

- Good afternoon. I'd like to call the July 18th meeting of the Board of Trustees for Johnson County Community College to order. Would you please stand and join me with the Pledge of Allegiance?

- [All] 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.

- I'd like to welcome you to the meeting. Trustee Cross is present on the phone. Recognition roll call of visitors, Ms. Schlicht.

- [Terri] This evening's visitors include Jamia Haynes, Chad Haynes, David Shacker, Val Ball, Dick Carter, Anne Watson, Lisa Reagan, Ron Tilman, Roberta Evaslodge, Anna Taylor, and Colleen Cunningham.

- Thank you, welcome and we're pleased you could join our meeting this afternoon. Next item our awards and recognitions. Dr. Sopcich.

- [Dr. Sopcich] Thank you, Dr. Cook. I'd like to turn this over to Karen Martley, our Vice President of Continuing Education and Organizational Development. Karen.

- [Karen] I'd like to ask Allisa Waldman if she'd please come forward. Allisa is our Director of the Kansas Small Business Development Center here at the college and she will introduce our award recipients tonight.

- We have a whole gaggle for you. Well thank you for your time on the agenda tonight. We are delighted every year to share the successes of our small business owners and clients with the Board. Typically we introduce you to two of our award winners, however, this year we have invited four businesses to be recognized. We have some amazing, amazing business owners tonight. And I'll share those stories with you in a few minutes but just to understand, our Kansas Small Business Development Center award winners for this year, the first is Safely Delicious, LLC. That is our 2019 Emerging Business of the Year within the Kansas SBDC state network. Wolcott Foods, LLC is our 2019 Existing Business of the Year. And this year the Small Business Administration recognized and honored two of our clients as well. So those are our extra two that we're adding on. Meeker Creative, LLC is our 2019 Kansas District Office SBA Exporter of the Year and Dene Adams, LLC is the 2019 Kansas SBA Small Business of the Year. All four of these business owners, all four are behind me, are dedicated, passionate, and innovative. They are leaders and they are creating jobs in our county, our state, and providing much needed services and solutions. In the materials that you have, which we provided earlier to you, they're on your table, you will see our event program for our Emerging and Existing Business of the Year Awards. That's the Kansas SBDC Ceremony, which was held in the spring in Topeka. I've also included our 2018 JCCC Impact Fact

Sheet. This is a lot of data. We measure our clients' progress and all of their successes and I'm always happy to explain that. That typically happens in Management Committee or Learning Quality but I wanted you all to have that and see our year in review. Our honorees tonight have been selected from a pool of over 500 SBDC clients at JCCC and approximately 3000 throughout the State of Kansas. So between the data on the impact fact sheet and the success stories that you will hear tonight and that you can read in the program guide, hopefully you'll be able to glean a strong sense of their effort and the strength that they model everyday in their businesses. You can also gain a deeper understanding of how our talented SBDC team and the college support these business owners. I've asked Stephanie Landis and Jack Harwell, who are the SBDC consultants that work with these four clients, to tell you a little bit more about them and their stories. So I will turn it over now to Jeff.

- Thanks. So first I'd like to talk about Lisa Reagan with Safely Delicious. And it's hard to find anybody more passionate about her business than Lisa. She's channeled that passion into her emerging allergy-friendly snack food business, making it her mission to make snacks that look and taste like other snacks. When you hear Lisa talk about her business, you walk away with the impression that she will be successful. She has already shown signs of this by getting her products placed in more than 100 retail locations in 10 states plus Bermuda as well as eight online stores. Based on the number of companies contacting her about her products, Lisa is just getting started. She's built her own commercial kitchen to ensure absolutely no cross-contamination can occur and has developed packaging and marketing assets that rival any other snack food company, large or small. She's also given back to the SBDC by sharing her experience with students in our Business Basics class that we hold every month, inspiring future business owners to pursue their passions. Lisa.

- I brought snacks. So I'm just gonna pass the bin around and there's seven different flavors. You guys are welcome to help yourselves to a bag and treat yourselves. I just want to say thank you to Jack. He has been a huge, huge mentor for me. I do not come from a business background. I do have some food experience but really this was not where I started and this is where I am now. And I just really owe most of my success or all of my success to the SBDC. I'm so thankful that this program exists and it does help entrepreneurs such as myself here in the State of Kansas. We have an amazing program. I've talked to people that are in other states, other businesses and I get so excited about our program. And I'll tell them, they'll be like oh, we don't have people like that helping us. I'm like oh, well I do. So I'm really very thankful and especially that the college has this program here for people like myself that are starting out no matter where we are in our business that we're able to take advantage of these resources that the state funds and the college helps support. So thank you guys so much for all that you do to support us and support the SBDC here. So thank you very much.

- Lisa.

- Yes.

- A snack that looks like a snack. It's a great concept.

- [Lisa] Thank you.

- So it's gluten-free, dairy-free, nut-free, soy-free, egg-free, and vegan.

- Yeah, it's just air, it's just air. It's actually free of the top 11 food allergens so there's a few more that are on the bag that are also not in the product. But when you taste it, you have no idea that it's free of all those things. My kids had all these food allergies so I started making the classic like 14 years ago for them and turned it into a business a few years ago when I needed to find another way to support myself after I got divorced. So I thought maybe this is it and turns out this is it.

- [Dr. Sopcich] That's great, well thank you.

- So yeah, thank you.

- And the other person I want to talk about is Ron Tilman of Wolcott Foods. Ron Tilman believes everyone should be able to eat homemade fresh meals in their homes everyday. Most of us took that for granted but there are many of us that don't have the ability to prepare their own meals. Each week Wolcott Foods delivers fresh and fully-prepared meals to customers that don't have other options. While other companies meet the Medicaid-mandated nutritional requirements with processed foods, such as applesauce, Wolcott Foods fills the need with fresh fruit and vegetables. When Ron first reached out for assistance from the Kansas SBDC, his business operated out of a small 600 square foot kitchen adjacent to his home on the farm. There was so little room to move around that because the kitchen equipment took up so much room that they were bumping into each other as they worked. Armed with a solid business plan, he was able to secure a loan and move into a full-sized kitchen with new equipment. This is only the first step in an expansion plan that includes enhanced menus, additional staff, and an eye towards moving into other markets. Ronnie, his son, has recently taken over many of the ownership duties from his dad and is continuing the growth that Ron initiated. Ron.

- So I'm a little bit older. I started in business after I got out of the military. I've been in one thing or another all my life. Everything I've been into up until the last say 10 years has always been small, mom and pop kind of a business. And I'll be honest with you, getting in to where I'm at now, if I had known that we were gonna be at this level, it would have scared the hell out of me. I owe everything to Jack, I think. And like Jack said, we started out really small and we've grown quite a little bit and we've got a

ton of ways to go. I always explain to my son we can't slow down because there's more money to be made. If it's out there, I think you have to go for it. What you all do for us is unbelievable. I doubt that you understand how much it makes a difference. Thank you.

- Good afternoon, I'm Stephanie and I'm also one of the advisors and I am first going to speak about Anna Taylor. So Anna is the founder of Dene Adams and she was a stay-at-home mom when she was suddenly left with four young children and no place to live. Overnight she became the sole provider and protector to her family, a responsibility that Anna took very seriously. After obtaining her concealed carry permit, she couldn't find a safe holster for her firearms and so she decided that she would take it upon herself and through her ingenuity she took a mousepad and sewed it to a Spanx and created her own concealing carry garment that was for women that allowed them to live the active lifestyle and not have to wear crazy clothes or sweatshirts all the time. So she took her last \$200 and proved that the American dream of business ownership was possible and made a video that went viral and within a few months she was over a million dollars in sales. That, in and of itself, brought her to the SBC because she was like whoa, what's happening here. So we kind of slowed things down, worked on financials, worked on process, worked on organization and structure, sales and marketing, which she's very good at. And so she does continue to build her brand and awareness and is very big on education, relative safety for whether it's conceal and carry or just personal protection. So she continues to build that out and her lines of holsters, if you think like yoga pants or leggings and stuff, those are the types of products that she's making. And they're good for law enforcement, military, and just any responsibly armed citizen or anybody who wants to protect themselves. So she's done a great job building this business. Anna.

- I haven't even started and I'm already crying. I'm not crying, okay. I'm thankful for the opportunity to be here and not just be a number on your paper because I'm not a number and my children aren't. And I didn't get the college education that you offer here because I was an assault victim and 15 years later I found myself without my husband and responsible for my four children. I didn't have the education and I was solely responsible for protecting myself and my family. I found out that the American dream and Google can only get you so far. And I was very fortunate when my first viral video took off and sales came pouring in. And I needed more than drive. I needed all of the resources and experience that the SBDC has brought to Dene Adams. With the help of the SBDC, we're not only keeping five employees but we have plans for 10 more over the next five years. In addition to that, we offer a great product to the community with all of the features that make a holster safe and concealable and education. I'm just thankful. I'm thankful to have the SBC behind me and I'm thankful for the opportunity to provide for my family and be an inspiration to them and not another person in the system. That's all I have to say. Thank you.

- Okay, so next we have Anne Meeker-Watson and she has been a long time client of the SBDC. I think Melinda, weren't you one of her first advisors? So she has been building her business and had the idea of the products that she offers and she is the owner and creator of Sing, Play, Love. And her big passion that she has been working on is that she just wants all young children to love learning. So while she was spending most of her career working for two large school districts, she was both a music educator and a

music therapist. So she observed other educators struggling to teach the skills that young children require to be successful in school and in life so she was determined to develop a program to help them with the challenging behaviors of developmental delays in the areas of social, emotional, and self-regulatory issues. So she developed a series of workshops and books and songs to teach caregivers and early educators how to utilize music-based instruction to joyfully engage these children in early learning and kindergarten readiness. I started working with her as her business started to take off and we were working on sales and marketing a lot and trying not figure out how to gain more customers for her. And in that process she started getting some international exposure and that's why she's the Exporter of the Year because we were able to put together a very successful program that went to India last year and they are now using her products and her songs to teach their children in these same areas and using the English language. So she makes it, basically she sells it to schools and online and she's also in talks with some large distributors and publishers to take 'em into their lines of products as well. So Anne.

- I promised these folks that I would not require that you sing or dance. It would have made for a little bit more interesting broadcast. So I did bring party favors so you can pass these around and take one with you. I am in love with young children and I feel a responsibility because there are so many kids that are experiencing challenges and not going to kindergarten ready. So that's my passion and I have this magic trick in my pocket called music and so I use music and equal parts joy and fun to help kids get ready. And I am so grateful to the Small Business Development Center for the opportunity to serve children across the United States and school districts that perhaps don't have all of the opportunities that some of the kids in Johnson County have. So I'm working in the urban core of Flint, Michigan and Kansas City, Kansas and Independence and a number of districts around the country. And now I get to go Bollywood and be in India, Nepal, Bangladesh, and Royal Emirates. So we're gonna be singing and learning important things like how to wait patiently and how to follow rules and how to be a good friend. And I think that we're gonna make better citizens and you'll ultimately have much better students here at Johnson County Community College. So I'm doing my part for you. But again, so much love, so much admiration and respect for what the Small Business Development Center has done for all of us. You can see what a varied array of businesses we walked in the door with and they take us all where we start. And I was a career educator, I was not a business woman. And they take us to this level with their magic ball and their bag of tricks to make us feel like we really can contribute in that arena. So thank you and thank you to you fine people.

- So before you sit down, I just have to say on behalf of the Board congratulations. I'm reminded of the words of David Thoreau when he said, "if one endeavors to lead the life "which he or she has imagined and follows his or her dreams, "he or she will meet with the success unexpected "in common hours." And each of you have, with your passions and your dreams, have become something different than you thought before those dreams occurred. And I want to congratulate your staff at the SBDC, Sharon and staff and the great work you do because more than one of you mentioned, I had the idea, I had the dream, but I needed a little extra. I needed a little encouragement, whether it was financial assistance or just support on a business plan. So congratulations to all, we're very proud of you. Thank you all. Well again, thank you very much folks and we wish you the very, very best. I think another example of the role the college plays in the community in helping develop businesses to improve the community culture

for all of its citizens. The next item is the open forum on the agenda. And the open forum section of the Board agenda is the time for members of the community to provide comments to the Board. There will be one open forum period during each regularly scheduled Board Meeting. Comments are limited to five minutes unless a significant number of people plan to speak and in that instance the Chair may limit a person's comments to less than five minutes. In order to be recognized, individuals must register at the door at each Board Meeting prior to the open forum agenda item. When addressing the Board, registered speakers are asked to remain at the podium, should be respectful and civil, and are encouraged to address individual personnel or student members 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 are otherwise the subject of review by the college or Board. We have one registered speaker for tonight and so I would ask you, Val, to come to the podium. State your name, city, and address for the record and thanks for being here.

- Hi, my name is Val Ball and I'm the only former graduate of Johnson County Community College in the race for the Board of Trustees. I am here at the Board Meeting to once again be the voice for the community of JCCC, to request the Board change the name of the Carlson Center and we all know why. From now on I will be referring to it as the former Cultural Education Center but the question for today is how? How does it happen that a president of a college can resign in shame and yet keep his name on a building? How can the community change what we see as a problem? The student-run newspaper on campus has requested the change multiple times and employees have voiced their opinions, or not for fear of retaliation, about the disgrace the name of the former Cultural Education Center brings to our community college. And how does that relate to what is going on right here, right now? We have a recent employee engagement survey that cost taxpayers tens of thousands of dollars that shows there is an alarming lack of trust in senior leadership here at the college. The recent Higher Learning Commission report flags shared governance as a real problem at JCCC. We have a president that is resigning/retiring one month after renewing his contract with the Board, for some unknown reasons, and we the community that is supposed to be a part of that shared governance want to know what will be the process for replacing the retiring president. Will the college simply promote from within an administration that has been poorly rated by the current employees? What will the community involvement be in replacing the current president? Will it be rushed before the community can really have a voice by electing three new trustees to help lead the college forward? One current trustee will be replaced this fall and the Board will be encompassing at least one new vision in leadership and Johnson County voters should have their voice be the loudest voice for the future of our community college. Thank you.

- Thank you, I would just, we normally don't respond but I would say that each of those issues will be addressed through proper committee work. It will not be rushed. We'll talk in this meeting a little bit later about a preliminary fundamental plan for that. So thank you for your comments, Val. There are no other speakers so at this time the open forum is closed. We have shifted the agenda, as you can see. We've decided that for some time we've put Board reports and speakers at the end of the meeting but we're shifting to have most of our business at the end of the meeting rather than at the beginning of the

meeting. So at this time, there's no Student Senate report tonight. Our College Lobbyist report, Mr. Carter.

- Thank you Chair Cook. As is the past practice or recent practice rather, I will hit some highlights of the report that you should have in front of you and then answer any questions, if there are any. The end of the year budgets, the state just started its fiscal year with the month of July. The end of the year budget ended up about \$200 million ahead of projections. And so that sets the stage for the conversation that the Legislative Budget Committee and the folks that develop the budget for next fiscal year will begin to have over the course of the fall months. That's good news. I would say that it's probably not sustainable beyond another year or so, just given some of the financial implications that the state has that it's looking forward to. So we'll see how that conversation goes. There is also will be continued pressure from House and Senate leadership to review and consider changes to the tax policy. As you will recall, they sent two different pieces of legislation to the Governor for signature and both of those pieces of legislation were vetoed. So that'll be part of that budget development revenue picture that we'll be looking at as we move into the next fiscal year. The Joint Legislative Budget Committee this summer and fall will be looking at community college missions and funding models. That is something that I reported to you. As the legislature was winding up we were hearing those issues being discussed, in particular by the House Higher Education Budget Chair. That is an interest of his and he made a legislative request for an interim study. While that study wasn't granted on its own standing, it will be part of the review of the Legislative Budget Committee and I've listed the items that are going to be at least looked at or addressed over the course of the fall and the summer months. And that's the system, it's the community college system and the technical college system. It really probably presents us with the opportunity to tell our story and that story is gonna be very different from some of the other stories that might be out there across the system. We will continue to maintain awareness of the Board of Tax Appeals cases. Recently, in June, the Walmart case was decided for Johnson County. That case will be appealed in the Court of Appeals and so we're kind of at a starting point, if you will, certainly not at a finishing point. And I can't really say where that will go because we don't know but that issue could find it's way all the way to the Supreme Court. But it's something that certainly we'll continue to monitor and observe. And then finally, Governor Kelly had the opportunity to appoint her first set of regents to the Board of Regents and so three new regents will be taking their position pending Senate confirmation and that process. But for us, there will be a change out from Daniel Thomas from Leewood to Cheryl Harrison-Lee, who was most recently the City Manager in the City of Gardner. So that bears noting that we continue to have a Johnson County presence on that Board. While they just coordinate our activities, it's still something that we pay attention to and work with folks on the Board of Regents. So, Mr. Chairman, I would stop there. If there are any questions--

- [Jerry] Any questions of Mr. Carter. Trustee Musil.

- [Greg] Billy, a big correction would be I believe the Board of Tax Appeal's decision in the Walmart case is appealable to the District Court--

- Is it District Court of Appeals.

- On a full-fledged new trial under legislation that passed a couple of years ago. So it doesn't go to the Court of Appeals so it's at least another year or so off in that ability to try the case in Johnson County District Court without regard to the Board of Tax Appeal's decision. So whether that's good or bad, ultimately I don't know, but that I believe is the process.

- Thank you for that correction. It certainly moves from the administrative process to the legal process.

- Correct, absolutely.

- [Jerry] Trustee Lawson.

- I just had two questions. The first one is in regards to the internet sales tax that you spoke about. I know for a lot of business owners, that is something that, especially the local small business owners, that they really struggle with that feel there's an unfair disadvantage because someone could go online and automatically get a 10% discount because they're not paying that sales tax. So part of me is wondering, do you feel like this is gonna have an impact for Johnson County because we have the border with Missouri here? What are your thoughts on that?

- Yeah, internet sales tax always plays out, in particular, on border areas to the state. There was a component in the overall tax policy in both bills that would require the state collect and internet sales tax and there were certain parameters set out in that piece of legislation. And then the state portion would offset food sales tax and so there would be a reduction in food sales tax. That's how it was proposed in two bills that passed the legislature. And then the local portion would continue to flow to the local unit of government. That was in both of the tax policy bills that the Governor vetoed.

- Okay, the second question I had is of course regards to the Dark Store case. Honestly, I was really surprised by the outcome of that decision and of course I worry about how this will impact a lot of valuations in Johnson County as well as the mill levy that we receive. When I looked at some of the, so Larry Clark at the International Association of Assessing Offices in Kansas City, Missouri did an interview saying that the Dark Store Theory could be devastating to Johnson County as many of our cities give a lot of economic incentives to move in here and of course would face damage later. The potential damage for colleges is, of course, significant and that is something that I know I've heard a lot spoken out of the worry around that. I know in Texas there was actually a report done by their auditor for the state saying

that these policies encourage business to leave their property empty to count on their assessed assets while paying lower taxes and that it can depress overall property values. And they gave an example that the Texas auditor said it could cost the state more than \$2.6 billion. So obviously this is something that I have an eye on, of course, to find out what are our legislative agendas in the State House around that.

- Right now there were no informational hearings this past session on the issue. There are no bills that I'm aware of presently dealing with alternative property valuation. So I think that was part of the reason I wanted to make sure that I continue to keep that issue on your radar screen because, like Trustee Musil said, we're still probably another year out now now that the legal process will start. And the other important thing to keep in mind is that was just one set of properties. There's a backlog of a number of several hundred properties on the Board of Tax Appeals agenda and so it is concerning as those cases continue to make their way through the process.

- [Jerry] Trustee Musil.

- [Greg] I just want to clarify, by trying it at the District Court level you add another year to the entire process to get the Supreme Court, not that we're a year out because you have to try at the District Court, appeal to the Court of Appeals, the Supreme Court can take it all the way up directly. But it wasn't one year out, it's adding another year to the process. I might also note that I agree with Trustee Lawson that it's troubling if that decision were to stand because what it would do would be to continue the transfer of tax burden from commercial businesses to residential, which has been happening in Johnson County over the last 20 years. And it's interesting to note that two-thirds of our property taxes in Johnson County are paid by homeowners or apartment residents. So those who think that businesses pay most of them are wrong and we've already had that shift because of the removal of machinery and equipment personal property tax and by other tax policies from Topeka so that apartment residents and homeowners bear the burden of property taxes far more than businesses. Thank you.

- Back to Trustee Lawson's point on appraisals, maybe not directly related but we're reading and seeing a lot about what's happening in Missouri with residential valuations escalating. Has there been any, and this is probably an unfair question, has there been any discussion or concern about that action transferring over to the Kansas side in the multi-county area? Is there any metro movement?

- Yeah, again I think Trustee Musil sort of alluded to the fact that there can be a shift in the burden between the business side to the residential side. Those conversations could be occurring. I've not heard any of those types of conversations as it relates to residential property and those policies moving across the state. The appraisal is set forth in the state law and so there would need to be a change in the way that the valuation process occurs because that's what those county appraisers use to determine those property valuations. So that's what we're watching for in the legislative process is any change potentially to the statute.

- Trustee Musil.

- Well, both Missouri and Kansas theoretically value your business and your home at fair market value, what a willing buyer would pay you if you were a willing seller. Kansas went through in 1989 re-appraisal to do this catch-up where I remember Ewing Kauffmann's house in Mission Hills was valued at \$54,000 and they re-appraised it at \$2.2 million or something and he said yep, that's what it's worth. Missouri has been behind the curve forever. They simply aren't at fair market value and so they tried to catch it all up in one year. Number one, you can't do that accurately. So somebody's gonna be overvalued. But number two, it's a huge impact on people in one year. So I think certainly people in all areas of Johnson County, particularly the northeast, have felt the burden of keeping up with fair market value the last several years because their values are going up 6, 10% a year, which is a nice part of your asset but hard if you can't afford to pay the property tax because it's not a liquid asset. So I think we're already there, Chairman Cook. I think we've done a good job of keeping up values. Jackson County, under Missouri's Constitution and statute has simply fallen behind and tried to do it all in one year and that is a very painful lesson.

- [Jerry] Trustee Lawson.

- You mentioned residential homes and part of me is curious as we look over the years what's happening with commercial owners as if this goes through they land lock the community where they own parts of land that no more can be developed. So then I would be interested to find out how the real estate association, if this starts to transfer over to vacant lots, there's a lot of investors that come in and buy up small homes and there's no incentive now to drop the price so they can sit and wait on a price until someone's forced to pay an inflated price. So that concept of locking the land from the community from being able to really develop it in any other parts of our area is something that's concerning.

- [Jerry] Trustee Cross, are you there? Do you have a comment?

- [Gerald] No, thank you.

- [Jerry] Okay. Any other questions of Mr. Carter? Thank you, Dick. Appreciate it very much. Faculty Association, Dr. Harvey.

- Hello. What a surprise to be at the beginning of the meeting instead of at the end. It would have been nice to get a heads up but luckily I was here in time. So I want to start my report by sharing some

specific things that some of our faculty have been doing this summer. And these are all interdisciplinary efforts to engage within the community of scholars, enhancing our own knowledge with content that we can integrate into what and how we teach our classes here and also opportunities that we can offer to our students. So first there's a group participating in a two-year NEH grant-funded program called Indian Knowledge, Western Education. And this grant is being run by Sean Daley, He's an anthropology professor, and Allison Smith, who is one of our art history, actually our only full-time Art History faculty member. There are 14 faculty from departments across the college participating in this grant and they traveled recently to New Mexico in June to learn about Pueblo peoples and cultures. The goal of this grant is to provide professional and curriculum development in the teaching of contemporary American Indian cultural studies. So basically, at the end of this, the participating faculty should be able to incorporate some content related to contemporary American Indian culture into their classes. The program includes bringing a series of speakers, giving presentations on various aspects of contemporary Indian life and by the end the participants will have visited reservations in New Mexico, Oklahoma, and Kansas. They'll also be participating in a series of local events, including the Annual Gathering at the Prairie Band Potawatomi Reservation and the pow wow held here at the college each year. Again, Sean Daley and Allison Smith are the faculty members that organized this opportunity for their colleagues here at JCCC and ultimately the beneficiaries of this, of course, are our students. Second, we have three faculty from Environmental Science, Philosophy, and Sociology that were selected to represent JCCC at a two-week Summer East West Center Infusing Institute; it's in Hawaii. This is a competitively selected program that includes faculty teams throughout the United States and their study in Korea and exploring ways to infuse Korean studies into their interdisciplinary curriculum. They're also planning a regional faculty development workshop that'll be offered here in Spring 2020. And then another one I wanted to highlight, there's so many things happening in the summer, I've just picked a few that were kind of groups of people and interdisciplinary. But Seacrest is and don't ask me what that stands for but I'll tell you what it's about. It's an NSF-funded grant that's organized by Heather Sites and Gina Vicars. They're two of our Biology faculty. And it's open to all the STEM faculty to apply. And we've had two cohorts of faculty from JCCC and from other regional community colleges. So part of the group is from our institution and part are from some other institutions that are community colleges like us. I'm participating in the first cohort and we're launching our second year with a one-week workshop coming up soon. The goal is to provide a community of support and resources for faculty and STEM fields at community colleges to conduct educational research. So we're doing research projects, educational research, in our classrooms. Specifically with the diversity that comes with a community college and specifically in the context of STEM fields in those classrooms. The first cohort that I'm in worked on developing their educational research questions last summer and then this summer we had a new first year cohort that worked on that for a week. Working on getting started with what is their questions that they're gonna be exploring and collecting data on. And the second cohort is focusing this summer, the one that I'll be in is focusing on analyzing and using the data we've been collecting and preparing it for presentations and publications. So it's a pretty exciting thing and again, it's very interdisciplinary and also working among various institutions. So those are just a few highlights of some of the activities that our faculty have been doing this summer. A couple of other things I wanted to discuss, of course, the Faculty Association submitted a response to the HLC Report draft that was shared towards the end of the spring semester. It was the beginning of May. We sent this to both the Office of Assessment and the Vice President of Academic Affairs and it's our hope that our comments and concerns about the content of the report will lead to some specific revisions before the final report is submitted in September. As I

have mentioned numerous times in recent months, including last time, including people, specifically stakeholders in decision making often doesn't actually cost us anything from a monetary standpoint. In fact, it can sometimes save resources. It utilizes the available people resources that we have and this can usually lead to better decision making and certainly to buy-in from those that are most impacted. So it's sort of been the thing that I keep harping on. For example, last month I mentioned that faculty chairs were frustrated that they're being required to attend an additional 40 hours of mandatory training without additional compensation. But perhaps more importantly, they have since discovered that the content in this training is focused on general leadership skills training, so it's like a very general leadership skills sort of thing. And this training was chosen and purchased from an outside vendor and so far the concerns I'm hearing now are specifically that many of our faculty chairs have already attended all sorts of generic leadership trainings throughout their careers and as far as I'm aware, none of the chairs were involved in the design or the choices surrounding this actual training that's being required, like the content, for example that's coming up in a few weeks. So I'm not even aware that their direct supervisors were involved in any way in what is this training going to include. So the simple fact that we don't just want training, not for training's sake. We want it to be training that meets the needs of the faculty chairs in their specific roles. So if it doesn't help them do their job, then it's a waste of time and resources. So what I'm suggesting is that faculty chairs should have been represented in the decision making surrounding the choice and the design of the training from the beginning. I am now compiling a list of requested topics from the chairs themselves and I've been told that the facilitator is going to attempt to incorporate some of these items but there won't be a lot of time available because of the other general leadership stuff that is going to be in this week. So I guess what I'm saying is again, this goes along with the idea that involving people in decision making early on leads to a better outcome in the end. You get what you actually need. You're actually meeting the needs of people and there's more buy-in. Next I would like to congratulate President Sopcich on his retirement announcement. I'm sure your family is thrilled that things will be slowing down for you in a year. I also know we'll have plenty of opportunities this next year to celebrate your service to the college. There are two things that you mentioned in your announcement that I wanted to comment on specifically today. First, that there's a pause in the filling of the CFO position and you mentioned that the position is crucial to the new president's agenda and they should have the opportunity to identify the individual with whom they will work and I don't think that's an unreasonable statement. You also mentioned that in today's world of community college leadership the standard length of time that someone serves as a president is something around three and a half years.

- [Dr. Sopcich] Three to four.

- Okay, three to four years. So I have three comments on this. So first, we don't want a president that's gonna come in for just a few years and mess up things and then leave. Second, in the same way that it's important that the new president chooses the new CFO, I think it's also important in an election year to allow a timeline that gives the newly elected Board, whatever that makeup might be, a chance to choose the next president that they'll be working with. And then third, it's important that all important shareholders have an opportunity to be a part of these important decisions. That is why I just wanted to remind everyone, before we get started, that in the past college president searches, the Faculty

Association was allowed to choose two representatives to serve on the search committee for the president of the college and they served on behalf of faculty. So I just wanted to remind you that that has been the practice, the long tradition, and I know that there was two faculty that served on the search committee that hired you. Finally, some might not know this but I am very involved in my church. I regularly lead music. I'm actually a trustee at my church. Sunday our pastor posed this question. He said what kind of people will we be? And of course there was a lot of discussion that followed that. But this question of what kind of people will we be, we heard tonight from a community member that was asking for the Carlson Center to be renamed. This is something that I was not here at the time, I don't have a long history with this but I've heard from countless numbers of our faculty and staff that have requested for years and years that the Carlson Center be renamed. And we're in 2019 and our inaction communicates values to our students, to our employees, and to our community. So if we don't act on situations that are public, how can we be trusted to act on private instances of harassment, abuse, or discrimination? And I just wonder what we're teaching our students if we just don't do anything. So what kind of people will we be. One last thing on that, in our last HLC site visit it was noted, quote that "there are not specific "initiatives to promote diversity of employees "and faculty. "This is an area that the college may want "to focus on moving forward to mirror "the diversity of the student body." End quote. That is from the summary that was posted of the feedback. Increasingly, institutions of higher ed are becoming more intentional and programmatic about their efforts to embrace principles of inclusion, equity, justice, and diversity. Universities and colleges frequently now, and I'm hearing this from colleagues across the country, they are requesting that job applicants address how they can contribute to a culture of inclusion and equity within the campus community in the form of a diversity statement and this is a requirement with the job application. And how this diversity statement is used is extremely important. It's not just the act of asking them to provide a diversity statement with their application. At many institutions across the US, the Human Resources Department will have the initial screening of all the applications done by the search committee. The search committee will first only see the diversity statement. And then after they have screened through those candidates, only the candidates that have an acceptable diversity statement are then looked at. The rest of their information is then shared with the search committee. So this is actually a lot of institutions are incorporating this. And I know this too because a lot of people I talk to, their colleagues and friends are saying can you read my teaching philosophy? Oh yeah, and can you read my diversity statement because I have to include this in my application? And this doesn't mean that there's a litmus test per se or that you're looking for a certain kind of faculty member experience. It's just asking them about, it usually poses a question where it asks them how they're going to contribute to a culture of inclusion and equity and within the campus community. What kinds of things are they going to bring as an instructor? And I would say this would be great for all important staff roles, leadership roles but this is a new practice. So this is a great institution and we're supposed to be leading the way but I think we need to decide what kind of people we're going to be and I think we need to make sure we are intentional with our actions to go with that. So that concludes my report.

- Thank you, Dr. Harvey. I couldn't agree with you more about what kind of people are we going to be and what decisions do we make to get to that point. We'll address some of your concerns in the management report regarding the timeline and so on.

- [Terri] I do have a question about the general leadership. What was the name of the company?

- I'm not sure. I don't have that information. Does anyone know.

- [Michael] I actually do, yeah.

- [Terri] What is it?

- It's Chair Academy. If you'd like to look at it, you can look at chairacademy.com. It is the worldwide leader in educational chair training over the last 27 years. It was vetted by HR in looking at the appropriate types of training considering the issues that we have had with chairs and what their issues have been, so they were considered. We will also be looking at how do we adjust and add some much more direct things, such as Concur and some of the basic principles of our technology that we use on the campus. But it is designed to talk about both what leadership is, what your leadership style is, how you work, both as a faculty member who is working with other faculty members, how to act as a colleague as well as a pseudo-supervisor. All of the things that are absolutely necessary to function in an appropriate way as the Chair of a department are covered in this training. And had anyone asked, I would gladly have pointed that out.

- I think that what I'm hearing from folks, and again, I'm not a chair so I'm not attending the training. But what I'm hearing from individuals is that in looking at what they've got so far, they feel like it's very generic. They're doing the strengths test again for like the 1500th time and that there are a lot more nuts and bolts and specific questions that they would like to see addressed. And they weren't involved in the discussion of choosing this or what was gonna be involved in it. It was just, I'm not aware of their direct supervisors being involved either so I'm not saying that you didn't choose the one that you felt was the best. I don't even know anything about it. However, again, I go back to that part where involving people in the choice from the beginning, not only does it improve the choice but it also improves buy-in because if people are actually involved in it, if they have representatives representing them in that decision making process then they're not just taking your word for it, they're not just saying okay, we're just gonna take--

- Oh, it's not my word for it. I didn't make the choice.

- Well whoever it was.

- So it's not my word for it.

- Whoever it was that made the choice. As far as I can tell, it wasn't the faculty chairs and it wasn't any of their direct supervisors. So that's why I'm saying involving them, maybe you end up with the same outcome, maybe you don't but it's an important part of working with people and not having your employees be so frustrated. Again, I just feel like I keep saying the same thing. Just involve people from the beginning and let them be part of that decision where you find oh yeah, that is the best option that we have available to us and then how can we customize it to meet the needs here at the institution. But again, they weren't involved in the decision. So, I can only relay what I am hearing from my faculty.

- Thank you. I expect that that discussion will continue between the Vice President of Academic Affairs and our Chairs as this whole training process evolves and takes place. So I appreciate your comments.

- [Dr. Harvey] Thanks.

- Trustee Cross, we just had your twin brother on the phone and he is traveling so thank you for being here. You have our sympathy for your loss. I did not share with the Board that you were attending a funeral of a family member but you have our sympathy and thank you for being here. And as you can see on the agenda, you're next with the Johnson County Education Research Triangle so thank you for your timeliness.

- Mr. Chair, thank you. I appreciate the accommodation of allowing me to participate by phone. My mother's oldest sister passed away in Wichita in a large Catholic family. I dropped my brother in Texas off at the airport and I was on the phone. I don't have a report. JCERT hasn't met since we last met so nevertheless, I apologize for my tardiness and I appreciate your help.

- [Jerry] Thanks for being here. We understand the circumstance.

- Thank you.

- Kansas Association of Community Colleges, Trustee Lawson.

- Thank you. So I have two reports within that one because this organization also has a national branch for the Association Community College of Trustees. There was a conference call so I'll go into that as

well. So the Kansas Association of Community Colleges is a branch that the next meeting is actually set for September at Neosho Community College. They did hire a new executive director that I spoke about last time and they did give a legislative update that I just want to read what had happened so you guys can hear what's going on. So the Legislative Coordinating Council, which is made up of the leadership of the House and the Senate met on July 1st. The LCC gets to decide how many committees meet over the interim for how long. They decided not to allow a standalone interim committee on community and technical colleges, however, they moved the topic into a Legislative Budget Committee for review. Some of the priorities that are gonna be looked at in this committee that impact us. They're gonna review and discuss community and technical colleges in four points here. How the institutions are funded and how the funding is distributed. Second is the mission of the colleges, transfer of credits to state universities, the efficiency and effectiveness of colleges and whether the colleges are meeting the needs of the Kansas residents. So that was a nice legislative update for that. Before I get into the national organization, I just want to turn this over to Trustee Ingram. She's the secretary. Do you have anything to add?

- [Nancy] I do not, I do not. Thank you though.

- You're welcome. So I am a member of the National Diversity Equity Inclusion Committee for the Association Community College of Trustees. We had a conference call and it was actually pretty timely talking about the diversity policies around hiring practices for presidents. And I just wanted to read some of the notes that were turned back to us or the minutes. With respect to a publication, the committee is going to be putting together a lot of data from all the different colleges that will become a checklist and be developed to assist boards in asserting their current status and readiness to pursue, excuse me, a more deliberative process for deepening the diversity, equity, and inclusion efforts throughout their institution. Several committee members talked about the importance of the CEO Evaluation as a step or a beginning point to the Actualization Board priorities around the abbreviated DEI. Two important components for focus are the valuing of DEI in the recruitment and hiring process following by the implementation of Board priorities through the CEO. It was suggested that any template or practices used by ACT Search Consultants might be a good source of how boards inject DEI values into their search process. And the last paragraph, in addition to holding the CEOs accountable for advancing DEI priorities, CEOs are also hold their direct reports accountable for DEI activities under their preview. In this regard, sample policies and practices that are gonna be discussed in this committee, that's going to be happening in October that I'll be there, that are achievable but also scalable within an institution and able to be measured with benchmarks by the boards, which will be helpful models. So I found that discussion very helpful and something that I think we can bring back to the college. I will also want to acknowledge that I have been accepted to speak at this national convention, October 16th through the 19th that will be in San Francisco. It's their Leadership Congress and the topic that I will be on a panel about will be the perspectives on tuition policy. And that concludes my report.

- [Jerry] Good, any questions of Trustee Lawson?

- [Gerald] What does DEI mean, Trustee Lawson? I missed that in the definitions.

- It was just the abbreviation of diversity, equity, and inclusion.

- [Gerald] Thank you, I missed that, thank you.

- [Jerry] Thank you. Trustee Musil, Foundation.

- Thank you, Mr. Chairman. The Foundation Executive Committee met on June 25th and the fiscal year '20 Foundation operating budget was approved. The operating budget comes exclusively from a portion of the earnings on Foundation funds. The Foundation's operating budget is not supported by and is separate from the college's general fund. So the Foundation generates its own operating budget. In addition to covering its operating expenses, it supports \$160,000 towards scholarships and program support at the college. That \$160,000 is nearly half of the proposed budget for the foundation so almost half of the budget of the foundation's earnings will go to scholarships and that supplements the additional \$1.2 million that the foundation gives to student scholarships each year. And I think we first exceeded a million dollars about three years ago. So again, if you want to raise some money for the college for scholarships, there's no better way to help students than to do that. The foundation welcomed its new executive committee, that started on July 1st. The executive committee is made up of President Suze Parker, Parker Communications Group, Vice President Marshawn Butler, Children's Mercy Hospital, Treasurer Jeff Alpert, the Alpert Companies, the Secretary is Dr. Sopcich as President of the college, Past President Mary Burch, Lathrop and Gage, JCCC Faculty Liaison, Melanie Harvey, and Student Liaison is the Student Center Representative Ankit Prasad. The fiscal year '20 calendar has been finalized and all Foundation members and trustees should have received that schedule in the email earlier this month. That concludes my report Mr. Chairman.

- [Jerry] Thank you. Any questions of Trustee Musil? Next item are the committee reports and recommendations. Management report, Trustee Ingram.

- Yes, thank you, Mr. Chairman. The Management Committee met at 8 AM on Wednesday, July 3rd. The information related to the management meeting begins on page one and runs through page 14 of the Board packet. The Management Committee received several presentations from staff. Tom Clayton, Director of Insurance and Risk Management, presented his Semi-Annual Property and Liability Entrance Program update. Rachel Leers, Associate Vice President Financial Services, Chief Financial Officer gave an update on Johnson County's assessed valuation for final determination on the college's ad valorem tax revenue. Jenelle Bogler, Associate Vice President for Business Services presented the single source

purchase report in the summary of awarded bids between \$50,000 and \$150,000. The summary can be found on page eight. Ms. Bogler also reported on the sale of surplus automotive equipment. Rex Hayes, Associate Vice President Campus Services and Facility Planning gave the monthly progress report on Capital Infrastructure Projects and this report is on page 11 of the packet. Next he gave an update on the construction projects across campus and reviewed the report on the financial status of the Facilities Master Plan. That report is in your packet on page 12. Tom Picano, the Vice President for Information Services and CIO gave a recap of the reorganization of Information Services Branch. He then gave a brief update on the fiscal year 2019 technology fund. This report can be found on pages 13-14 in the Board packet. The Management Committee has three recommendations to present this evening. Barbara Larsen, Executive Vice President of Finance and Administrative Services presented the 2019-2020 Management Committee Working Agenda found on pages two and three of your packet. And we do have a recommendation accompanying that information. It is the recommendation of the Management Committee that the Board of Trustees approve the fiscal year 2019-2020 Management Committee Working Agenda and I will make that motion.

- [Man] Second.

- [Jerry] We have a motion and a second. Any discussion? Trustee Lawson?

- On page four, so within this document it notes that second paragraph includes a \$0.15 mil levy reduction--

- [Jerry] Okay, just a minute. I think the motion has to do with the calendar, the working calendar. The working agenda, we're voting on the calendar.

- [Angelina] Got it.

- [Dr. Sopcich] Just the working agenda for the year.

- [Jerry] Right. You okay?

- Yes.

- Oh, okay. Any other questions.

- [Greg] They called second, I don't know which one.

- [Jerry] We have a motion and a second.

- [Woman] I'll second.

- [Jerry] All in favor signify by saying aye.

- [Multiple] Aye.

- [Jerry] Opposed?

- No.

- Motion carries. Proceed Trustee Ingram.

- [Greg] She voted no on that.

- Rachel Leer presented a recommendation related to the college's fiscal year 2019-2020 budget. The notice of public hearing is found on page six of the Board packet and states that the Board will hold its public hearing on the budget in August. It is the recommendation of the Management Committee that the Board of Trustees accept the recommendation of the College Administration to authorize the publication of the Notice of Public Hearing Form for the 2019-2020 budget, subject to adjustment as actual expenditures figures are available. Furthermore, it is the recommendation of the Management Committee that the Board of Trustees accept the recommendation of the College Administration to authorize the publication of the Notice of Vote for the 2019-2020 budget at a later date and I will make that motion.

- [Greg] Second.

- [Jerry] We have a motion and a second. Any discussion? Trustee Lawson.

- So okay so back to page four, on the second paragraph it says includes a \$0.15 mil levy reduction which impacts the property tax values as below like you pointed out here. But you also notice at the bottom that we are not gonna finalize this until October of 2019 so are we still talking about a speculative an estimated sorry property tax valuation?

- The Board will vote on the final budget in August after the public hearing. The county will get their finalized numbers to us in October so there could be some slight variation of the final mill levy at that time.

- [Jerry] Additional questions? All in favor of the motion, signify by saying aye.

- [Multiple] Aye.

- [Jerry] Opposed?

- No.

- No.

- [Jerry] We will ask for a hand vote. I think it was 3:2 but all in favor, raise your hand. All opposed? Passes 3:2.

- [Greg] Oh, you're not voting?

- [Jerry] I'm sorry?

- [Greg] You're not voting.

- 4:2

- 4:2

- [Jerry] Oh, I'm sorry, 4:2. I'm four, I raised my hand but I didn't count it. Okay, next item.

- Our final recommendation is based on a bid for the annual renewal for fine digital paper. It is the recommendation of the Management Committee that the Board of Trustees accept the recommendation of the College Administration to approve the renewal of Contract JCCC-1423 with Verativ Corporation for fine digital paper for an estimated amount of \$106,352 for the renewal for August 1, 2019 through July 31, 2020 and for a total estimated expenditure of \$319,056 for the remaining optional renewals through 2022 and I will make that motion.

- [Man] Second.

- [Jerry] We have a motion and a second. Any discussion? Trustee Lawson.

- Is this paper company the same one that's out of Atlanta, Georgia?

- [Woman] I don't know, I'm sorry. I could find out for you.

- Yeah, because the one that's cited in the Human Rights Campaign has a very poor number performance against LGBT employees as a rating scale of 20 out of 100. So for me, I'm concerned about if this is the company from Atlanta that's been cited versus Midland coming from Lenexa, why do we choose an out-of-state vendor with a poor track record of civil rights?

- [Woman] I'll take a look.

- And then the other question I have is do we have recommendations for the leadership development and the annual contract? I'm not seeing, was that a misprint?

- [Nancy] No, that's on the list of a report for those that are between \$15,000 and \$150,000, so below the Board's threshold.

- [Angelina] Okay, so we don't vote on that?

- [Nancy] Not for the next year, no.

- Okay, so I have a concern about our low employee engagement survey and that living as leader is one of the highest ones that we're paying so it makes me wonder if we're paying for worse outcomes.

- [Jerry] Any other discussion? I don't know how we can verify the source of the company tonight if we don't have that information.

- Mr. Chair.

- She's looking for it.

- [Jerry] Yes, Trustee Cross.

- [Gerald] Do we know one way or the other what the record of this company is?

- [Jerry] I don't have that information.

- [Dr. Sopcich] Of the paper company?

- Yeah, I mean does Trustee Lawson have evidence that this company is who we think it might be or I don't know frankly?

- [Jerry] Well I think I'm hearing that our procurement team isn't sure where the source off the top of their head and Trustee Lawson has read about an Atlanta company that hasn't had a very good rating. I don't know if the two are the same.

- [Nancy] And this is a renewal. This is not a recent bid. This is a renewal of something from a year ago.

- [Gerald] I'm merely asking with all due respect, do we know that this is the company with the poor track record or are you asking if this is the company?

- I'm asking if this is the company that's out of Atlanta because it's two places. So the Human Rights Campaign, their scoring chart shows them at 20 and then there's a article that came out from ProjectQ.us/atlanta, these 14 Atlanta companies and then it continues on for the URL. So that's why I'm curious.

- [Jerry] - Janelle, is that possible?

- [Angelina] That's something she's looking at.

- [Dr. Sopcich] You're looking now, aren't you?

- [Janelle] I'm looking for it. It's just gonna take me a second.

- [Dr. Sopcich] Okay, all right. Why don't we hold that vote until Janelle can verify just who and we'll try and resolve this question, if we can. So do you have another part of your report? We'll put that motion and second on the table until we can resolve that.

- [Nancy] I do not. That is the last of the recommendations.

- And Janelle, as soon as you find out that, if you could just get our attention, that would be great.

- [Greg] Mr. Chairman, can I ask that the two no votes on publication of the budget, if I'm fair in assuming that their reason for no votes are the same reason they voted against the May management budget?

- [Gerald] We're past this, with all due respect.

- Okay.

- I'd like to make a comment on that, if I could, that the budget we're publishing provides the college with over \$4 million of new money from property tax payers, two-thirds of which are homeowners.

- So that's all of your report, correct?

- It is. That concludes my report unless you, Snider, had another comment that you would like to share.

- I do not, thank you.

- [Jerry] Okay, let's move on to the--

- Um, I have questions about the infrastructure because that was some things that you had pointed in the presentation for the Management Committee.

- [Jerry] Is that the IT stuff?

- Was the network infrastructure equipment and services after looking over the Management Committee packet. So you had written a summary that I have a lot of concerns about. It looks like from fiscal year '17 to '19 we spent less than \$5000 on the total wireless network equipment. But then you also mentioned that there's an overwhelming expense. The reason I ask is because I'm seeing an overwhelming expense between those '15 and '16. Part of my question is because on Ruckus they warned a lot about the wireless devices. They mentioned Realtec, you're probably familiar with that, or Marvel Avistar chip set is what they mentioned, which is a whole lot of devices it sounds like, that they had to go through a lot of change in 2017. So my question is if even if we didn't have a lot of these devices, the wireless security hacking and disruption that were listed as one of the most dangerous items at the last Kansas Association of the Community College Trustees, if we did find out that our older wifi equipment was one that was flagged for security concerns due to the firmware, is \$3000 over three years and then this year having a zero number for budget enough?

- [Tom] Yes.

- [Gerald] Where are we in the agenda?

- That's it, thank you.

- Oh, let me follow up with that, Tom, if I can because I think Trustee Lawson makes a point here on that particular line item. We invested \$185,000 in '15 on the wireless network, \$74,000 and then \$1002. Were those earlier investments enough to get us where we need to be? I know that in the Audit Committee we spend a lot of time on cybersecurity and so your answer is yes. Is there more that than just yes?

- [Tom] Yes. Thank you, that's helpful.

- So hardware in the network and infrastructure world has changed a lot, as you probably know, and it's converging into cart and servers, server blades, networking architecture, and so on, and so forth. As that hardware is converged, the software aspects have grown much larger. So Cisco, is the major global company that we use for our infrastructure is the most known major corporations in the world and their hardware is converged more and more into software products. So the thing you see up there on the seal or in the hardware called an access point is just a piece of hardware. But where it really matters is not just the hardware but the software behind it. So that investment continues to grow. You don't see the hardware change but you will see in the background you can see the software changing and being updated into that foreground. So it's always being updated and those updates made three years ago are still paying off for us. And the reason you see the shifting of these dollars into the infrastructure from backend network to wifi and these types of things is because that's intentional as we move that money around it was intentioned and strategic.

- Well I do see that you replaced 30% of the wireless already.

- And can I point out again, this is simply what we call the technology fund. So these are annual hardware investments that are made from allocating tuition dollars. We allocate \$3 a year of tuition dollars for this hardware infrastructure. There's a lot more budget in information services that Tom oversees in terms of managing our assets and the staff and the services to maintain them. So I want to make sure that it's clear that you're seeing a portion of a larger information services budget in this page.

- And there's an asterisk that says that some of these funds are coming from other places. And what are those other funds?

- [Tom] Just our normal capital budgets.

- And I think for the benefit of the public viewing this, to support Tom your position of moving some dollars around, since fiscal year '15, we've been spending on average about a million dollars a year, in '19, \$965,999. So about on average we've invested proportionally about a million year, at least from this budget. Janelle, do you have an answer?

- Yes, it appears that is a company headquartered in Atlanta. We work for a local office in Lenexa.

- [Jerry] I'm sorry?

- Yes, it does appear to be that headquarters is in Atlanta.

- [Jerry] But there's an office in Lenexa?

- Yeah.

- [Jerry] But is it the same company? I mean there are several--

- It appears to be. I was able to track back to the company headquarters.

- So we're back to the motion on the paper and the question was, was this the company that's been cited accordingly. Any other discussion, go ahead.

- They're in Atlanta. I don't know that it's the same that you're talking about. I would guess that.

- [Jerry] Okay, so you're not sure it's the same company.

- Right, I just confirmed that--

- [Gerald] Mr. Chair, if I may? Who is the organization you're speak of, Trustee Lawson?

- [Nancy] Veritiv, it's on page nine.

- [Angelina] Yeah, Veritiv Corporation.

- Okay, Veritiv is the company at issue but which company is it that you know has human rights problems out of Atlanta?

- This one.

- It is this one?

- That's the one, when you look at the Human Rights Campaign Index, this is the name--

- [Jerry] But is that company cited by name?

- Yes.

- Is this the company cited?

- Well, it's a whole chart, then every company name and that name is on this, and the rating is 20.

- May I see it, Trustee Lawson?

- You can pull it up. I don't have a copy of.

- Where may I go? I have no idea.

- Sure, it's the Human Rights Campaign Company Index.

- All right.

- [Jerry] Trustee Snider.

- I don't know that we're gonna be able to adjudicate this tonight necessarily. People on the procurement side probably need to do some research. Is this something that needs to be done tonight or could be done next month or is our contract expiring in the next 30 days?

- [Nancy] Well this is the annual renewal for copy paper that we use across the institution so yes, we continue to buy paper.

- [Janelle] It expires July 31st.

- And the reason we're recommending this is it's a renewal. We've had this company before and they've delivered good product. Is that correct?

- Yes.

- And the price is in our favor, it appears as well. The question is, do we want to do business with a company that's been cited to have a poor rating in diversity and equity inclusion. Trustee Musil.

- I'm not sure and I probably couldn't discuss it in the public because it's a legal attorney/client issue but I'm not sure what grounds we have not to renew them since we renewed them last year. If before next year we want to investigate further and if we want to re-evaluate our procurement policies to either say we're only gonna buy from local folks or we're only gonna buy from somebody with a specific rating from some private rating agency, that's a policy question that I don't think you can decide on one bid out of all the others, especially when it's a renewal. So I think we go forward and then if we want Management Committee to review procurement issues on that, those issues can be addressed.

- [Dr. Sopcich] - In the meantime, Trustee Lawson, does this organization have like a website, the evaluator.

- The Human Rights Campaign?

- Yeah.

- Yeah.

- So it's conceivably we could perhaps just investigate that and learn a little bit more about the organization itself that makes these kinds of assessments and why they do it. I think human rights is very important around the globe and so it would be probably a worthwhile endeavor to do so.

- So to move this ahead with a vote, we have a motion and a second. Any other discussions?

- Mr. Chair.

- Trustee Cross.

- Yes, thank you. Maybe we could review this in the Management Committee say next month?

- [Jerry] Well, the contract expires July 31st so I think that puts a

- I understand.

- hold on an

- Perhaps this proceeding and then discuss and review

- operational procedure. upon the next committee hearing.

- [Dr. Sopcich] This is a good opportunity to perhaps reassess this component.

- I concur and I think everyone at the table does that human rights are important. I don't hear any objections so I'm just suggesting that perhaps we review at the next hearing this issue. I'm not speaking in opposition, I'm merely suggesting.

- Well I think we're all for human rights so I just--

- I've had some differences with you but I've never heard you say anything bad about human rights.

- Dr. Larson, could we hold off on this decision and could we get further information? And is it possible to do--

- I guess I thought you were suggesting that the Management Committee look at procurement policy as it relates to this as a criteria going forward but that we take action on this particular recommendation tonight. I guess that's what I heard you saying.

- Because otherwise we won't have any paper. But we could also reassess what we do for the future--

- I'd like to do both I guess and take a vote on that. So I think your points are well made. So the motion is and seconded to award the bid with the understanding that we would further look under procurement into this company to see if that's a company we want to do business with. All in favor, signify by saying aye.

- [Multiple] Aye.

- [Jerry] Opposed?

- [Angelina] No.

- [Jerry] Motion carries.

- I want to make it clear that my vote is not about this particular company at this particular time because I simply don't know enough. My support is to review policies to see if there are rating agencies out there that have the credibility and the credibility to see whether or not we would want to rely on them, not just for this company but for other companies. That's a procurement review that we need to do.

- I would like procurement to review that with all companies that we do business with to see what their status is in these regards. While we're on management, and I know there's lots of questions and comments have been made, both in the open forum and with Dr. Harvey's comments about the presidential search and while we're on Management Committee, I want to share with the Board that I believe that should be a Management Committee function to work with procurement to put out an RFP for a search firm for the presidential search. And I'm asking them to do that post-haste, hopefully by next week, to get a RFP put together to put out for search firms. We then would act on that decision at our August meeting as a result of coming through management and when we select a search firm that will then would help drive our schedule. But we intend to find the best search firm we can as it relates to what this position will be. We will work with the search firm to identify a profile, which will include a number of community, staff, faculty, student input in the next coming months and in August we'll have a preliminary draft for you. I'm kind of hesitant to put that draft out until we hire a search firm so we can work directly with the search firm. And then hopefully we can make a decision in September who that search firm will be as a Board. And then the sessions will be set up for input to profile what kind of a president we think the college needs at this point in time. Then hopefully by November or December, somewhere in there, and again that final draft that we have in August will be a little bit better, but we'll send that profile out and begin to take applications for the position. And it's my intention and I think this Board's intention that the Board that will be seated in January, post January 1, 2020 will be involved in deciding the new president. The information that we gather from all of the community input in deriving that profile will be helpful to the steering committee and we will establish a steering committee that will have, as requested by the Faculty Association for one, two faculty members on that committee. We'll have other representatives similar to what we've done in the past but that committee will deal as closely to what we expect to find as we can in a new president. It is a new time and a new era and we likewise, Dr. Harvey, would like to have a president that doesn't leave before three and a half years is up. A comment was made, there was no reason given to the president retiring in the open forum and I will respond and the president can respond later. But this president has been here 27 years and three key positions and a retirement is something we all face and he's simply retiring. I'll talk more about that at the end of the meeting but that I wanted to bring up in the Management Committee because I see the Management Committee as being involved with all of our procurement contracts and this is no different. President's Recommendation for Action Treasurer's report, Mr. Musil.

- Mr. Chairman, the Board's packet contains the Treasurer's report for the month ended May 31, 2019. Page one includes the general post-secondary technical education fund summary. May was the 11th month of the college's fiscal year. Next month we'll have the fiscal year end numbers, I assume, for June 30th. Probably should. The unencumbered cash balance as of May 31 was \$87.2 million, about \$6.3 million lower than last year at the same time. All expenditures in the primary operating funds are within approved budgetary limits. And with that I would move the recommendation of the College of

Administration that the trustees approve the Treasurer's report for the month ended May 31, 2019 subject to audit.

- [Man] Second.

- We have a motion and a second. Any discussion? Trustee Lawson.

- Page 17 in the middle it says bad debt expenses \$500,000. It's oddly a round number. Is there anybody that can better articulate what this is?

- And that is an estimate that we budget each year for potential bad debt from generally from student tuition debt, correct.

- I'm sorry, just student?

- Generally from student tuition.

- Rachel, what does that run, more or less, during the course of a year, the bad debt?

- [Rachel] That's the amount for the full year.

- And that's an estimate?

- [Rachel] That is an estimate.

- Yeah. What's the actual?

- [Rachel] It's probably slightly less than that but very close.

- So I understand that that's kind of a reserve number to make sure that we have funds in case, we're conservative and we're estimating high on bad debt and at the end of the year it all washes out into the fiscal year and anything that's left that we've overestimated is carried forward into the next year's budget.

- Correct.

- Thank you.

- One other point that I observed and visited with Rachel about it, when you look at May 31, you'll see we've only received about 61% of ad valorem tax. That's a key part of our revenue. But we have received the check in June that would get us to that budget amount. And as Trustee Musil said, that will be year end report through June 30th. All in favor of the treasury report, signify by saying aye.

- [Multiple] Aye.

- Opposed? Motion carries. Dr. Sopcich, monthly report to the Board.

- Thank you, Dr. Cook. I'm gonna open my presentation tonight by eating some air. There seems to be a lot of air in the room and I want to taste one. This is what you do after you get to announce your retirement. They're outstanding. These are really good. No wonder they're doing so well. Fantastic. A couple of things that I'm gonna cover. First of all every month I talk about this book or this collection of information across the college. I've got to tell you it's really fantastic. If you don't have a chance to check it out, you should. I only looked at a first couple of pages here and I was blown away by some of this information. And Dr. Harvey mentioned it earlier, some of the great work that faculty is doing during the summer and ways that they're trying to expand their base of knowledge for the classroom. But this is from the Collaboration Center. Our student agency group continues to grow. It's receiving small to large scale project requests from small businesses in the areas of web design, search engine optimization, legal regulatory research, interior design, 3D printing, market and product research, and more. And these are opportunities for our students who work alongside faculty with local businesses in the community. What a great opportunity for our students. The steering committee that's involved in every client project includes Jack Harwell, James Hopper, Sean Smith, Vince Miller. I mean this is fantastic. A little plug here for professional development days. There will be a session about the student agency and we will be looking forward to that. The Math Resource Center. The Math Resource Center is kind of fascinating. We all know it's extremely, it does great work. This past spring they've had 18,884 students visit the Math Resource Center. The average visit was 80 minutes. The average student visited 9.7 times a semester and the average student was in the Math Resource Center for 12.9 hours overall for the whole semester. That gives you some idea of the effectiveness of the Math Resource Center in helping

students become a bit closer to achieving student success. And then from the Wiley Hospitality and Culinary Center, on June 7th and 8th, Chef, is it Frase?

- [Man] Fra'zee.

- Fra'zee, conducted a two-day set of continuing education classes entitled Hand Pies, Fried Pies, and Pastries. And one session was for kids and the other one was for adults. They were sold out with a waiting list. And this is so encouraging to hear how continuing education is working with our faculty to provide this opportunity for people in our community. On June 14th and 15, Chef Reid conducted a pair of continuing education pizza classes and with 12 students attending the Youth Pizza Class on June 14th and 14 students attending the Adult Pizza Class on June 15th. What a fantastic opportunity for everybody involved. And then Michelle Riley on the 17th and 18th taught a two-day Serve Safe continuing education course with a great turnout of students all needing certification. And this is fantastic to see this happening in our culinary program now. There's a lot of stuff out there about some of the things that happened on our campus. We're not gonna do the conventional lightning round tonight but I am going to briefly ask folks to touch on different topics and the first one is going to be, and some of these will be covered in much more depth at the Trustee Retreat on August 10th. But the first one, I've asked John, our Executive Director of Institutional Effectiveness, to give us a brief overview and I say brief overview of enrollment at our college.

- Thank you, Dr. Sopcich. If you remember last month, Randy was part of the lightning round and he referenced a report by the Student Clearinghouse that the national trend for enrollment for community colleges across the nation for the last three years was 7.3% down.

- Excuse me, John, what's the Student Clearinghouse? What's the Clearinghouse?

- The Student Clearinghouse is where colleges submit individual student records to the National Student Clearinghouse and they verify enrollment, they verify loans, and give reports back to us so that we can track where students transferred, if they transferred to other colleges, if they're dual-enrolled with us as well as another college. So it's a very massive data source that we have access to that we can get reports on our students. About I believe about 97% of the colleges across the nation participate in the National Student Clearinghouse right now. So I actually charge the Institutional Research Office to go and do some more in depth research about how do we compare with our enrollment trends compared to our peers around the region, locally, and across the nation. So they went back and they looked at the last five years. We went to the US National Center for Education Statistics. Any college that accepts federal financial aid has to report by federal law. And so they went to the National Center for Education Statistics and pulled out the information that was reported to them and generated a nice looking chart here for us to look at tonight. You notice that Johnson County Community College, I highlighted that for you. That's in the gold color there. Over the last five years we were down 8.7%. Putting that by itself

makes it sound horrible. Makes it sound absolutely horrible, we're down in enrollment 8.7%. But let's start looking at some of the comparisons. Let's look at our immediate metro region. If we look there we see KCKCC, Kansas City, Kansas Community College, and we see Metropolitan Community College, they're on the right of us. Over the same time period, they have dropped 22.1% and 16.6%, respectively. We're outperforming both of those institutions. Then we went regionally. Let's look the all Kansas community colleges and let's look at all Missouri community colleges. It kind of gives us a regional perspective. Kansas community colleges down 11.8%. Similar to what we are but we're still outperforming them. Missouri community colleges down 20.6%, well outperforming them. And then we went and looked at the national number over the same five-year period and nationally it's 16.0% down across the nation for community colleges. So I think this gave us a good perspective. I hadn't planned on sharing it tonight until I shared it with Dr. Sopcich and he goes John, I want you to share it tonight. So this is a little preview for the KPI that we're gonna do at the Board Retreat. And I think it shows that we're doing very well managing enrollment here at JCCC given the current trend. Second chart that we developed for you was the opportunity for us to look at a holistic approach to looking at enrollment. We've shared multiple times with everybody about how enrollment for credit students at community colleges offers pro cyclical or in conjunction with the economy or the unemployment rate. So we see here that the unemployment rate is in the greenish color and it goes on a downward trend over that five-year period from 6.2% to 3.9%. Now this is an annual number so we hear monthly updates on that so we pull out the annual numbers on that. Then we started looking at the credit enrollment and that's the very top lighter blue color up there and we wanted to use an annual number for this. So this is looking at an unduplicated count for our fall, spring, and summer for those academic years that you see listed up there. So a student that would show up in both fall and spring would only show up one time in that. And you see there that there is a downward trend very similar to what we had experienced with our prior chart that you were looking at. Over the last five years, there's a difference of a little over 1200 students less. Then we reached out to Karen's area and pulled in their enrollment for the Continuing Education area, our workforce development sector of the college. This is where the comprehensive community college comes into play. They showed us the trend for the same five-year period and there's an increase of 1400 students over that same time period. They operate counter cyclical to what unemployment does. So when students come for credit courses, they're coming when the employments not as well and then once they get jobs they go to our continuing education sector and Karen's area to get those better skills and workplace skills and things like that. So this is another example of what we're gonna be looking at at the Board Retreat and I just wanted to give you guys an opportunity to see kind of a comprehensive look of how community colleges operate.

- John, what's the sources for those, the US Bureau of Labor Statistics?

- Well that's the unemployment rate is what I pulled there. The rest of the data is institutional data here from the college.

- [Jerry] Trustee Cross.

- [Gerald] Can we receive a copy of this? It's good data.

- [Dr. Sopcich] Sure.

- [Gerald] Thank you.

- [Jerry] Trustee Musil then Trustee Lawson.

- [Greg] This is headcount not credit hours?

- Correct.

- Do we expect credit hours to approximate those same kind of trends?

- They behave very similar, yes.

- [Greg] Okay, thanks.

- [Jerry] Trustee Lawson.

- You may address this later on. I know on page 23 you and Dr. Weber did a presentation or a published article titled Transforming Lives: Telling Our Stories Through Graduate Salaries. That link didn't work for me but then I also there was a presentation you guys did in the spring where you guys talked about data that you've partnered with Equifax to track students' income for the last five years after leaving the college and then separating out the data of the salaries by several qualifiers based on completion, financial need, program of study, highest math level, those were assessed in telling this story. So I don't have any questions for that but apparently it was highly praised. That was really nice to know that. But I have not seen this research and so I'm curious about presentations, videos that you have of this conference that you guys were at. And then if there was a PowerPoint presentation, if at our next Board Meeting you guys can explain to us the partnership of Equifax and the data that you guys had from our students.

- That's a great request but they do charge. It's like \$500 a presentation. I'm just making it up. No, that's a great idea. That would be fantastic.

- Yeah, we'll come up with something on that. In both the presentation at AACC and the article were the related data. We'll probably figure the right context to provide it in but basically it was looking at wage data further out for past enrollees to determine and there's some really interesting and powerful stories in there that we're really gonna try to use to inform prospective students and current students on the power of completion and the impact of not just entry level salaries but what salaries look like five years out if you completed or if you didn't complete. But we'll work with Dr. Sopcich to--

- Well in the summary of the publication that I found online there was a link to your department but when I click on that link it doesn't go anywhere. So I think the link that's being published either needs to come back or--

- I think that that's embedded into the League for Innovations stuff so there may be some password protection stuff but we can find a way to get that. We'll get that, I'm not real good at we went out and presented and we have this publication so I don't usually share when we do that. But we can get that in the Trustee News Digest, that article.

- I mean I think that if you could land a national panel for just two of you guys it seems that you guys have some data that's worthwhile listening to. And Equifax I mean they were one of the other big data breach companies awhile ago so I'm curious about how you worked with the data.

- There as a lot of information on that. We worked with legal to make sure that the contract was something we were comfortable with and protected. There's a different arm of Equifax that we're working with on this but maybe we could provide a lot of information on that.

- [Jerry] Yep, go ahead.

- John, a quick question on that credit headcount, annual headcount, that's summer, spring, fall, the entire year's worth.

- [John] The entire year, unduplicated, correct.

- So often we use Census data which is just from the fall.

- Correct, yes. So oftentimes we look at this as just a fall enrollment. They're very similar in the trends in which they mirror each other very closely but yeah.

- And that Census data doesn't reflect any classes that are held after that Census.

- Correct, yeah, so Census is considered the 20th day of the term and then we kind of freeze that data at that time and that's where we do all of our official counts that get reported out. But we continue, the Academics and Student Services continue to work to add courses as students need those and so enrollments continue well after that census. So internally we've started looking at some end of term reports but for our official counts that we send to different entities and things like that we have to use Census.

- And who determines Census.

- Census is actually identified by the federal government. It's part of the National Center for Education Statistics and their IPEDS. I know how you love acronyms, Integrated Post-Secondary Education Data System. So there is a very set standard of how you calculate that and so we have to abide by those standards when we report.

- [Dr. Sopcich] That's great, thanks.

- So some good news and a little bit of a challenge, I'm interested in the continuing education and I would remind the Board that in the college's new CTE building we have a space dedicated for continuing education within the Career and Tech Ed Center. I don't want to put you on the spot, Karen, but with that good news of hey I've got a job, now I've got a company that wants additional training, give a 45 second commercial, if you will, of the significance of that space in the CTE Building.

- I can't sing enough praises about it. It brings them to the campus versus us using offsite facilities or partnering with another community college locally that may have space. There's just really good synergies about us being there with those credit students and having those employers there. We're getting really good reviews from the people we've had.

- So when the Cross Electrical Company has a need for training his employees, he can arrange with you to bring them there for the weekend, they get the training they need, which is really what that graph indicates, and they then become a much better electrical company on Monday morning.

- And with the collaboration, I can't say enough about Dean Ford and the work that he's provided for our team. There's a lot of need then for credit within there too. So they're right down the hall, we work together, we put them in, it's about whatever is the best fit for that student, not whether it's credit or continuing ed so it's been a really nice collaboration.

- And you've already had some interested partners that want to go in there so that's great. Okay, thanks. Go ahead. I didn't mean to interrupt.

- That's okay. I want to speak before Trustee Cross delivers a salvo. By the way enrollment, those are pretty good numbers and the enrollment is a team sport. Everybody here, everybody is involved in that in every aspect of the campus because all it takes today is for one negative experience and that student's gonna go someplace else. So congratulations to everybody. The engagement study. Obviously it's one of my favorite topics but I want to ask Karen to give a brief, a very brief update because I know we're gonna dig into this a little bit more too at the retreat. But exactly where are we with that?

- Right. Well we've started the listing sessions in June and have followed those in July. We have another listing session next week and then we have two scheduled during professional development days in August. And as we get that information and suggestions, we're really trying to look at that so we can group some of those things together because they've had great suggestions for us. And then we've also had some discussions with Dr. Barrett about how we could use the process that they use on the quality improvement side to look at some of those things to put those in place. But we really need to look at the whole thing comprehensively first. So that's the first phase. And then of course we talked about in the HR Committee good questions from Trustee Musil and Trustee Lawson as well, sorry. So I've been putting together some information like we talked about the colleges, there for the best practices, getting you some of that information as well as being able to look at that data, slice it up a little bit more. So I've been working on that as well too to take that back and share that information as well too. And we've had some questions about that in the listing sessions too on various pieces. So I think that will be really beneficial to everybody as well too. But I can't say enough about the employees that have been in those listing sessions and how they have spoke up and talked and been very solution-focused and also stepped up and offered to assist with things or volunteered to be a part of that discussion. So kudos to them and we've had good attendance to those things.

- So we're digging into the numbers, getting behind the numbers, trying to get to the root of this so we can then create a plan and address the issue.

- Right, right. Now specifically looking at a little bit more detail around the jobs. So if we look at the data and we look say at AMS or hourly or faculty. So the break the data up a little bit to take a look at that. Also, just some demographics in general, and we talked about some of those in our session too. Tenure, age, those are some of the primary ones that we talked about and to be able to slice that up and to get that information to all of you as well.

- I guess as Chair I want to show what my expectation is because we've had a lot of discussion about this since came out and since HLC and Dr. Sopcich just made a comment about enrollment, that it's all of our responsibility. John, I appreciate the numbers but I'm not necessarily pleased just because we're ahead of the competition. I think we need to look at what are issues that affect our enrollment and what can we do to increase the enrollment. But back to the engagement survey, my expectation is that each committee, we have a Management Committee, an HR Committee, and Collegial Steering that the progress we're making is on each of those committee agendas because this applies to all committees. And I would expect that when we get that data from the hearings, from the open forums, the sessions, that the committees can come up with maybe three or four items that we focus upon to improve this issue of communication and relationships. Because after all, we're all about effective teaching and learning that have a lot to do with effective relationships with all people involved. So that's my expectation that that becomes an agenda item for each of the committees and whether it's a progress report or there's action that those committees can take, they then come back to the full Board so there shouldn't be the complaint that this committee didn't know about that or that committee didn't know about that and we have a commonness. Because there's one thing we have to remember, we're all on the same team. So what kind of people you want to be tomorrow depends upon how that team works together so that's my expectation. Go ahead with your report. Thank you, Karen.

- Mr. Hayes, I'm gonna throw one at ya spontaneously here. Can you give us an update on the construction? We're all seeing the Friend Student Services Center and the Athletic Field. When are those projected? I know we've been pushed back a little bit because of the rain.

- Yeah well the student center contract will be completed in September this year but as you know we have had a lot of rain so that playing field is at about two and half months behind schedule. So it'll be middle of November before it's complete. In terms of the Library Resource Center, it'll be complete in February 2020 and then the AATV Building will be complete in March of 2020. And then as we look forward to the WLB Building, it's November of 2020.

- That's great, thanks. One of the things that we sometimes don't get to is the reason we're all here and that's because of the students. Next Friday?

- [Terri] Thursday.

- Next Thursday is gonna be Anna Lynn's last day. Some of you know Anna Lynn. Anna Lynn is an international student from Korea who works at the front desk in our office and is an exemplary, an exemplary person every possible way you can think of. Her performance at that job is unbelievable and she's one of the kindest and most dedicated individuals that we've had the good fortune to meet. If you get a chance, please come down and say goodbye on Thursday?

- [Terri] We're having an open house on Monday.

- Oh, on Monday. I look at my calendar in the morning and that's why I follow the day. We'll have an open house on Monday and we'll celebrate Anna's success because Anna's gonna be attending American University in Washington, DC and she's gonna be there because of the incredible support, I know Dennis Argoe is one of her teachers, Ven is one of her teachers. Really outstanding and it's so exciting for all of us to see that right before our eyes. That was going to end my report but then, Val, the way you phrased the unknown reason why I'm retiring as if it is some type of solicitous reason that I am fleeing the college. I'm kind of a private person but I'm gonna respond to that and I will share with you the unknown reason why I'm retiring. For those of you who haven't considered retirement, some of you one day will, it is a very big step in your life because really for the first time in your life, since kindergarten, you're going to be in a situation where nobody is telling you what to do everyday. Maybe your spouse will or maybe your kids but no authority figure is gonna tell me that I've got to be someplace. And so it's somewhat intimidating. I mean it's actually downright scary. And so you bounce back and forth. Do you do it or do you not do it or, these types of things go through your head. But it's really a team decision. My spouse and I have been talking about this for some time. My mother has been telling me for three years that I should retire. When are you doing to retire? My kids are on me to retire. And the reason is that I've been going at it pretty hard for the past 20 years. And so at the end of the day, when everybody gets together and you process stuff, you talk to various people in your same profession, your mentors, and you say when do you know it's the right time. And they'll say oh, you'll know. And guess what, I know it's the right time. My time here on this campus as Trustee Cook mentioned has been 27 years. I've been one of the luckiest people on the planet, especially to walk in here and to be able to work at this institution that does such an incredible job changing people's lives everyday. So I'm honored and thrilled to have worked here in all of my capacities, including the last six years as president. Here's the deal, in today's world, remember talking, Trustee Cross and I approached an ACCT recruiter headhunter and I asked, what is the normal time that presidents give when they announce their retirement because you have to be somewhat considerate of the organization as well. You should be very considerate of the organization. The response was 12 months. That's the standard now. People give 12 months of notice. That will preempt the need for this college to hire an interim president, which would be another interesting experience along with a full-time president. So you put all that stuff together and you think you know I'll be 65 in April, there's a lot of things that my wife and I

can do, who spends an awful lot of time by herself, and so now is the time. So I guess you could say the unknown reason is love. It's love for family, and it's love for friends, and it's love for life. So you can take that and you can put that on your Facebook, all right. But thank you very much for bringing it up. I wasn't gonna go there but I felt I had to respond. So thanks for the opportunity. And thanks all of you for making this college what it is, an incredibly successful place that does good work everyday. So thank you. And that ends my report, Trustee Cook.

- [Jerry] Thank you. Trustee Lawson.

- So at the national level you sat on a panel with Donald Cameron, excuse me, to talk about the importance of executive coach and I wanted to know what was the knowledge that you gained from that that the national level wanted to learn from?

- The one thing when you get a chance to work with someone who has so much experience and who has done such an incredible job of turning around an institution, is it's kind of like making decisions. It's the day to day stuff. What could I have done better? And believe me, those are the things that you go through. In this case, the priority here is to make sure that you leave the institution in good stead because it's about transitions and transitions are so important. What this group may not understand is that every one of these Board Meetings will be watched thoroughly by every candidate for this job. They will evaluate and assess this institution based on the body of evidence that they will collect. And so the transition is critical. Those are just a few of the things that I've learned from this coaching. I was very privileged to have that opportunity and it's been extremely helpful in getting me to the point where I am. That's a good question, thank you.

- A couple of things. I think I heard you say that you've been with the college 27 years and in your remarks you said you really worked hard the last 20. Does that mean--

- That's the kind of trustee support that I've enjoyed the past six years, so thank you.

- My second comment is that this thing about retirement, I decided to do that about three years ago and just a few weeks ago we decided to take our family, we have two adult daughters and husbands and four grandchildren and we went on a cruise to Alaska. And the grandchildren are ages eight to 18. And each one of them independently said grandpa, I wish we could have done this sooner. It was the best trip of our lives so far. So this issue of love and we get so caught up in working the job and early mornings to late nights and we forget about the family. So whether you're retired or not and I go back to Dr. Harvey's comment about what kind of a person, what kind of people are we gonna be tomorrow, don't forget to take your family with you because you never know when those days won't be available to you any longer. My neighbor just lost a 44-year-old mother of four children and now the grandfather,

and his wife passed away in the 40s of the same, it was of breast cancer. And so now this 74-year-old grandfather is faced with the issue of raising his four grandchildren, ages 20 to 11. So never take the days for granted that they'll always be there. Trustee Cross, you had a comment.

- Yes sir. Again I was late, I apologize for that but I did want to congratulate President Dr. Sopcich on his retirement. I think it's fair to say few people have been more critical of you than me and at times that has been in the loyal opposition. And I think in any kind of objective analysis here your six years has been somewhat unprecedented I think in this college's history. The political territory we were in, the situation in both Washington and Topeka, the local politics that we had to deal with. The KPI and the defining of what we do and what is a success here, what is not a success here, there were and there are a tremendous number of successes and I do want to congratulate you on that and thank you for your stewardship of the institution.

- And I appreciate that, Trustee Cross, especially coming from you. And I hope it to be seven years, not six.

- Well, I misspoke, I'm sorry. I do also want to say it's imperative, I think Trustee Cook said this earlier and I know I've said this in these meetings, we're all in this together. And I think any of us sitting at this table, each and every one of us or every one of us in the gallery and in the audience needs to understand that people do watch these meetings. I've been to meetings in Topeka, legislative cocktail hours here in Johnson County, and it is amazing who takes umbrage with what is said or not said here. And while some of us have been frustrated by the numbers coming out of Topeka towards this institution, we still need to be grateful for what they give even if we are critical of what it is. And I caution all of us that lots of people watch these things and if anybody wants to jump to do something else that they should take that into consideration. That this is not House of Cards, this is not Game of Thrones, this is an institution where it is most readily accessible for our students and to provide them the best possible future. I had this in my campaign two years ago, they can learn and earn good jobs. So I think everyone here does their best. I suppose on some levels, mostly in private, I will note the tough words I had for you, Dr. Sopcich. I don't want it to go by that I didn't say you didn't do a good job and there were a lot of great things that happened here. I don't always have time to say all the good things that you're doing. Our law school professors used to say there were a lot of good things but I just wanted to congratulate you on your retirement.

- [Dr. Sopcich] Thank you.

- Well, we'll have several months to pay homage. I have found that whenever the CEO or the leader of an organization leaves, and I'll make some remarks now before we get to the consent agenda, is that yes, there's the congratulations and there's also the positioning of what's gonna happen to me next and what's gonna happen to my department next and is he in fact gonna stay 'til June 30. Dr. Sopcich will be

our president until June 30. It's our intention that the operation of the college is going to support those great programs we saw tonight. The four companies that were recognized through SBDC. The lengthy report that we get every month of the good news, and I tend to be a good news kind of person. Not that we don't deal with negativity. It's important that we address the issues in the HLC report, it's important we address the survey results, it's important we deal with feelings of how shared governance we all have. But I would remind us that no matter if we're a trustee or a staff member or a faculty member or whatever our role is, August 19th we have a student body coming back to school and it should be our collective intent to do the very best we can to honor those students with our very best performance. And that's my charge to all of us. Yes, we'll deal with the issues but let's not forget about the great news of this college because it still continues to be one of the best colleges in the nation and this guy has been around for 27 years helping build that. So those are my remarks about our charge to all of us. Let's get on with our work, what our responsibilities are. We'll deal with the negativity that's there but we have so much positivity that gets lost for the benefit of students. We're in the teaching and learning business and let's proceed accordingly. We have the Consent Agenda, Trustee Musil.

- Well, I will save remarks about Dr. Sopcich because, as you know, we're gonna have 10 months or 11 months left. But there is an important transition listed in the President's Report that everybody ought to know about and if we don't address it, there are gonna be some angry people. Our bake sale is moving from Fridays to Thursdays at 3 o'clock at the Culinary Center. And there are lots of people that line up every Friday and I don't know how we're getting that out, Chris. But when I saw that I noted it. Thursdays at 3 not Fridays at 3. So that may be the best legacy that we could have on the croissant side.

- How do you eat your donuts? Okay. I don't believe we have any old business. No new business. We have the consent agenda, unless somebody has an item they'd like to pull from the consent agenda. The consent agenda, for the benefit of the public is an area where we deal with a lot of routine items in a collective manner. Trustee Lawson.

- I'd like to pull the minutes and the cash disbursement report. I do just have a question about the human resource section and then just a comment about the--

- [Jerry] Okay, so you want to pull A1, A2, all of B--

- No, I don't think I can, unless you say my question requires it to be pulled, I just have a question about it.

- [Jerry] Proceed.

- Am I pulling it or am I, I just have a--

- [Jerry] What's your question?

- Oh, the question, okay. So let me see here, when you look through all the salary ranges, I hope the public gets a chance to see this. Most of them start on page 35 and 36. So when we, a lot of the questions I have are regarding under \$12.50 an hour. So when I was looking through Forbes, it noted that the poverty line, and then there was a way to narrow it down to specific areas and demographics, was \$12.50 an hour. And that was the poverty line for Johnson County area. But I see a lot of these employees that are listed at \$11.46, \$11.23. Yeah, so it's between \$11.23 and \$11.46. So my question is how many employees do we have who were earning below what economists are telling us is the true poverty line for Johnson County?

- Anybody want to tackle that? Dr. Larson, Dr. Sopcich?

- [Dr. Sopcich] That might be one of those, it's a good--

- I would just comment I mean I could find those numbers for you. Pretty much all of these positions most of them that are at the \$11 are part-time positions, some are student positions and like that. We did the hourly salary study this last year and so they took a look at all our positions and made sure that they were within the range and the market for that for what is involved.

- So would you be able to get me the number of students that are under \$12.50?

- I don't know if they're all students but I can tell you the number of positions that are.

- Okay, whatever becomes in this HR addendum that was given to us, can I find out how many are under \$12.50?

- Sure.

- Perhaps Trustee Lawson we could bring that to the next HR Committee meeting. Would that be okay? That information.

- [HR Woman] And we'll have one in August.

- [Dr. Sopcich] Yeah.

- [HR Woman] I'll bring it to the HR Committee--

- [Jerry] Any other questions?

- Um, not so much a question but on page 33 it talks about the settlement that we are going through with Gateway Developers. I just wanted to really be proud of the \$15,000 that is going towards the foundation that's going to benefit students and that was just a comment that I had. And then just want to pull those two, the minutes and the cash.

- [Jerry] Thank you, Trustee Cross.

- We pulled I think third grant for the Mexican Consulate.

- I'm sorry, you want to pull A3?

- Is it A3?

- Grants and contracts.

- Yes sir, I apologize, only page 30.

- Okay, we'll pull A3, Grants, Contracts and Awards. With that, I'll have a motion to approve the rest of the consent.

- [Greg] I think Trustee Lawson wanted to pull two other things as well, right?

- [Jerry] No she, didn't she I think had a question or a comment.

- It was just a question about the, I don't want to pull it because I know people need retirement and to be hired and I don't want to mess with that. I just had a question.

- But you wanted to pull the minutes and the cash disbursement and address them separately, right? So I think there's three things. You said two things you wanted to pull and one thing Trustee Cross said that he wanted to pull.

- Then that would be three, right?

- Right.

- So you still want to pull A1, A2?

- Correct?

- Okay, and A3. Okay, so the consent agenda, we're pulling A1, A2, A3. I'll ask for a motion on the remaining portion of the consent agenda.

- So moved.

- Second.

- Cross moves and Musil seconds. Any discussion? All in favor, signify by saying aye. [All] Aye.

- Opposed? Motion carries. A1, Minutes of Previous Meeting, Trustee Lawson.

- So my concern is over the course of this year our Board minutes have seemingly went from detailed bullet points to something that's very easy to follow and then to something that is almost impossible to follow unless you were here or watching the video. So have we changed the policy on our minutes or is there a reason for the differences from last month to any other minutes?

- [Dr. Sopcich] We've synthesized those down. I mean we've tried to make them a little bit more succinct. If the rest of the Board doesn't feel that they're adequate then just let us know.

- There's a transcript out there that has verbatim.

- [Dr. Sopcich] And there's a transcript. It has verbatim out. Where, is it on the web? On the web. So if people want to go to the web, they can get the full transcript and read everything. It's a full transcript of everything said.

- It just seemed that that was not our norm and then from last month's meeting significantly trimmed down as well as these minutes are not published publicly and the President's Report is not as well. So how does the public get access to these minutes?

- [Terri] They're published after they're approved so they'll be published after tonight.

- Where?

- [Terri] On the web.

- On the Board packet.

- [Terri] Mm hmm.

- [Dr. Sopcich] How are they listed on the web?

- [Terri] Minutes.

- [Man] Board minutes.

- [Terri] Board minutes.

- [Jerry] For the month so anybody can have access to the--

- Yes.

- To our website to get the minutes of the previous Board Meeting.

- Okay so what am I expecting to see in the next month? Is it this condensed version where it's just facts or is it points about what is actually in these reports?

- Yeah, our intent is to continue the condensed version. But the reference can go, if people want to read every single word said, they can pull up the transcript, which is online.

- I don't think I'm referring to every single word. I think just the fact that there's a difference between the bullet points and then just stating someone reviewed items, I think that's a pretty big difference.

- [Greg] May I ask what bullet points? You're looking at April versus May?

- I'm looking at May--

- [Greg] Versus June then.

- Right, each Board report, so your report for the Foundation was quite extensive. It had a lot of write out and then now the minutes, Trustee Musil delivered the Foundation Report for rides, updates, and upcoming events, initiatives, and highlights.

- So I think the intent is that if somebody wanted to know more about that, they could go to the full transcript and see that whole detail rather than something in between. So I think that's what the intent

is to make it a little more efficient and quicker to go through the minutes but at the same time be able to go get the detail.

- I believe at the US Supreme Court many Appellate Courts, the only thing you can get is a transcript. I mean there's no recording, there's just simply a typed transcript that's later released.

- [Greg] I'll just be, I don't have a problem with the minutes in this format. We have our full meeting is streamed on the video and will go up later this week, we have a full transcript word-for-word of what's said, and we have minutes the following month that tell you what was done in what order following the agenda, which has an agenda packet. So I suppose we could duplicate all that and have Ms. Schlicht give a summary of each event on the agenda, which doesn't seem to me like it adds much except put some staff member in the position of being accused of interpreting comments wrong or otherwise. So I don't know what the big deal is about this. I think everything we do is in the open from these meetings.

- I would like to entertain a motion for A1, the approval of the minutes of the previous meeting.

- [Greg] Second, I'll move.

- [Man] Second.

- [Jerry] We have a second. Any further discussion, Trustee Lawson? Any further discussion?

- [Angelina] Nope.

- [Jerry] All in favor, signify by saying aye.

- [Multiple] Aye.

- Opposed?

- No.

- Item A2, Cash Disbursement Report. Trustee Lawson.

- Okay, that is on page 28. The last line it says June 1st to June 30th, a refund is ACH I'm assuming and that's the check clearinghouse. It's a refund of \$532,000. Is that normal? What were the previous years of refunds? And are these refunds to students, to loan providers, or a mix of both?

- [Nancy] Rachel, can you help?

- [Rachel] Those are refunds to students, primarily in situations when they have a grant or loans with an excess of the amount of tuition that they owe we refund the difference or the balance back to them. And yes, it's done ACH is the Automated Clearinghouse so those are done securely through a direct deposit back to their bank.

- [Angelina] Is this a higher, lower value than normal?

- [Rachel] So I'd have to go look at previous months and previous years but that amount is for the summer semester.

- So when students do their FAFSA and if they're awarded \$2200 for Pell loans, whatever, and they owe the school \$1200 they would get \$1000 to go towards their cost of living and other education support and that refund would be through that method.

- [Jerry] Motion for A2?

- So moved.

- Second.

- [Jerry] We have a motion and a second. Any further discussion? All in favor, signify by saying aye.

- [All] Aye.

- [Jerry] Opposed? Motion carries. A3, Trustee Cross.

- [Gerald] I didn't recognize what this was. It's currently a grant from the Mexican Consulate.

- Glenda.

- [Glenda] Yes, Trustee Cross, this is an ongoing grant to be applied part of the year looking at financial aid and the Foundation is working with the Mexican Consulate. They award these grants and scholarships to the students .

- So this is an institution of higher learning. We do welcome people of Mexican descent?

- [Dr. Sopcich] We work very closely with the Mexican Consulate. Downtown on Broadway I think is their offices and so it's great they support scholarship initiatives at other schools throughout the community and we're thrilled that they're a part of our network too.

- And while maybe inclusion could be improved, this is one of many examples that we have worked to make sure all are welcome on this campus. It seems to me. I just wanted to ask, I didn't know what it was. Thank you.

- [Jerry] Do we have a motion?

- [Greg] Can I ask how many years have we had this? Because I remember seeing it almost every year I've been on the Board.

- [Glenda] I'd have to double check but I know that that's --

- He's putting it out to you that I haven't always read it.

- [Greg] No, I remember this and being impressed that this has been a program we've had because I hadn't heard about it until I got on here.

- [Glenda] I believe that, I know it's been at least three years--

- [Jerry] Cross moves, is there a second?

- [Greg] Second.

- [Jerry] Any further discussion? All in favor, signify by saying aye.

- [All] Aye.

- [Jerry] Opposed? Motion carries. We have no executive session tonight so I will entertain a motion to adjourn.

- [Man] I move.

- [Man] Second.

- [Jerry] I have a motion and a second. All in favor, signify by saying aye.

- [All] Aye.

- Meeting is adjourned.