kelly's veto and do what you wanna do, but should you, now I'll say in all candor,

and as a graduate of the Board of Regents in the University of Kansas, and I swear to God, I was wearing this last night, so I didn't wanna mess it up, some of it needs to be examined. What are we doing trapping these students in debt? How are we doing it and how are we serving them? I think some of the questions and the creative destruction that could be going on could be good. I'm not here to oppose everything they're doing on principle or automatically, so I welcome the scrutiny. But I do ask them to please be careful. It's your legislature. It's our legislature. It's their burden right now. I mean, Kansas is a tiny village of 1% of the population. I can't go anywhere in the state and I don't know somebody within two hours that I, somebody knows somebody. And I think a lot of the Brownback alumni found out, and I challenge anybody in the legislature right now, go see who was in the legislature in 2013 and 2014 and ask where are they now? What are they doing? And they all thought they were gonna be rock stars. They all thought they were gonna catch Sam's attention or when Trump came to power in '15, '16, '17, they're all trying to impress him. There's a shelf life on whatever you wanna do and the rest of us are just living in this village. We just have our friends, we just have our neighbors. And it may be a long-winded way of trying to cheer you up, but this will pass. And it could be bad. And I think some of 'em, some people are gonna have to burn and feel the effects of their decisions, but there's just your constituent, there's just your district, there's just the people you serve. That's all there is. We the people. So, thank you, Mr. Carter. Thank you, Madam Chair.

- You bet. Any other questions or comments? You know, at the risk of drawing sort of a silly analogy, it sounds like it's pretty chaotic, this budget process, and we kind of expected a little bit of that, because it's a new process. It reminds me of when I decided one day that I was gonna hang a new interior door in my house. Easy enough, right? So I went down to the store and I bought a door and I brought it home and not so easy. Do you think there's a realization, or does there need to be, in Topeka that this is a lot harder than they thought it was going to be? And if there is that realization, is there just a, gosh, darn it, I'm gonna hang this door if I'm here for the next week and mess it up 15 times, or is there what I did, which was pick up the phone and call my in-laws to come over and help me hang the door? And so I guess my question is, are we just going to keep going? It sounds like we're gonna have trouble even getting anywhere. Or is there a realization, "Hey, we need to hit pause here and get some help, whatever that help looks like."

- Well, I always call the phone number and never even try to hang the door. I don't even go to Home Depot to buy it. But I think what we're watching play out is bigger than immediate input. It's a bigger play than what our daily advocacy looks like. And I think some of that has to play out and then we have to start sorting the, start sorting the cards, and figuring out how we start building that house back up again. And so I think that's really part of the issue is, there are things at play that we might not really have influence over because there's something going on over here that really, this is the issue over here, but there's something else going on. And so I kinda go back to that analogy that the issue is not always the issue. And so I think that's what we're watching play out right now. And it's gonna be a, it's gonna be a tough couple of days, and I appreciate Trustee Cross's comments. I've been doing this long enough that, you know, it's sort of like a duck and water rolling off the back. I don't take these issues personally, but the loyalty that I have to the people that I represent, this is a

big issue. And so that's kind of where we're at in that process. I didn't really provide an answer to your question, but.

- Well, I think you did. I mean, there's more at play here than just simpletons like I am seeing. That kinda leads me to my next question, and you may not even have an answer to this, and that is, you know, we're all watching sort of a daily change in terms of what we're hearing from the new administration in DC. Whether you agree or disagree, it doesn't really matter. It's changing rapidly, and there's all sorts of things coming down the pike. Is any of that sort of, and I'll use the word chaos, 'cause to me it seems chaotic, but is any of that chaos influencing what's happening in Topeka or is Topeka kind of in its, it's staying in its lane and sort of shutting that out?

- I mean, I think that, I think the answer is yes and no, because you're always going to see some of that flow with different mindsets that are playing out, and strategies that are playing out in Topeka. I do think that there is, I mean, I think we are seeing management by chaos and that creates a lot of uncertainty. And so then it leads people to think certain things that may or may not be real. And I think that's part of the just staying, staying steady, staying consistent, and keep weathering the storm until we kinda get to this point where we see things are at. And meanwhile we're still working to have that same influence on the process. But management through chaos is difficult. It's difficult to watch, it's difficult in which to participate. And I think that we're sort of seeing that play out right now.

- You know, you mentioned, it's not the action but the reaction that gets the attention. And I think there's a lot of truth in that and I think what I hear from that is that we, as the governing body of this institution, need to have measured reactions to what's happening so that we don't put JCCC front and center in the minds of those who are making these decisions and could decide that they don't like us today. So I just think it's important for us to remember, as an institution to look at things much like you are doing, which is let's just, let's just wait and see what happens, take a measured approach, but, but do things that are not going to unduly, as Trustee Smith-Everett said, put the spotlight on our backs, so. Well, thank you.

- Thank you for your wise words.

- Thank you for your report and thank you, as always, for the wonderful work you do for us in Topeka and elsewhere. Okay, that takes us to the College Council Report and Jason Arnett.

- Please start with a joke.

- Joke would be good.

- Two guys... Nevermind. I will have some good news for you at the end though, I promise.

- [Melody] Okay.

- College Council met yesterday. It was our first regularly scheduled meeting of the year thanks to snow days. So we're very happy to have done that. We got updates from our representatives and some highlights of those include from student senate. They told us about the elections, that they're out there and they're actively recruiting people to be senators. And so I suggested that the entire council could receive an email with information that could be posted in our areas and could go out to various channels for people to encourage students to apply to be a senator for their student body. I think that's a great idea. So we're gonna see what we can do to assist them in recruiting. Counseling has been having some robust discussions of recent changes around advising and success coaches and the overlap of their work. It seems like that's all working out, so I don't need to go any farther with that. On the positive side, staff council is hosting an open house on April 22nd in the CoLab. Everyone's invited, we'll put out something on Info Hub. Make sure you all know about it. In staff council this month, we've, in response to an item about parking spaces for expectant mothers, Kathy Rhodes from Parking Control came to tell us about how parking at the college works, including how to properly request reserved spaces. I don't know that anything's coming of that, but we at least had the discussion. We found out. Staff council is also working on improving and expanding its relationship with human resources by inviting them more regularly to address ideas brought up by the submission process. We've had a subcommittee that meets with another subcommittee of HR folks, but now we're gonna them into the room with us and we're all gonna hear the same things at the same time. So hopefully we're getting better information. And then I know the Academic Branch Council had closed a vote on a course syllabus idea yesterday. I don't know the outcome of that yet. But college council's looking ahead and considering updates to its bylaws around membership as well as how to schedule additional meetings in the future, should that be necessary. Again, result of snow days. We talked about ideas around how other committees on campus work along with processes for some of those and communication and how other campuses handle shared governance, got some time for our consideration too. For instance, there are six other councils besides college council in our shared governance structure. There are four committees and four task forces that we haven't had much interaction with. So we're gonna figure out how to resolve that and kind of bring things back together, and we're gonna try and map things out for how it works so that we all know what's going on, because we're all in this together, and having some unification makes a lot of sense as we move forward into the future. And so if I can take off my college council hat and put on my dining services hat, I wanna let you know that one of our employees, Lisa Elsener, who has been with us for 35 years, is competing in Turin, Italy this week in the Special Olympics World Winter Games. And this morning, about six o'clock this morning, it was announced she won a gold medal in her division, skiing super-G. So we're very, very proud of Lisa, and I think it's important that you all know. And after Mr Carter's report, I wanted to

make sure you had something happy to take away so, you get a joke in, something fun. So that's what I have for you this month.

- That's awesome. That's awesome news. Thank you for your report. Any questions or comments for Mr. Arnette? Yes, Trustee Smith-Everett?

- Thank you. That's fantastic. Congratulations to her. I hope she watches this just to hear that congratulations. I just wanted to let you know that we were kicked off of Info Hub for bad behavior several years ago, so you just can't let trustees... No, I'm just kidding. We're not on Info Hub. Everyone went quiet. It was a joke. I'm trying to lighten the mood. So if you have anything like that that you wanna invite us to, please send it to Kaitlin and she'll get it to us.

- Will do.

- All right. Thank you.

- Absolutely.

- Any other questions or comments? I fully expect to see Lisa at the next meeting with her gold medal.

- Yes.

- She's got one more event on Friday, so there may be two.

- Okay.

- We're hoping.

- That's awesome, I've never actually seen an Olympic Gold Medal close. That would be so cool. Kudos to her. That's such an incredible accomplishment.

- I will pass that on. Thank you.

- Absolutely. Thank you for your report.

- [Jason] Absolutely.

- All right, next on the agenda is the Faculty Association Report and I believe we're gonna hear from Hugh Clark this evening.

- Good afternoon. Thank you for allowing me the time. I'm Hugh Clark. I'm the professor and chair of the Automation Engineer Technology Program in the Industrial Tech Division. The FA president told me they wanna showcase other programs out throughout campus and invited me to come talk about that. I started here full-time in the fall of '16. Was hired as an adjunct in spring of '16 for a brand new program that was in its infancy. Literally, there wasn't much to it at that point. But over the last nine years, we've had continued growth within the program. We've hired a new full-time professor two years ago, Professor Tony Lockwood, which has allowed us to reevaluate the program and actually get it to expand. We're now offering a certificate starting summer of this year. So we are set up to run two groups throughout the year. We'll see where the initial numbers come, but we're hopeful and positive with that over the last couple years with the realignment at KBOR. I also worked with KSDE engineering pathways to create a pathway for the automation engineer technology at the high school as well to be segue into this. So we're hoping with everything going on, and now the buzzword's getting in the high schools, maybe the middle schools, that we see a greater increase in enrollment within the program. I'm a non-traditional student by nature. I went to the military out of high school. Spent seven and a half years active duty, retired out of the Guard in 2013, and that's when I landed my first professor role. I was an adjunct teaching electronics at another technical college. I'll put it that way. I won't name names, but, within there. But I found out that I had that passion and that I got the whole aspect of that service before self was always me. That's the reason why I went in the military. And I can give that back, when I get those light bulb moments, when I challenge those students. I let them fail on purpose, but safely, to learn that your way is not always the right way. So let's regroup and let's try this again. Let's talk about what way you should do it. I teach them to fix anything that moves and has a wire. The TV show "How It's Made," all the equipment that's making the products is what the students are expected to fix, repair, design and install service support, sell. They have so many different avenues they can go from this program. It's not just, yeah, they're going to Amazon, and they're fixing the conveyor system. No, someone made the conveyor system, someone designed the conveyor system. Some of them figured out the controls, wired the control panel. They have so many different opportunities that it's such a broad, and I always call it the jack of all trades. We're a little bit automotive, we're electrical, we're HVAC, we're mechanical. They gotta know how to weld, they've gotta be able to understand and critically think throughout the program. And that's what we try to instill, is that critical thinking piece, which has been a unique challenge here the last couple years, for some reason. But we're

working through that, but, so yeah, so I do a lot of work in the community, involved in a lot of veterans organizations. The VFW, we do a lot of work with the Veteran Outdoor Foundation that gets military soldiers out in the field with other military to have camaraderie: hunting, fishing, all sorts of activities. I'm also a certified motorcycle safety instructor here at the college, so I work for continuing ed teaching motorcycle classes out here when we shut down the parking lots on the weekends. So it's just another way just to give back. So I have a lot of fun doing all that stuff. And one of my big highlights right now, being that non-traditional student, I am gonna finish my EdS this semester from Pittsburgh State in education leadership with a CT focus. So as soon as I finish my statistics. I'm not a math person.

- Ooh. And then my final aspect for my announcement is our FA party is on at Quivira Falls for the end of the semester. That would be May 23rd from 04:00 to 10:00 PM, and all are welcome.

- I love that, way to end on a high note. Thank you for your service. Any questions or comments for the Faculty Association Report, Trustee Rattan?

- Wow, your passion for educating others and your passion for the technology that you're passing on shows through and I love your dedication to service in and out of the school. I'm wondering if you have a pillow here, since you have about three jobs here. But a question I have for you is, sounds like you've been here about nine years, and what's the biggest evolution in the program that you've seen and what subject matter do you like teaching the most?

- I like teaching them all because I know I have that, I know what I taught 'em here and I know where I need to go and still have those expectations for their continued growth. The overall aspect was our new facility, all the equipment to actually have a great student ratio to the equipment. Those were some of the biggest milestones for this program, that started as a program, but the equipment came through the program at the time, so it was a little hard at the beginning. But, I mean, but overall, yeah, it's just the new building, the new facilities was a big, big step into getting us into our own space versus shared spaces that we have big equipment that takes up a lot of space. So I know most of you've toured through the building, the CTE upstairs at the end of the hall where all the nice little nice equipment is. That is the automation lab, so that is the stuff that made really the big difference.

- [Dawn] Thank you.

- [Melody] Trustee Smith-Everett.

- Thank you. Hugh, thank you so much for sharing. You are like a jack of all trades who teaches jack of all trades. Like, you do all kinds of things and you teach it. That's great, you remind me a lot of my dad who is also non-traditional and very late in life learned he really liked teaching people and taught in our culinary program here for 17 years. So it's a delight to get to meet you. Thank you for sharing your gift with our students. I was just gonna say, I wondered... I just lost my train... Oh, I wonder, I'm a K-12 educator, so I wondered what you would say the biggest message you wanna get to our K-12 kiddos is. What you would like for them to know about your program and what is possible?

- That there are more trades than electrical, HVAC, plumbing and welding and automotive. And I think that really needs to start at the middle school because I know they've gotta pick their pathway before they go to the high school. And a lot of times we're addressing the high schools but not really looking at the middle schools. So I'm hoping with the KSDE pathway to roll out, that those conversations will start in the future.

- [Laura] Okay. Thank you.

- [Melody] Trustee Jennings?

- I have no questions. I just wanna say that the fact that you are a non-traditional student allows for students who are non-traditional to hear your story and realize that they can also be very successful. And I just wanna congratulate you on finishing up your EdS because that's not an easy journey.

- Yeah, sure.

- Thank you, yeah. It's been great. I mean, our program has traditionally been about half non-traditional anyways, and then our collaboration with Ford Motor Company and their apprenticeships and their students coming through, so they don't even just hear my side of the story. I grabbed those and like, "Hey, what did you see? What have you seen today?" And sometimes they talk about problems at work that the students just all get engaged in. So it's a great opportunity.

- So cool.

- [Melody] Trustee Cross?

- Thank you, Madam Chair. Professor, do you have any... Are you Professor, sorry?

- Yes.

- Okay. Sorry. Do you have any state grants that you utilize or in what ways does the state help you?

- I would say probably the majority of the equipment, my labs were between state and federal funding. At one point I calculated that we're probably about \$2.5 million worth of equipment that we've purchased through different grants and funds and program developments over the years. And I also did a summer internship KBOR grant as well to get back into the field. And I got the visit, about 30 different manufacturing facilities through a pneumatic supplier that was local that's on our board of, our advisory board.

- That's, thank you very much. We're sure glad for you and we're glad for Topeka, so.

- So thank you again for sharing your story. I talk to employers every day in my line of work who need the people you're teaching and can't find them. And so the need for people who have that interest and that skillset and are willing to be challenged, these are high-paying jobs that people can get when they complete the program. And, gosh, there's a need. I'm curious how many future MacGyvers are coming out of your program as completers at this point, on average, on a yearly basis?

- I'm gonna say right now our probably average is about 12 to 16 right now between our day program and our part-time night program.

- Yeah, I mean, to have developed from scratch into where you are now is quite an achievement. And like I said, the folks that you're teaching are badly needed in Kansas and elsewhere. So thank you for what you're doing and thank you again for your service, appreciate it.

- Thank you very much.

- Trustee Rayl, you do realize some of his students don't even know who MacGyver is.

- There's been a modern version-

- Well, Hugh, do you know who MacGyver is? I am the MacGyver.

- There you go. See? All right, Trustee Rattan, thank you for pointing out that I may be in a different decade than the rest of the...

- We know. They may not know.

- Okay, the next report is our Johnson County Education Research Triangle Report, Trustee Smith-Everett?

- Thank you, JCERT received 2.5 million in sales tax in February and distributed 850,000 to each of the three university entities. The February sales tax receipts were actually quite strong, representing one of the best February receipts that JCERT has had. If you'll recall, last month in my report I indicated that January was one of the lowest. So it looks like the Johnson County economy rebounded quite a bit in February and everybody spent all their gift cards and Christmas cash on in the month of February. JCERT transferred 150,000 more to each university entity in February over January. February is typically the highest single sales tax receipt month and is a good indicator of how the economy is doing. So we will be meeting in April and I will have a more updated report at that time. Actually, I think it's after our April meeting, our next JCERT, so.

- [Melody] So in May, we'll hear from you then?

- Yep. So that concludes my report.

- All right. Thank you for that. Any questions or comments for Trustee Smith-Everett? All right, thank you so much, and thank you for the work that you're doing there with JCERT, appreciate it. Next up is the KACC Report, Trustee Cross?

- Thank you. Do you prefer Ms. Chair? The notes I have here for, actually the Management Committee says Ms. Chair, so I've always said Madam Chair. I just wanted to apologize to you.

- No need to apologize. I've never been asked that question, so-

- Somebody wrote Ms. Chair.

- Whatever. I'll answer it to most anything, so.

- Madam Chair, for the KACC Report tonight, we didn't meet this month again. We had a bonus with legislators in January. I know Heather Morgan is busy, along with Mr. Carter, helping the Community College Movement, which is 19 schools and six technical schools in a bunch of random counties across the state, along with those counties that the Board of Regents serve. So it's a... And it's not the K through 12 budget, but it has a broad reach. Friday, April 11th, 2025, the PTK recognition event will be at Hotel Topeka at City Center. I know Trustee Hamill will be there. I'm not sure if I can be there. May 30th and 31st at Highland Community College in Atchison, Kansas, we'll have our first quarterly meeting of the year. I absolutely adore this position and I thank this board, but I'm taking my son to Washington DC that week. As the future meetings will be held in Garden, Cali, and then we'll be back at PTK in Topeka next year, and that's news in our world. I'll brief anybody that is bored enough to know why. But at any rate, that concludes my report, Madam Chair, and I've already waxed on too long tonight, so thank you.

- All right. Thank you for your report. Any questions or comments for Trustee Cross? And absolutely taking your son to DC will be an incredible experience. I think every child ought to have the opportunity to go at a time in their life when they realize what they're seeing.

- My wife and daughter can't go, so he keeps calling it our boys trip. It's okay, man.

- Yeah, that's awesome. All right, thank you. Next up is our Foundation Report and Trustee Rattan.

- Thank you, Chair Rayl. For March, the 2025 Johnson Countian of the Year was selected and we're excited to announce that John Stewart was selected to receive honor. If you remember, he's a former trustee. He was surprised at the Cohen Community Series VIP reception and the foundation is thrilled to honor John throughout the year, especially at the 2025 Some Enchanted Evening event on November 8th. The Cohen Community Series was a great success. The foundation raised

\$75,000 in donations, VIP tickets and sponsors, plus another \$51,000 in general ticket sales. The Cohen Community Series endowed payout this year is \$68,000, so we have a gross total of \$194,000. There will be an update provided with the net amount after our bills come in. The JCCC Foundation hosted a Spring Community Social this week on March 11th. It was in the Nerman Museum Atrium. The focus of the social was on the Match Made in Heaven Exhibit and we promoted scholarships for the Match Gala that will be on May 10th. To learn more about sponsorships for that event, visit www.nermanmuseum.org/match. Save the date for the Third annual Sips & Scholarships event on June the 26th, 2025 at the Wiley Hospitality and Culinary Academy. Cindy Green and Tracy Osborne Urchin are co-chairs of the event this year. Stay tuned for more details. You're also invited to attend the JCCC Foundation Scholarship Luncheon. It's always a favorite event and we get to know our scholarship recipients there. Join us on Tuesday, April the 22nd in the Capitol Federal Room in the Regnier Center. And our end-of-year financials have been completed and the endowed payout to support scholarships and programs, with the exception of the Yardley Endowment, will be \$1,239,000, \$1,239,525. Thank you.

- Thank you for your report. Any questions or comments for Trustee Rattan, Trustee Cross?

- Yes, Chair Rayl. Jennifer and I were at the Lee Brice Concert and that was a wonderful event. I didn't realize all the songs he'd written that I knew and who he had written for. And it was, it was a fabulous event, so we thank Trustee Stewart, and I'm so old, I served with the guy. I know you did, Chair Rayl, so. I love the foundation and thank you, Trustee Rattan.

- He's called you old.

- Yeah, I feel like you got my number tonight, Trustee Cross, but.

- I'm so bored, I just, I gotta... No, I'm...

- I was not able to make it to the concert to see John surprised, but I understand that his wife, Christie did a phenomenal job and that he was truly, truly just flabbergasted. We, I had the opportunity to serve with John as well on the board. Could not be a more deserving member of our community and supporter of our college than John Stewart. And so we're just thrilled that he's gonna be recognized as the Johnson Countian of the Year. And it was a birthday too, so it was kind of a double double. So that was awesome. And we look forward to seeing him speak at Some Enchanted Evening, 'cause if you've never had the chance to really talk to John, he's just a terrific guy, so we'll look forward to that.

- [Dawn] The committee was very excited to select him.

- Yeah, I imagine that's right.

- A quick note if I may, Trustee Sharp was there. Trustee Lindstrom was there, Trustee Cook was there, Trustee Stewart, I'm trying to think who all was there. It was, we had never done that. We had kids, so it kinda ties us up for all the things that we do. But it was a wonderful event and I just wanted to thank Joy and Kate and everyone that put it on because there's so many people that care so much about this college and we sure appreciate them.

- Yeah, thank you for that. And thank you for your report, Trustee Rattan.

- That concludes my report.

- That takes us to the committee reports and recommendations. And first up is the Board Governance Committee and Trustee Mitchell.

- Thank you, Chair Rayl. The Board Governance Committee met at 10:45 AM on Wednesday, March 5th, 2025 via Zoom webinar. Information from the meeting can be found on pages one and two of your Board Packet. First item is the review of the 100 series policies. Kelsey Nazar, VP and General Counsel led the review of the following policy. Code of Conduct Policy 114.01, Code of Ethics Policy 114.02, Resolution of Censure Policy 114.03. The Board Governance Committee did not propose changes to the policies. Second item, retreat planning. The Board Governance Committee discussed a spring board retreat which will be held April 24th, 2025 at 05:00 PM on the main campus. Pre-planned agenda topics include an overview of the Facilities Master Plan, the final draft discussion of the 2025 to 2027 Bridge Plan, additional item to topics were discussed and the agenda will be forthcoming. Finally, the 2025 Board Governance Working Agenda, Caitlin Murphy, special assistant to the president, presented a draft of the 2025 Board Governance Committee Working Agenda, and to it, I have a recommendation. It is the recommendation of the Board Governance Committee that the Board of Trustees approve the 2025 Board Governance Working Agenda.

- [Trustee] Second.

- Did we have a motion by Trustee Mitchell?

- So moved

- And- Don't confuse me now. Motion by Trustee Mitchell seconded by Trustee Cross. Do we have any discussion on the recommendation? Trustee Smith-Everett?

- I have a inquiry. The board self-evaluation or self-review, is that something you guys are gonna take up? I know it's been there. I think it was there last year. Is that something... We've talked about that for years, about starting that up. Is that something?

- Yeah, it's something we've had some discussions about. And I'll be honest with you, it's been tabled for a little bit and I need to have a followup conversation with Chair Rayl about it.

- Okay.

- It's my fault. I keep opposing it.

- It's actually-

- I knew it was somebody-

- I think it's actually my fault that it's been kind of tabled for a bit, so.

- Okay, just so you know, the history of that was we always felt around the same time we review the president that we should do board self-reviews and it's just not something we've ever put into practice. But I think it would be really good, especially because we'll have a new president at some point and so we need to do, putting that new in place at the same time might be a good way to start, so.

- [Lee] I'm worried what Mark Hamill will say about me, Trustee Hamill will say about me, so I...

- Mostly good, mostly good.

- I think we can evaluate ourselves and then how we as all seven of us operate. It's not like tattling on each other. I know. So I'll take all the fun-

- That'd be fun-

- Take all the fun out of it before you trust-

- I know we discussed it, but, you know, when we have our retreats, it's such a packed agenda that it just gets pushed through the bottom. So when I was on the committee, it was important, but just trying to find the time to debrief over it, and that's where you really get the value of the self-assessment is to really chew on it and get the gems and the nuggets out of it. So we just need to make sure in addition to the assessment, we have the time to digest it.

- [Melody] Right. Very true. On that note, I don't have a calendar invite for April 24th. Is that, I think that the holds out.

- Yeah, I've got problems with my-

- Yeah.

- Yep. Okay.

- As everyone should have-

- Thing is not syncing with my phone, okay, thank you

- Madam Chair. I'd like to make a motion that we do an evaluation for Laura Smith-Everett so she-

- Yeah, there it comes.

- Can know how much we all love her.

- We do love her, for sure. I do think though, I'm not gonna entertain your motion, but I do think though it sounds like Trustee Mitchell and I need to have a conversation. So feel free to reach out to Chair Rayl and let her know that we need to take this up. All right, anything else from the Board Governance Committee, oh, we need to take a vote.

- We do.

- Yeah. We do. All in favor of the recommendation, say aye.

- Aye.

- Aye.

- Opposed? Motion carries seven to zero. Anything further on your report?

- The next Board Governance Committee meeting is Wednesday, April 30th, 2025 at 11:45 in GEB 137. And that concludes my report. Thank you.

- All right, thank you for that. Next up is the Employee Engagement and Development Committee Report and Trustee Rattan. Looks like you have a couple of recommendations to bring forward as well.

- Yes. Thank you, Chair Rayl. The Employee Engagement and Development Committee met on Wednesday, March the 5th, 2025 at 10:45 via Zoom for HR1 Review and update of personnel of policies. Christina brought to the committee two HR personnel policies that were due for review and updating. They were the Resignations Policy 415.07 and the Exit Interview Policy 415.09. Christina went through the policy changes and opened it up for discussion. Regarding the Resignations Policy 415.07, the EE&D Committee recommended revising the purpose statement of the policy to read. The purpose of this policy is to provide guidelines regarding notice and expectations when an employee voluntarily resigns from the college. In addition, a paragraph was inserted stating employees should give a minimum of two weeks written notice of resignation, absent extraordinary circumstances. Employees resigning from employment with the college may

voluntarily complete an exit interview with the Office of Human Resources. This statement replaces the former statement that read employees should give a minimum of two weeks written notice resignation, absent extraordinary circumstances. Language was also added to the last paragraph of the policy stating if an employee fails to report- versus a peer- for work, it may be treated by the college as a voluntary resignation due to job abandonment, and so words and phrases were added to that. The revisions make it unnecessary to have a separate Exit Interview Policy, thereby recommending deletion of Exit Interview Policy 415.09. I have a recommendation. It is the recommendation of the Employee Engagement and Development Committee that the Board of Trustees accept the recommendation of the college administration to approve modifications to the Resignations Policy 415.07 and delete Exit Interview Policy 415.09.

- We have a recommendation. Do I have a motion?

- Moved.

- Second

- Moved, motion made by Trustee Mitchell, seconded by Trustee Cross, any discussion? Hearing none. All in favor say aye.

- Aye.

- Yes.

- Opposed? Motion carries seven to zero. You may proceed.

- This is under agenda item monitor HR and employee engagement strategies and initiatives. Christina McGee, vice president human resources were presented a draft of the Employee Engagement and Developments Committees' working agenda for 2025 and discussed minor revisions made to the document for this calendar year. The 2023 Culpeper study was removed from the Compensation Plan and the four KPIs indicator following the strategic plan goal have also been removed. And so another recommendation is it is the recommendation of the Employee Engagement and Development Committee that the Board of Trustees accept the recommendation of the college administration to approve the employee engagement, to approve the Employee Engagement and Development Committee Working Agenda for 2025.

- Do I have a motion?

- So moved.

- Motion made by Trustee Smith-Everett. Do I have a second?

- Second.

- Seconded by Trustee Jennings, any discussion? Hearing none. All in favor say aye.

- Aye.

- Aye.

- Opposed? Motion carries seven to zero. You may proceed.

- Ms. McGee also shared updates from the Office of Human Resources. She reported that a compensation manager position has been hired and the new employee will begin in March. Christina also shared that HR has identified four key goals. One, strengthening internal and external communication and relationships across the college. Two, improving the functionality of the HR information system. Three, enhancing efforts to attract and retain a qualified workforce. And four, evaluate and refine processes in each functional area within HR. The team is working on action steps and plans to meet the goals. Ms. McGee also reported on the implementation of the Staff Mentor Program that was launched by Human Resources this January. This formalized program involves matching a mentor with someone of like position or department with a mentee. The mentor and mentee will work together over the span of a year. Rachel Haynes, the director of employee engagement and development and Carissa Sadik, learning and development specialists have worked hard to get information about this program disseminated, and to date, we have 20 people who've signed up for the program. Rachel Haynes provided an update on professional development data from the fall of 2024 courses and offerings. Ms. Haynes also reported to the group that the psychology-based health and weight loss program, NOOM, which was launched to benefit eligible employees in January 25... I can't read, which was launched to benefit eligible employees in January has had 255 out of 900 eligible employees sign up for the program. Employees have shared how much they enjoy this benefit and the collective number of pounds lost between all participants

is approximately 500. Barbara Cooper, director of human resources, presented findings from the 2023 and 2024 supervisor 360 degree evaluations. The rate in all categories was better in 2024 than 2023, except for one category related to resource management. The response rate for the number of people who participated in the evaluation was approximately 52%. Overall, Ms. Cooper summarized the trends, suggests that supervisors are strengthening their leadership, communication, and strategic direction, and the hope is this will all translate into workforce retention. Thank you, Chair Rayl. This concludes my report.

- Thank you for your report. There was a lot packed in there. Any questions or comments for Trustee Rattan?

- You may-

- I have a comment for-

- Have a comment, not for me, but I have a comment for HR. This is, in my time here, the most data and the most detailed of a report, I think, that we've ever had, along with charts and visuals. So I just wanna thank Ms. McGee for her work and her leadership.999879

- Trustee Cross?

- Just to echo what Trustee Rattan's saying. For those of us running for reelection this year, it's helpful, every single time, we always get people on the margins who talk about how we quickly pass through everything and we don't review anything. I think Trustee Meisel used to always address this on some level. So I do appreciate the detail and level of data that we're getting so that we can see, review it, discuss it, and move it on. Largely thanks to the administration's recommendations, but it's critical.

- Thank you for that. Any other questions or comments? Trustee Smith-Everett?

- The question, I don't know if you can answer, Trustee Rattan Do you know if our mentors have any incentive to be mentors in the program? Okay, thank you.

- Any other questions or comments? I would just say that as I reflect on the state of human resources, I don't know, a couple of years ago, as opposed to now, Christina McGee, you've been a godsend in bringing good leadership to that department. And we certainly appreciate what you and your team have been able to accomplish. And, you know, the proof, it seems, is in what we're seeing in terms of positive results related to employee satisfaction and engagement. So thank you for that, and thank you for being part of our college community, for sure. And with that, that takes us to the Management and Finance Committee Report. Trustee Rattan, that's you.

- I'm passing the baton.

- Oh, you're passing the baton to Trustee Cross?

- To the rightful chair.

- Before we get started, there's a lot of recommendations there, so feel free if you feel there are some that you can bundle to do that. I'll leave that entirely up to you.

- Well, if I may, I was thinking about that. May I ask for unanimous consent to just bundle them all up? Or if I can see the merit doing them individually, I don't want to, but.

- Are you making a motion to consider them all in one bundle?

- Chair Rayl, a quick aside, every time-

- [Dawn] The policies or the...

- Recommendations.

- What do you want? We can bargain.

- Well, you have spending and then you have policy. So I'm fine with bundling the policies.

- Yes, Ma'am. Let's bundle the policies.

- Yes.

- Please. And then I'll take... You want me to do the recommendations individually?

- Yes.

- Yes, Ma'am, okay. I'm fine with that.

- So I believe you're proposing a motion to bundle the Facility Use Policy, the Lease of College Facilities Policy, the Service of Alcoholic Beverage Policy, and the Non-Students On Campus Policy into one consideration. Is that true?

- Yes, I am.

- [Melody] Okay. Do we have a second?

- Second.

- Second.

- [Melody] Motion made by Trustee Cross. Seconded by Trustee Rattan. Any discussion on bundling those together? Hearing none. All in favor say aye.

- Aye

- Aye.

- [Melody] Opposed? Motion carries seven to zero. Go right ahead, Trustee Cross.

- Yes. Thank you, Chair Rayl. And just a quick aside, every time I say your here, Chair Rayl, I, was it 2012 or '13? You guys were on the stage. Was it at Polsky? We had our meeting.

- Don't take me back there.

- And every time Stephanie, Trustee Stephanie Sharp said, Chair Rayl, you'd just giggle?

- Yeah, I remember it. I remember it well. Which is why I still giggle to this day, and Trustee Rattan has no idea what we're giggling about, so.

- Chair Rayl.

- Now she's looped in, so.

- Thank you, Madam Chair. The Management and Finance Committee held their meeting, we did, at 08:30 AM on Wednesday, March 5th by Zoom because of snow. The information related to the meeting can be found on pages 9 through 22 of the Board Packet. With respect to reports, the Management and Finance Committee received the following reports from staff, grants activities, which got boiled down to way short compared to the 47-page wonderful outline we had of the grant summary, the five-year grant summary and the five-year grant activity and the lifecycle of the grant. I really do appreciate that, and I feel it's my job to slow down and not be afraid of Topeka and talk about how thankful we are for everything that they do and everything that the federal government does. And a quick aside, we've typically averaged about 2 to \$3 million a year in grants. We had about \$7 million in grants in the year '22-23. Of that, 6.5 million was from the federal government and about 400,000 was from the state through various agencies, and in various ways. Of that 7.1 million, and in any given year, we only have about \$146,000, \$299,000 or \$59,000 or \$92,000 or \$139,000. And that's wonderful. And we appreciate those private grants. But the public servant in me feels duty bound to say, this is why we need the government. Like what the private sector does is wonderful and we need the buy-in and we need the investment, and I do believe some of the best innovation comes from the private sector, but without the public money driving it, we can't do or train the people we need to do. It's been, frankly, attention with the number of our stakeholders as to who's gonna carry the cost or the burden or the risk of educating a workforce and pay for them. So we thank the state and the federal government for what they do. It's extremely meaningful here, and we're happy to help do things like bring Panasonic in and train our workforce. With that said, Malinda Bryan-Smith, executive director of grants leadership and development and Anthony Funari, senior grant professional, provided a report on grants activities. Their presentation included

financial results from the past five years: grant planning, preparation, and post-award services provided by their department in communication and compliance processes. Other agreements. Rachel Leers, executive vice president for finance and administrative services presented two agreements. First was a memorandum of understanding with Kansas Highway Patrol. Thank you, Topeka, for Regional Police Academy standard field sobriety testing training. Second was a memorandum of understanding with Kansas State University, their research and extension, Johnson County Office for an extension master gardener's demonstration garden spotlighting, food forest in partnership with the JCC Open Pedal Farm. And I have an aunt in Manhattan who's a master gardener and they do awesome things, like with bees and stuff. Details can be found on page 38 and 39 in the consent agenda portion of the March 13th, 2025 Board Packet. With respect to capital acquisitions and improvements, we were given a progress report by Tom Hall, associate vice president campus services and facilities master planning gave an update on the facility's projects from the Capital Acquisitions and Improvements Matrix Report. The matrix summarizes and monitors budget and actual expenses for campus services projects and includes payments through February 28th in the year of our Lord, 2025. It was noted that the Active Learning Classrooms Project is included on this report. So then we moved to the recommendations. We just reviewed the updates and updates, we reviewed in update policies. Rachel Leers gave us the recommended modifications to those that we just voted on. If there's any questions, I'm gonna move on. As to procurement reports and recommendations, Mr. Jim Feikert, executive director of procurement services reviewed five recommendation bids. The Air Handling Unit, AHU replacement for the GYM. The GYM, recommendation. It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration to approve the proposal from the SGI in the amount of \$299,700 with an additional 10% contingency of 29,970 to allow for possible unforeseen costs for total amount of \$329,670. And I so move.

- Second.

- Motion made by Trustee Cross, seconded by Trustee Mitchell. Do we have any discussion on the recommendation? Trustee Smith-Everett?

- Thank you, I just want to make a comment that when speaking with President Korb this week, we always talk about how well we use our dollars, especially when it comes to construction, especially when it comes to things that need to be repaired around campus and our priorities. And this air handler that we're replacing is how old, Dr. Clark?

- It was part of the original building, right? So 1972.

- Okay, so just for the record, that's a little older than me. So just for the public to know that we hold on to things as long as we can until it's absolutely necessary to replace them and we are making sure to be really fiscally responsible with those dollars. So that concludes my comments.

- Yeah, I'm glad you mentioned that. I would venture to guess that whatever we're replacing the 1972 unit with is probably gonna be a little more energy efficient as well. That's just a guess. But any other comments or discussion? Hearing none. All in favor say aye.

- Yes.

- Aye.

- Opposed? Motion carries seven to zero. You can go on to your next one.

- Thank you, Chair Rayl. With respect to active learning classrooms renovation, we have a recommendation. It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration to approve the proposal from Bull Creek Construction in the amount of \$393,803 with an additional 10% contingency of \$39,380 to allow for possible unforeseen costs for total amount of \$433,183. And I so move.

- [Gregory] Second.

- Motion made by Trustee Cross, seconded by Trustee Mitchell. Any discussion, Trustee Hamill?

- Yeah, thank you. I've brought this up multiple times. These classrooms are amazing. They're great in lots of ways. I love 'em, and for many reasons, and other people do as well. But I'm gonna vote no for it. Again, this is a million dollars we're spending on these five classrooms and we just raised tuition \$3 a credit hour and I'd rather have not raised tuition than spend this million dollars, basically, is kinda what I'm looking at. So just wanna make that statement.

- Okay. Any other discussion? Hearing none. All in favor say aye.

- [Board Members] Aye.

- Opposed?

- [Mark] Nay.

- Motion carries six to one. You may proceed.

- It is the recommendation, Madam Chair, of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration to approve the proposal from Bull Creek Construction in the amount of \$477,704 with an additional 10% contingency of \$47,770 to allow for possible unforeseen costs for a total amount of \$525,474. And I so move.

- Second.

- Motion made by Trustee Cross, seconded by Trustee Mitchell, any discussion? Hearing none. All in favor say aye.

- Aye.

- Aye.

- Opposed? Motion carries seven to zero, you may proceed.

- Regnier Center restroom remodel. It's about time. It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration to approve the proposal from Centric Construction in the amount of \$531,785 with an additional 10% contingency of \$53,179 to allow for possible unforeseen costs for a total amount of \$584,960... Strike that, \$584,964. And I so move.

- Second.

- Motion made by Trustee Cross, seconded by Trustee Jennings. Any discussion, Trustee Smith-Everett.

- I have a question. Tom, I apologize to put you on the spot about this. How many non-gendered bathrooms do we have in Regnier?

- Currently, we don't have any in Regnier.

- Okay. Okay, will this renovation change any of that? So there'll still be gendered female/male restroom bays of... Okay. Thank you.

- Any other discussion, Trustee Rattan?

- I did ask that question on your behalf and I think Mr. Hall said that it would almost double the cost of the bathroom to change it, I believe, that was your answer.

- [Tom] It would increase . the restroom, we can look at down the road.

- Well, if you don't mind Madam Chair, this is an issue I'm gonna continue bringing up. Everyone has the right to go to the bathroom in a restroom that they're comfortable with. And I think it's incredibly important to our non-binary and trans students that they have an opportunity to go in a restroom where they don't have to be looked at or identified in a way they don't want to be. And I think every single building on campus should have at least one non-gendered restroom. And so for that reason, I will oppose this measure, because just a hill that I'm willing to stake my issues on.

- Okay. Any other discussion? Hearing none. All in favor say aye.

- Aye.

- Aye.

- Opposed?

- No.

- Motion carries six to one. You may proceed.

- Madam Chair, it is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration to approve the cooperative purchase from B&H Photo for a total expenditure of \$209,999. And I so move.

- Second.

- Motion made by Trustee Cross, seconded by Trustee Jennings or Rattan, Rattan.

- Rattan.

- Any discussion? Hearing none. All in favor say aye.

- Aye.

- Aye.

- Opposed? Motion carries seven to zero. You may proceed.

- Madam Chair, thanks to the people of Johnson County and Topeka, that concludes my report.

- All right. Thank you for that-

- Chair Rayl, we do need to back up.

- I think we do need to back up, and that's my fault.

- Okay. no, that's okay.

- Because I got ahead of myself. So we took a vote to bundle the policy recommendations, but we did not actually vote on the recommendations. So at this point, I will entertain a motion to vote collectively on the four recommendations related to policy updates. Do I have a motion?

- So moved.

- Second.

- Motion made by Trustee Cross, seconded by Trustee Hamill. Do we have any discussion about any of the policies or recommendations? Trustee Smith-Everett?

- It's me again. I'm really glad because as I was going through the packet, I was like, wait, did we vote on that? 'Cause I wanna bring this up. Okay, real quick question. There's a, I think it's the Non-Students on Campus Policy. Why did we take out the definition of children in that policy? That's my understanding when I read it, that we've removed the definition of children. It now just says children should not be unsupervised on campus.

- [Trustee] Actually in the red line we've added a definition for child or children-

- Okay.

- Means person or persons under the age of 18 years.

- Thank you, 'cause then I saw that today when I read it the first time. I was like, oh, like, we are adding that.

- Correct.

- Thank you. That concludes my question.

- Okay. Any other discussion, Trustee Rattan?

- I just wanna make sure I highlight the extraordinary work of the grants team as they went through a very detailed process of the work that they do across the campus. They truly are multidisciplinary and they truly are a help to our faculty and people who are pursuing grants and may not be skilled in this. And so just another thanks and shout out to the grants team and the work that they do.

- Okay, any other discussion on the recommendation that's on the table, the motion that's on the table?

- Oh, I'm sorry. I thought we're-

- You're fine.

- Sorry.

- I've totally messed us up, so it's okay. Any other discussion? Hearing none. All in favor say aye.

- Aye.

- Yes.

- Opposed? Motion carries seven to zero. Now I think we're finished.

- I'm sure that concludes our report.

- Thank you so much, Trustee Cross. Next up is the Student Success Committee Report and Trustee Jennings.

- Thank you, Chair Rayl. The Student Success Committee met at 09:45 on Wednesday, March 5th, again, by Zoom, because of inclement weather. Information related to the report can be found on pages 23 and 24 of the Board Packet. Beth Edmonds, professor of mathematics introduced two students, Eliana Smith and Elijah Jay who participated in the 2024 STEM Scholarships, or Scholars and PI Conference. The students discussed their favorite workshops and shared how grateful they were for the JCCC STEM Scholars opportunities. And I want to add to that, they were the two students who went to the conference and they were willing to stand before us as a committee and share what they learned. And I was so impressed with what they had to say. They are both seniors and they both plan to continue their education at a four-year institution. Elijah is going into, or Eliana is going into electrical engineering and Elijah will be transferring into biochemistry. And it's because of the professors that they've had to mentor them that this has been allowed to happen. And I just want to say that because I think sometimes we forget that and that is so important. And they went on and on about how important that was to them. So I want to thank their mentors and their professors, Beth Edmonds and Suneetha Menon who were the people who have provided them this opportunity. Next, Dr. Lane, dean of arts, design, humanities and social sciences and chair of the Academic Calendar Committee presented the 26-27 Academic Calendar. And the calendar is part of that consent agenda on the Board Packet. Next meeting of the Student Success committee is Wednesday, April 2nd at 09:45 AM in GEB 137. That concludes my report. Thank you.

- All right, thank you for your report. Any questions or comments for Trustee Jennings? I think it's wonderful that students are getting an opportunity to come and speak. I mean, what a great opportunity for them and for us to learn more about what's going on in the STEM programs. Next on the agenda is the President's Recommendation for Action. And we'll start with Trustee Hamill and the Treasurer's Report.

- Thank you, Madam Chair. The Board Packet includes a treasurer's report for the month ending January 31st, 2025. Some items of note to include, state payments of \$12,395,910 were received, an ad valorem tax distribution of \$71,933,091 was received from the county treasurer. Expenditures of the primary operating funds are within the approved budgetary limits. So it is the recommendation of the college administration that the Board of Trustees approve the Treasurer's Report for the month ended January, 2025 subject to audit, and I so move.

- Motion made by Trustee Hamill, seconded by Trustee Jennings, I believe.

- Mitchell.

- Trustee Mitchell. Sorry, I'm not looking up, so I just hear this voice from afar. Motion by Trustee Hamill, seconded by Trustee Mitchell. Any discussion on the Treasurer's Report? Hearing none. All in favor say aye.

- Aye.

- Aye.

- Opposed? Motion carries seven to zero. You may proceed.

- Okay, thank you. I'm gonna hijack my report a little bit here and talk about Henry Sandate. He passed away earlier this year and we had a memorial service for him here last month. He was a trustee. Served on here for a few years with a few of you as well. And was a good man. He was a mentor for me and he served the public really well as a leader and as a... He was also the chairman of the Hispanic Chamber of Commerce and served in so many ways and was just one of the better men I've met. So I just wanna bring attention to him one last time. Thank you.

- Thank you for that.

- And that concludes my report.

- All right. Thank you for your report. Next on the agenda then, we move to our wonderful interim president, Dr. Judy Korb and your monthly report to the board.

- Yes. Thank you. So I also, you know, wanted to highlight Lisa Elsener. You will hopefully get to meet her. We're hoping that she will be able to be featured at the next board meeting. So there's more to her story and it's really, really cool. So we're excited about that. But hopefully next month you'll get to hear a little bit more about that, you know, 'cause we're all sort of like searching for those really, like, exciting and cool things that are going on, because there's a lot of kinda heavy stuff. So, but if you ever want to reinspire yourself as to why we do what we do here, I always wanna draw your attention to this monthly campus report to the board. This gives you so many little tidbits of all of the really cool things that are happening and the people that work here that do it. And so it's really hard to, I don't usually go through and pick out some of those things because I don't wanna miss something, but I just wanna remind you, this is here and if you need a little pick me up, it's actually

pretty good for that, so, I just wanted to highlight a little bit, Dr. McLeod and I attended the League for Innovation board meetings and conference in San Antonio this past weekend and the first part of the week. The board meeting really focused on, well, approval of reaffirmation reports for two colleges and implementing artificial intelligence on our campuses and discussions regarding decisions stemming from the recent executive orders and federal guidelines. It's always a great opportunity to go to that conference and to the board meeting to network with our peers from other colleges and really learn about how they're navigating some of the very same challenges and opportunities that we are. But there were a couple of kind of overriding themes for me as I listened to several of the general sessions and just settle the conversations that we were involved in. Was hard to go anywhere without some kind of conversation about artificial intelligence and the need to intentionally and very strategically respond rather than just reacting. And so lots of conversation about how colleges are in different stages with AI, including things like denial and resistance. And then awareness and exploration and, finally, you know, implementation or embracing the concept. But my primary takeaways, as we talked about some of those things, I would put us in that awareness exploration stage if I were kinda thinking about what we're doing. But primary takeaways. We need a comprehensive policy or strategy regarding AI, and by comprehensive, like this covers so many different areas of the college, and so we need input from all of those areas and the impacts that it will have, but we really need a coordinated effort in thinking about that. So that's something that we can work on. The other thing that there was a lot of conversation about was how employers are going to expect students to have developed skills in using AI and in ethical principles of using AI. Lots of examples about how actually incorporating AI into assignments in the classroom and things like that help students figure out how do we use this in a really responsible manner? So lots of conversation around that. And then of course the whole idea of the changing landscape of higher education, how rapidly it's changing, and of course this was a community college conference, but a lot of discussion around how we are very well positioned to respond to many of those changes that are happening because we remain affordable, relevant, we develop skills and education for all students. And so we are really positioned well to be able to do that and respond. But a couple of things that stood out for me there as well, there was a lot of conversation about building pathways from non-credit to credit credentials. So figuring out, you know, how you align non-credit curriculum with credit curriculum so that students can go through things in shorter bursts and get some credentials and validate the quality of that with some industry credentials that are recognized. The Higher Learning Commission has a credential lab, which is a group of people that are really looking at how do we credential or, you know, sort of validate the credentials that might be coming through some of these non-credit pathways? That then lead to credit certificates, credit degrees, but being a little bit more proactive about that maybe than we have been in the past. So lots of conversation about that. And then the other thing was, you know, community colleges, we have a lot of close connections to our community and even though we can be somewhat bureaucratic, we can also choose to be a little bit more flexible in order to be able to respond to the changing needs of our students and of our industries that are near us. So there was a lot of discussion, and it was really interesting to think about how we needed to intentionally build flexibility and the expectation for change into our future plans. And so it made me stop and kind of think about our bridge plan and think about, you know, we're doing this and one of the things that we're doing is we're making it short, which is good for right now, but sort of, have we built in that ability to be flexible to respond to the changes and really to expect that we're going to have to be

somehow flexible? So those were some of the things that kind of stood out to me in that there's enrollment information on your report, but it really hasn't changed since we talked about that the last time. That concludes my report.

- Thank you for that. That was fascinating. Any questions or comments for Dr. Korb, Trustee Cross?

- Yes, thank you, Chair Rayl. I know Dr. Korb and I have talked about this. Some schools are just outright adopting AI and ChatGPT, is that right?

- Yes, yes, well, there, so what I learned and see, this is me in the awareness stage here, that there are several different options. You know, ChatGPT isn't the only one, but there are several different options for AI and using AI. But, yes, very definitely, there's schools that talked about, and companies that talked about actually using it to, you know, take away some of your mundane tasks that we all are, you know, get sort of tired of doing, and incorporating it into coursework so that students are required to use it, but also required to think critically about what did it tell me? How should I be using this? But very definitely, colleges are, some colleges are incorporating it into the classroom but also incorporating it into a lot of the areas where we gather data and then actually in the data analysis and being able to use it. Lots of colleges talking about how they're using it with student retention and that kind of thing.

- I think it's very wise. A number of, I'm looking at a Fortune article here, about Arizona State was the first, I guess, last year to partner with somebody, OpenAI or ChatGPT. And a number of states from Utah to California, up and down the East Coast, Texas, and really the only one I care about is Missouri. Missouri's doing it. We're not. So lemme lay that out there. But I think it's good. Isn't the goal to be able to watch the student history? To see what they're doing so that we can monitor what they're doing on some level so that we know they can use it as a tool? And I don't mean to be a big brother, but I don't want 'em cheating either. So if we just incorporate it and make it a part of a system, right? Is that the strategy?

- I think that's evolving. I don't think we actually really know the answer to that exactly. I think it's a combination of a lot of different things that we would be looking at. You can't just adopt it and embrace it and not know what your strategy is around it. That's why we have to have some of those conversations and have a comprehensive look at how will we use it. But I just don't think that we can ignore it or, you know, I think we have to have, we have to intentionally look at what do we need to do with it and what's our plan. And I don't know the answers to that yet.

- Yeah, I have the ChatGPT app and I use it every week, so I do see it as help. And I think eventually the college will see it as help in the long term, especially when you think about like tutoring. I was

even telling my son if he didn't understand a math problem, to pop it into the ChatGPT because it would break it down. So I think long-term we will see it as an enhancement and a help to our students when it's used correctly.

- [Melody] Yes, Trustee Smith Everett?

- Thanks, this really reminds me of those of us that were growing up in the '90s when this very brand new thing called the internet-

- Yes.

- Came around. And once the adults around us caught onto the fact it wasn't gonna go away, all through my high school and college career, we were really trying to, and I feel like my generation, Generation X, learned how to understand where the sources were, what the sources were, really unpack what various websites' purposes were and it made me a better consumer of the internet. This is now the equivalent for this next generation. And being able to use it but also understand it for what it is and examine it from all sides is really, really critical. As someone who tried changing careers very recently, I was astounded at how many interviews they would ask about the AI experience that I had or didn't have. And education sorta seems to be always the last to get on board while, you know, corporate world is like first to adopt, and we gotta catch up so our students are prepared.

- And we need to look at it as a strategy, not a tool.

- Right, right.

- It is a tool, but-

- No, but-

- It's bigger-

- But I learned so much by taking it apart, examining it, having to prove could it do this, could it not do this? How did you get there, where did it, that informed me as a consumer of it as I was going through school having to use it.

- [Judy] Yeah, yeah.

- Trustee Jennings?

- I just want to emphasize the idea of flexibility and I kind of reflect back to earlier this evening when Hugh Clark talked and he was a non-traditional student and because of his ability to maneuver a system that maybe was a little less flexible, he figured out how to do it and get where he wanted to be and he's still going there. So I think as a community college, it's so important for us to really look at how we can flexibly allow students to get where they need to be. And I really think that stacking is essential.

- [Lee] What does that mean? Sorry.

- Stacking means that you can build upon what you're doing in some non-traditional ways to get where you wanna go.

- Okay.

- And get your certificates and get your, you know, possibly you get a degree, maybe you don't, but you build upon what you're doing to get where you wanna be in a way that isn't the traditional academic way.

- Any other comments. At the risk of re-plowing old ground, I just wanted to briefly on AI. You know, I had an opportunity to present in front of a group of Kansas HR professionals just a week or so ago on AI. And I find that in academia, when you say AI, what people think you're saying is, my students are gonna use some program to generate all their written documents and they're gonna cheat. When you say it in the corporate world, what they hear is this is a way I can make my operations more efficient and effective. And so the reality is that our students are gonna use... Well, shoot, we all use it. The last time you gave something a Goog, the answer you got up was AI. I recently just witnessed just this week, I'm getting ready to present an oral argument in front of the Kansas

Supreme Court. And so I took the briefs at issue and I plugged 'em into this artificial intelligence app and it spit out a podcast.

- Yep.

- And so now as I'm driving around, I can listen to this podcast about all this stuff that's in these briefs. What an incredible tool for students who learn differently than other students, right? And so I think we need to move away, as academia, we need to move away from this notion of it's all about our students generating their, you know, reports or essays using AI. It's so much more than that.

- Yeah.

- And you're right. We really need to figure out how to strategically embrace it 'cause our students are using it, for sure.

- Yes.

- Our employees are using it, everybody's using it. And so we just need to figure out how we're going to put guardrails on that so that, so that it is used in a constructive way. So it sounds like it was absolutely a terrific opportunity to explore some of those things with like-minded higher ed folks.

- [Trustee] It was, it was great, so.

- All right, Trustee Hamill?

- Sure, if I may, obviously it's here, we gotta figure out how to use it and I had somebody referenced it to spell check and how quite a bit people in academia was so opposed to spell check and it was gonna harm our students and their future. And again, it's here, people are using it, and I've talked to numerous people that they now process so much more writing code, they can do like significantly so much more code, but they process it, and then they have to go back through and they have to know enough to check it to make sure it works. But one of the things that I learned here this week, and I was talking with Laura about this as well, I heard it takes about a hundred times more electricity to put something in AI, ChatGPT than it does through a Google search. And so as this explodes, we need to figure out if we're ready for this, how we're gonna handle this, process this.

And I've talked to people in the construction industry, that when they're putting in these servers to handle and house AI, they're putting in power plants right next to it just for that AI server. So that's kind the plan going forwards with all of them.

- Part of our strategy needs to include sustainability.

- Yeah, so maybe if we're doing this, we might need our own power plant, I don't know.

- I just wanna come in, Trustee Hamill, that's the most liberal thing he's ever said on this. And I am so proud of you. That is amazing that you brought that up.

- We're gonna need the Saudi Arabia of coal too.

- All righty then. We digress.

- Google that.

- That concludes your report, right?

- Yes, it does.

- Okay. Next on the agenda is new business and a presidential search update. I would like to entertain a motion to move that agenda item on the agenda to take up after the executive session.

- So moved.

- Motion by trustee Cross, seconded by Trustee Mitchell.

- [Trustee] What happened? What happened?

- Any discussion? Hearing none. All in favor say aye.

- Aye.

- Aye.

- Opposed? Motion carries seven to zero. We will take up new business after we return to open session from our executive session. That brings us to old business. We have nothing on the agenda related to old business. And next is the consent agenda. The consent agenda is an opportunity for the board to take up in a single motion several items of a fairly routine nature and consider them all at one time. As I always do, I will first ask if there is anything from the consent agenda that anyone on the board would like to pull for separate consideration? Hearing none, I'll entertain a motion to approve the consent agenda.

- So moved.

- Motion made by Trustee Smith-Everett.

- Second.

- Seconded by Trustee Rattan. Any discussion? Hearing none. All in favor say aye.

- Aye.

- Aye.

- Opposed? Motion carries seven to zero. That brings us to our executive session and I would like to entertain a motion to go into executive session for consultation with legal counsel regarding negotiation of a contract which would be deemed privileged in the attorney-client relationship. No action will be taken during this session. The executive session will last for 30 minutes.

- So moved-

- Beginning at, and I'm gonna ask the group here, can we start at seven o'clock or do we need to take a bio break and start at 07:05?

- I'm ready.

- Seven o'clock?

- Yep.

- All right. We will start at 07:00 PM and end at 7:30 PM at which time open session will resume at this same location. We'd like to invite all trustees, Outside counsel Dan Boatright and Kelsey Nazar. Do I have a motion?

- So moved.

- I'm sorry, Trustee Cross?

- Hamill.

- Second.

- Seconded by Trustee Hamill. All in favor say aye.

- Aye.

- Aye.

- Opposed? Motion carries seven to zero. Executive session will begin at seven o'clock. It is 07:30 and we are back in open session from our executive session. No action was taken. And at this time

we'll move to the next item on the agenda, which is the presidential search update. And I have the opportunity to bring before the board a couple of motions. Before I do that, just by way of update, the board, following the work of the Search Committee, the board has been engaged in extensive dialogue around the candidates for our next president and had an opportunity to visit for a long period of time with each of the candidates to review tons of information about their background, what other people had to say about them at their current and prior institutions, and just an opportunity to really delve into each of them. I would be remiss if I didn't say that we had three incredibly qualified and talented candidates to be our next president, and that was a great position for us to be in. It presented us with a hard choice, but what a great spot to be in. And we certainly thank everyone who participated in the process. Ultimately we have to make a decision, and so I'm bringing before the board a couple of motions and we'll start with the first motion, which I will entertain a motion to select Dr. Tony Miksa as the next president of Johnson County Community College effective July 1st, 2025. Do I have a motion?

- So moved.

- [Laura] So moved.

- I have a motion by Trustee Smith-Everett, seconded by Trustee Cross. Everybody wants to, everybody wants to second that motion. We're really excited. I'm gonna open it up for discussion, but I will ask that any kind of general comments we hold until after we've voted on both of the motions that I'm gonna present. We'll have some time to do that then. So any discussion about the motion to select Dr. Tony Miksa as our Next President? Hearing none. All in favor say aye.

- Aye.

- Aye.

- Opposed? Motion carries seven to zero. I'd now like to entertain a motion to approve the written contract that has been presented and negotiated with Dr. Tony Miksa, do I have a motion?

- So moved.

- So moved.

- Motion made by Trustee Rattan. Seconded by Trustee Mitchell. Any discussion about the contract? Hearing none. All in favor say aye.

- Aye.

- Aye.

- Opposed? Motion carries seven to zero. So this is an incredibly exciting time for our college and I have asked Caitlin Murphy to invite Dr. Miksa to call in to the meeting at this point. Dr. Miksa, do we have you there?

- [Dr. Miksa] I'm out here if you can hear me.

- We can hear you. And I'm looking at the ceiling 'cause that's what I always do, 'cause the speakers are in the ceiling. So we are incredibly excited, Dr. Miksa, congratulations. And we wanted to offer you our personal congratulations to welcome you to our college and to give you an opportunity to say just a few words if you'd like. I know we're putting you on the spot, but you're our next president, so-

- [Dr. Miksa] Wow.

- Go ahead.

- [Dr. Miksa] Well, great. Well, thank you so much. First, I just, I really wanna thank the board. I really appreciate you giving me this opportunity. I am really excited to be a part of Johnson County Community College. It's an innovative institution, you know, truly a forward-thinking institution. I'm really excited to be there. I look forward to getting to know all the employees, you know, of course working with the board, faculty, staff, administrators, and then definitely the community to continue making the college one of the greatest colleges, one of the greatest community colleges in America. So really looking forward to being a part of it and can't wait to get there on campus and get going. So thank you again for this opportunity.

- Well, thank you for that. And, gosh, we sure look forward to seeing you here on campus. I think, if I'm not mistaken, that Caitlin has put together a box of goodies for you and we'll be getting that out to you soon.

- It arrived this morning.

- It arrived this morning.

- Woo.

- All right.

- [Dr. Miksa] Yes, I'm already wearing a piece of the gear, so I really appreciate it.

- Well, look at you, we can't even see you, so that's awesome. We're so excited, so with that, I'll open it up for comments from my fellow trustees. Trustee Smith-Everett and then Trustee Rattan.

- Dr. Miksa, welcome to JCCC and being a Cavalier, we're really excited to have you. And I keep looking at the ceiling too, which is just weird. We're really looking forward to having you. And I just wanna prepare you for all your social media channels to blow up in the next 48 hours as the news gets out and our people will wanna connect with you. I know that we're gonna have a really great opportunity with your leadership.

- Great. Thank you, looking forward to it.

- [Melody] Trustee Rattan?

- Dr. Miksa, it was a joy to meet you and to interview you and I can hear your energy that you had at the interview and excitement for coming to this college when we met, and even through the sky. So I definitely look forward to working with you and setting you up for success.

- [Dr. Miksa] Thank you very much.

- Well, Dr. Miksa, thank you so much for calling in. I know how excited your wife is to be relocating. I could hear her on the phone the last time we spoke and so we're real excited to bring both of you here and have you be a part of our community. So with that, please go celebrate, and we'll see you soon.

- [Dr. Miksa] Definitely. Great, well, thank you very much. I really appreciate it. Well, talk to you all later.

- All right, thank you.

- [Dr. Miksa] Buh-bye.

- Trustee Smith-Everett wants to discuss- go ahead, you have the floor- wants to discuss sort of transition planning and how that will work with the board.

- So as I've become one of the older trustees on this board, I am holding historical knowledge that I wanna share with you all. We, with our last president, we recognize that we had not ever had a transition plan from the Board of Trustees. There's of course our fabulous HR and our team on campus, but ACCT says that one of the really critical roles that a board plays is making sure that a new president is onboarded and is successfully introduced to the community as well as critical partnerships. So I wanted to, I'd already brought it up to our Madam Trustee, our Madam Chair, and wanted to bring it up to you all. I'm going to recommend, and I think Chair Rayl is considering having it go through Governance Committee. There is an article from ACCT that I'll forward to you tonight. ACCT really walks you through what that should look like, what kind of things you should consider. One of them being communication, because as you can imagine, with as many people as we have, there are a lot of people trying to get a new president's attention, and we wanna really streamline that communication. It's also just sort of prioritizing things such as events and priorities that may conflict and being given clarity in, like, 30 and 60 day increments. So I just wanted to share that, 'cause that's been on my mind, having learned from the last time, and sort of putting our first version of a transition team together, I would encourage our board to do it again, and we'll get even better this time and make everything really successful and smooth for Dr. Miksa.

- Yeah, so I guess, and I completely agree. Trustee Smith-Everett raised this with me and I thought it was a terrific idea. I'm hoping that the Board Governance Committee will accept our charge to sort of take that by the reins.

- [Laura] Yeah, got a thumbs up. That was good.

- All right. And so, you know, coordinate with us as you see fit, but we'll leave it to you guys to kinda figure that out, and I think you have a little bit of a roadmap for him to follow. But, yeah, we wanna make sure that we do this right and I tell people when I do training that the first 60 days that someone spends in your organization forms their opinion of what you're like as an organization. So let's make sure that our new president sees what a terrific organization we are, so

- I'm looking-

- Thanks.

- I'm looking forward to some late night reading. I was gonna finish up "Hitchhiker's Guide to the Galaxy" tonight-

- No.

- But I think...

- Won't hold a candle to this article. Yeah.

- I bet. I bet that's right. All right, I'm gonna entertain a motion to adjourn.

- So moved.

- So moved.

- Motion made by Trustee Cross, seconded by Trustee Mitchell. Do I have any discussion? Hearing none. All in favor say aye.

- Aye.

- Aye.

- Opposed? Motion carries seven to zero. Thank you, everyone.