

Johnson County Community College Board of Trustees Meeting

June 18, 2020

5 p.m.

Transcript of Meeting

>> Chair Greg Musil: Good afternoon and welcome to the June 2020 meeting of the Johnson County Community College Board of Trustees. This is a somewhat unique meeting, as the last several have been, as we are meeting both in person with six of the seven trustees and cabinet around the room. We are socially distanced. We all wear masks when we're not at our table so that we're at least 6 feet apart. And one of the things that was mentioned to me, everybody that's in this room, if we want to hear each other in this room, we will need to speak up louder than maybe a normal voice. Zoom will pick it up fine. These microphones are tuned to Zoom. They're not tuned to give us more volume in this room, and since we're a number of feet away, we'll need to practice that. I want to start with our Pledge of Allegiance as we always do, if you'd help me honor our country.

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.

>> Chair Greg Musil: Thank you. The next item I want to make sure we do is thank those who took the time, extra time and effort along with every other job they do and have been doing since mid-March, our IS Department and our AV Department. I've got Adrian, Jason, Ann, Scott, Sam, Ron and Derek. Thank you all very much. This was not a simple effort. I come in here and it's all set up, you make it look easy. We have equipment. We have cords. We have duct tape on the floor. We have microphones. So thank you very much, all you do for the college.

We do have a quorum. I see Trustee Lawson on the screen. Can you wave, please. You're in a little screen up on our monitor, so can you wave to make sure that -- Trustee Lawson? Can you just --

>> Trustee Angeliina Lawson: I can't even hear you guys. Is your microphones on? Is someone -- whoever is setting up the Zoom, can they move the laptop closer to you guys? Because --

>> Chair Greg Musil: We'll check. The microphones are supposed to be individually connected to the Zoom. Can you hear any of that?

>> Trustee Angeliina Lawson: I can barely hear you.

>> Chair Greg Musil: We're checking on the volume for the microphones for you who are on Zoom.

>> Mr. Tom Pagano: I can hear you loud and clear on my connection here. I'm not sure about others on the call.

>> Trustee Angeliina Lawson: I could hear Tom clear, but anybody in that room I can't hear.

>> Can we -- does my mic work any better?

>> Chair Greg Musil: Dr. Sopcich, do you want to say something, see about your mic?

>> Dr. Joe Sopcich: Can you hear this -- can you hear this, Trustee Lawson?

>> Trustee Angeliina Lawson: A little bit better. I think you -- your voice projects

better.

>> Dr. Joe Sopcich: Even if you get it this close, does that make it any better?

>> Trustee Angeliina Lawson: That's way better.

>> Dr. Joe Sopcich: So I guess the message is you've got to get about an inch or two away from the microphone.

>> Trustee Angeliina Lawson: There you go.

>> Chair Greg Musil: Trustee Lawson, how does this work?

>> Trustee Angeliina Lawson: Wow. Hi.

>> Chair Greg Musil: Okay. I don't know if that's me or the magic man with the board over there. But I will try to stay close to the microphone. If at some point you can't hear, please -- please interject. We can't see a chat message or anything because we don't have your monitor in front of each of us. But let us know if you can't hear.

>> Trustee Angeliina Lawson: Okay. The signal is going in and out. You're getting choppy. So I just wanted to let you guys know if someone is watching that.

>> Chair Greg Musil: Who else is on Zoom? Jason, are you on Zoom?

>> I am.

>> Chair Greg Musil: Are you having any trouble hearing?

>> You are sounding much better now than you were previously.

>> Chair Greg Musil: Okay. Derek, can you hear me now?

>> Yeah, we can hear you.

>> Chair Greg Musil: Okay. Well, one thing I mention to the numerous staff who have worked extra to set this up is that I think unless this meeting is extremely an unusually productive, I think we will go back to either a Zoom meeting completely or to have a few trustees in the board room, which is already wired for this, and then a few trustees participate by Zoom as I know other governing bodies have done, because this is really above and beyond the call for our staff, and I don't want to do that on a monthly basis.

We do have a quorum. We have all seven trustees here, six trustees in the room and Trustee Lawson participating by Zoom.

The first item on our agenda as always is our Open Forum. The Open Forum is an opportunity for members of the public to comment on items, provide comments to the board. There will be one Open Forum provided at each of the college's regularly scheduled board meetings. Comments are limited to 5 minutes unless a large number of speakers intend to participate, in which case the Chair may limit a person's comments to less than 5 minutes.

Tonight we have eight people signed up, so I will ask people to limit their comments to 3 minutes. In order to be recognized, individuals must register. The registration for Zoom meetings is on the college's website along with the board's agenda. And registration is closed at 5 p.m. the night before in order to allow our staff, again, to give speaker privileges to those who have registered for the open comment section.

When addressing the board, registered speakers are asked to remain at the podium, which I guess remain at your computer, should be respectful, and are encouraged to address individual personnel or student matters directly with the appropriate college department. As a practice, the college does not respond in this setting when the matter concerns personnel or student issues or matters that are being addressed through our established grievance processes or are otherwise the subject of review by the college or board. With that, our first speaker today registered is Angeliina Lawson.

>> Trustee Angeliina Lawson: Thank you, Mr. Chair. Tonight as a citizen, I hope to have a voice to speak. I want to remind this board of a longstanding policy that we do not interact with the public section. I want to talk about Black Lives Matter and our Police Academy on campus. I've had a good discussion with Ken Sissom, also, the mayor of Merriam, a former police chief who also is not okay with the actions of those police officers in the murder of George Floyd. We talked about opportunities for more oversight with the legislature and a possibility with the Board of Trustees when it comes to having an accredited curriculum.

I was informed that nobody is trained on rubber bullets, no choke holds, no tear gas, the recruits are Tasered and pepper sprayed and that is done so that they understand how that impacts someone else. We need to have more citizen review boards for every police department and more oversight in our policies. We need to actively get to know our police officers. When I hear Blue Lives Matter, nobody is born blue. A job does not give you the right to murder. George Floyd was murdered by several officers who all had their knee on his body, suffocating him while he had handcuffs on and calling out, "I cannot breathe, mama." And those officers did not even get up after he was suffocated to death, even after he was pronounced dead, even after the ambulance came with no EMTs inside but more officers. And only then did they get up off his lifeless body, but only when cued with the several taps from another officer that came to remove George Floyd's body. All of this happened in front of their peers. This is why there is outrage.

Our police officers are not judges and juries on the street where a minor offense are the death penalty. Black Lives Matter educates, and white people need to listen and interrupt racist comments in the grocery stores when only white people are around. This is why we see the -- the idea of white silence becomes endorsement of violence. You can interrupt racist comments, I don't agree with that, or say please stop. At the college we do not stand for racism or discrimination. This month is also Pride Month for LGBTQ community. We hear about intersection with different groups merging together.

In the last week, two young black transgender women were murdered. Standards that diminish the value of life harm all of us. When someone says Black Lives Matter, they are reminding you that too often our society values life differently and makes their lives less. All communities need to know that we value them. And I just wanted this statement to be said on record.

>> Chair Greg Musil: Thank you. The next registered speaker is Adidja Suleman. I apologize if I very much butchered your name pronunciation. Are you there? Ms. Suleman?

>> I am not seeing them in the attendee list.

>> Chair Greg Musil: Okay. We will come back to that at the end of the other speakers. The next registered speaker is Kristie Welder. Kristie Welder. And it does take a minute, for those in the room, for our technology folks to hook up the Zoom connection and promote them to speaker.

>> Kristie Welder: Good afternoon. Can you hear me? Thank you for your time. My name is Kristie Welder. I grew up in Olathe and I live in Shawnee. I'm a wife, mom of three young children, and a lawyer, and I'm here today to talk about changes to the Title IX regulations --

>> Chair Greg Musil: For all remaining speakers, please give your name and address at the start of your remarks.

>> Kristie Welder: Sure. Kristie Welder. Shawnee, Kansas. Thank you for your

time. My name is Kristie Welder. I grew up in Olathe and live in Shawnee. I'm a wife, mom of three young children, and a lawyer. I'm here today to talk about the changes to Title IX regulations that protect victims of sexual assault that could have tragic consequences.

Right now there are laws requiring this school to provide wheelchair ramps throughout -- throughout campus. But imagine if those laws were suddenly repealed? The school wouldn't have to have wheelchair ramps, and if the administration only changed their policies to conform to the changes in the law, no wheelchair ramps would exist anywhere on campus. What would this board do? Hopefully you would continue to provide ramps even though you didn't have to because you have a responsibility to your students that goes far beyond just complying with the law.

The same thing is now occurring with Title IX. The Trump Administration has set forth new regulations that will take effect this August which weaken protections for students --

>> Chair Greg Musil: Thank you for your patience, Kristie.

>> Kristie Welder: Can you hear me? Hi. Can you hear me? Can you hear me?

>> Chair Greg Musil: Kristie, we cannot hear you in the room. Although they can hear you at the speaker board -- (multiple speakers overlapping) -- in the room. Please be patient.

>> Kristie Welder: Of course.

>> Ma'am, can you hear me?

>> Kristie Welder: I can hear you, yes.

>> Okay. That might be just the way to do it.

>> Chair Greg Musil: Kristie, I apologize for the technology. We are going to hold your cell -- or the cell phone where we can hear you next to the microphone so that folks in this room can hear you. Would you please give your name and address, and then I will start the clock on your three minutes. Thank you for your patience.

>> Kristie Welder: Thank you. My name is Kristie Welder. I'm in Shawnee, Kansas. Thank you for your time. I grew up in Olathe. I live in Kansas. I'm a wife, mother of three young children, and a lawyer. And I'm here today to talk about changes to the Title IX regulations protecting victims of sexual assault that could have tragic consequences.

Right now there are laws requiring this school to provide wheelchair ramps throughout campus. But imagine if those laws were suddenly repealed. The school wouldn't have to have wheelchair ramps, and if the administration only changed their policies to conform to the change in law, no wheelchair ramps would exist anywhere on campus. What would this board do? Hopefully you would continue to provide ramps, even though you didn't have to, because you have a responsibility to your students that goes far beyond just complying with the law.

The same thing is now occurring with Title IX. The Trump Administration has set forth new regulations that will take effect this August which weaken protections for students who are the victims of sexual assault and violence and create new hurdles to reporting sexual assault and holding perpetrators accountable. One of the huge changes is actually to re-define the term sexual harassment to exclude a lot of terrible conduct from being investigated by the school. The effect will be to silence and intimidate victims. If this school chooses not to act -- and to be clear, a failure to take action is a conscious choice -- it is failing its students. Just as in the wheelchair ramp analogy, you have a responsibility to your students that goes far beyond just basic complying with the law.

The good news is that Title IX provides just a minimum, not a maximum of the protections you can provide your students. Many institutions are creating their own set of

policies now to give back those rights to students that these new regulations are taking away; for instance, continuing to make teachers and administrators mandatory reporters of sexual assault, continuing to investigate off-campus reports of assault, providing post-assault services, and taking strong preventative actions to prevent assault. What the school should not do is nothing.

I understand that Human Resources managers are working to comply with the new regulations, but compliance should be the beginning, not the ending; the floor, not the ceiling. The school risks deeply retraumatizing victims of sexual violence, as well as igniting a media and legal firestorm if the school's decisions fail to protect their students.

Instead, the school should work with other institutions, student groups, women's rights groups, and sexual assault experts to continue providing a safe learning environment in the wake of these large changes. You have an opportunity to stand up. I hope you will take this opportunity to be allies in the fight against sexual violence, not adversaries. Thank you for your --

>> Chair Greg Musil: Thank you, Kristie. Again, apologies for the technology. I'm certainly not aware of any endeavor by this college to change our protections for anybody discriminated based on sex or other issues or victims of sexual assault, whether the administration rules go into effect or not. And certainly as the father of a --

>> Trustee Angeliina Lawson: Mr. Chair. Mr. Chair, I think we just need to hold our comments because there is a -- an issue in the HR that does discuss this. So I just want to make sure that that's stated as your opinion.

>> Chair Greg Musil: Is it stated as my opinion, Trustee Lawson, as each of us when we speak, we're speaking our own opinion. As the father of an advocate at a metropolitan organization to counter sexual assault, I certainly agree with the statements made by Ms. Welder.

The next speaker represented here is Colleen Cunningham. Ms. Cunningham, would you state your name and address.

>> Colleen Cunningham: Hi. I'm Colleen Cunningham and I live in Overland Park, Kansas. Can everybody hear me?

>> Chair Greg Musil: Please proceed. We can hear you as best we can. If you speak up, it will be better.

>> Colleen Cunningham: Okay. Thank you. Tonight I want to speak briefly about the important role that Johnson County Community College plays in this current political and cultural moment, and ask school leadership to ensure that your work both leads and reflects our community's best potential.

Watching the Black Lives Matter rallies across the country, and participating in them locally, I have been struck by the passion, leadership, and activism of young people, and I am reminded of --

>> Chair Greg Musil: Colleen? Colleen, this is the Chair. I don't want to interrupt, but I will give you more time if you will speak up and speak more slowly so that we can hear you in the room.

>> Colleen Cunningham: Okay. I would be glad to do that.

>> Chair Greg Musil: Thank you.

>> Colleen Cunningham: Sure. Watching the Black Lives Matter rallies across the country and participating in them locally, I've been struck by the passion, leadership and activism of young people and I'm reminded of the historical context for this: young people have always played an outsized and leading role in working to bring greater equity and inclusion to

institutions; from school desegregation efforts in the Civil Rights era, to more recent protests against overcrowded, underfunded K-12 schools, and for protections for undocumented youth. In their fight to bring justice to the people whose names we've now all learned, such as George Floyd and Breonna Taylor, as well as to bring attention to more general issues of injustice and inequity, young people are using their voices.

In celebrating Pride Month, we remember its roots at the Stonewall Inn in 1969; the same year that Johnson County Community College was established. Even prior to the Stonewall Riots, there was an LGBTQ student movement growing in institutions of Higher Education. The voices of these young people served as a catalyst for the modern LGBTQ+ rights movement, and it is only through the continuing work of these community members and their allies that we see victories, such as this week's Supreme Court decision providing protections for LGBTQ employees.

Similarly, it was the experiences and testimonies of young women that made way for the passage of Title IX in 1972. While commonly thought of as the law that mandates equity in school sports, Title IX provides protections for access to higher education, protections for pregnant and parenting students, and in fighting sexual harassment. When schools fail to live up to that charge, it is the courageous voices of students that push for better, and safer, learning environments for everyone.

Perhaps owing to their proximity to these outspoken young people, schools, and particularly institutions of higher education, have historically played an important role in all of these movements toward justice. Schools cannot be mere observers of these changes, and they have often taken decisive stands. Some examples include: schools closing, rather than desegregating following the Brown v Board of Education decision; schools staying open for a single student, such in the case of Ruby Bridges; and more recently, universities deciding to sever or not sever ties with U.S. Immigration and Customs Enforcement, or ICE; and so on. As Trustees and leaders at Johnson County Community College, you have an immense amount of power in this moment. As community leaders, you have the opportunity to use your platforms to proclaim support for Black students and other students of color, LGBTQ+ students, students whose comfort and safety are impacted by Title IX protections, as well as faculty and staff members who are members of our community in these protected groups. I want to thank Trustee Smith-Everett for using her platform to make such a statement, and for pointing out that when JCCC was established, the vision of who would make up this educational community does not match the realities of today. We have to ask ourselves, how can we ensure that our college is fully supporting all students, faculty and staff, when it was not built with such diversity in mind? We have to ask other difficult questions. Do budgets reflect our community's priorities and values? Do anti-discrimination policies need to be strengthened? Does the college fully support diversity, equity and inclusion initiatives? Are students, faculty, and staff provided a welcoming outlet for reporting concerns, where they can be confident that their concerns will be adequately addressed? How do we live up to the new standards that young people are setting? Your decisions here and now will ripple through the community for years to come. Will you rise to the challenge of this moment and encourage others in your community to do the same? Will you use your voices to support the work of these amazing young people in our community, and welcome change to our college?

Thank you.

>> Chair Greg Musil: Thank you. I'm going to ask if all of the speakers have their

comments in writing, if they would submit them to the college and we can get an e-mail address for you. We will include them in full with the audio transcript of this presentation, because the video audio is not very good right now. So for the speakers that have spoken so far, if you want to submit your comments, I will announce an e-mail here shortly where you can e-mail your written comments and we'll include them in the -- in their entirety either with the transcript on the website or with the minutes when the minutes are ultimately approved.

Thank you, Colleen.

The next speaker listed is Val Baul. Do you -- Jason, would you like a few moments to see if we can do something better than this? Or are we as good as we're going to get?

>> Valerie is not in the attendee list.

>> Chair Greg Musil: Ms. Baul, B-A-U-L, is not on the attendance list?

>> Valerie Baul: I'm here.

>> Chair Greg Musil: Okay. Are you under a different name, Ms. Baul?

>> Valerie Baul: I don't know what link I'm supposed to use.

>> Chair Greg Musil: What name does it say at the bottom of your screen?

>> Valerie Baul: Um, I got a link from Trustee Lawson because I was not e-mailed the link.

>> Chair Greg Musil: Okay. Why don't we take a few minutes to get to the fix so we can hear all of the remaining speakers. We have one, two, three, four, plus Ms. Suleman if -- if they appear. So we'll -- we're going to suspend the open comment session so we can hopefully hear the comments themselves and move to the college reports. We'll start first with the college lobbyist. Mr. Carter, are you available?

>> Mr. Dick Carter: Can you hear me okay?

>> Chair Greg Musil: Yes. Can you hear me?

>> Mr. Dick Carter: Yes.

>> Chair Greg Musil: Please go ahead, Mr. Carter.

>> Mr. Dick Carter: Thank you. I'll provide just a brief recap of some of the things that have been happening over the past month and a half, and I really want to focus my comments on a meeting that occurred this week at the Board of Regents. The sine die session occurred on May 21. It was a full 24 hours. Nine bills were sent to the governor with multiple topics covered in each one of those bills. Four bills were vetoed. The COVID Emergency Order Bill, the Higher Education Bill, which contained College Promise and free A.C.T. testing, the overall or the All Encompassing Tax Bill and a banking bill were all vetoed by the governor.

The governor called a special session on June 3rd. The legislature returned to work on COVID liability and emergency orders and what that process should look like when the legislature is not in session. That bill passed at the end of the special session, which went through about 5 p.m. on June 4th. And then that concludes the special session. Should there be another special session called later on, we'll have to deal with whatever those topics or issues are as -- as they're brought up.

The Legislative Budget Committee and the State Finance Council have met this week, both to address different components of COVID emergency funding.

What I would like to focus on the most this evening is something called the future of the Higher Education Committee. This is not a legislatively requested committee. There was discussion in a Budget Committee during the regular portion of the session where legislators were asking Blake Flanders, President and CEO of the Kansas Board of Regents, for a three-year,

five-year and a ten-year plan for higher education. So let me reiterate. This is not a legislatively-mandated or requested committee. Mr. Flanders convened a committee, and that committee will make recommendations to the Kansas legislature. Nancy Ingram from our Board of Trustees is serving as the KACCT representative on this group. There are legislators on the committee. On Tuesday, most of the day was spent discussing a lengthy background on the higher education system in Kansas.

We should be very concerned. And my concerns were raised by a number of topics that were discussed, and even just some -- some responses by the Board of Regents CEO. KBOR staff presented on ad valorem dollars, which are locally generated and locally decided by the elected trustees. Board staff discussed the legacy computer systems that exist at the 19 different community colleges and the inability to communicate back and forth with regard to data sets. Legislators asked questions about service areas, and there was conversation about cost models.

Probably what was concerning the most to me, and I think this sort of indicates the direction things could go, was when asked a question, Dr. Flanders responded that if there is a local need to fill a solution, we should probably allow the community colleges to offer that program. So that's a very bold statement coming from a coordinating board when we have boards of trustees who are elected to represent each individual institution. I would think there will be at least two more meetings and a report will be generated. The next meeting of this group will be on July 16th of 2020. And certainly I would invite Trustee Ingram to follow up with any comments if I missed anything of importance as a result of the other -- the comments that I made about the meeting the other day.

And then, finally, I just want to make a comment that we don't know what it looks like yet, but we anticipate that there will be allotments coming from the administration, and we're hearing to the tune of about \$700 million. That is a large pot of money that is nearly equal to the entire amount of state general fund dollars that are given to higher education. Please understand, I'm using that as a comparison. Those dollars are not going to all come from the higher education budgets, but it's very concerning that that -- that budget picture looms before the legislature likely returns in January of next year.

So, Mr. Chairman, I would stop there. That kind of gives a very up-to-the-date snapshot of what is happening. We will have interim committees that will likely meet later on in the fall. This is an election year for all House members and all Senate members, and so they are campaigning in earnest throughout the summer and, excuse me, fall months.

>> Chair Greg Musil: Thank you. Trustee Ingram, did you want to add anything now about the Higher Education Task Force?

>> Trustee Nancy Ingram: I was prepared to do that when I give the KACCT report, but I can sure do it now while he is with us. I don't know if he's planning to continue. And I appreciate your comments completely, Dick. So thank you very much. There was concern -- there was concern expressed to me prior to the meeting, after the meeting, so I've been in discussions with our executive director, Heather Morgan, in addition to sitting through that meeting.

What I want to do is share the names of the people who are on the committee, Dick. It's Cheryl Harrison-Lee, who is chairing it. Molly Baumgardner is on it. Terry Beck. Ed Berger. Blake Flanders. Tom Hawk. Steve Hubert. Myself. Cynthia Lane. Jim Lewis, who is the other trustee, he's from Dodge City Community -- or Dodge County Community -- Dodge City Community College, excuse me. Ken Rojas. Ken Romer. And Brandon Woodard, who is

also another local legislator.

So I agree with his concern. The charge to us was twofold. It's to analyze existing affiliations and partnerships in the KBOR system to enhance the delivery of higher education to Kansans and to ensure the alignment of facility and infrastructure capacity with projected enrollments.

Now, initially I was told that it was to construct a three-, five- and ten-year plan, but we did not hear anything about moving forward with that. So you are correct, our next meeting is July 16th. And I will leave it at that.

>> Chair Greg Musil: Thank you, Trustee Ingram. Mr. Carter, I've always been amused by the term allotments because it appears as though we're going to be getting more money and that Topeka is going to allot us money. But they're going to allot us costs; is that right? Or cuts?

>> Mr. Dick Carter: Yeah. Allotments in this sense mean cuts.

>> Chair Greg Musil: 700 million out of an operating -- base operating budget of how much?

>> Mr. Dick Carter: Seven -- six or seven billion dollars for the state of Kansas.

>> Chair Greg Musil: Thank you. Trustee Cross?

>> Trustee Lee Cross: It could be -- thank you, Mr. Chair. It could be my intellectual limitation, but I don't quite understand. I don't quite understand what we're talking about, that the State is going to hand the community college system allotments, essentially orders to make cuts?

>> Mr. Dick Carter: Okay. What I heard was that the legislature is going -- or that the administration is going to make cuts to community colleges. It would be out of the dollars that we receive via the block grant, which are state general fund dollars.

>> Trustee Lee Cross: So we have to give back money or we're going to be cut?

>> Mr. Dick Carter: Depending on when those dollars are disbursed, it can be both. We are at the beginning of the fiscal year, and I would imagine -- I may need to refer to Dr. Weber or Rachel Lierz. I don't know if that first payment has been cut, from the state. I'm not sure when we receive that -- that installment. I think we receive dollars twice a year from the State of Kansas, or from the legislature.

>> Trustee Lee Cross: And then whose idea is this? Did this come from the governor or is this somebody on the council? Or who --

>> Mr. Dick Carter: Yeah. The allotments will come from the administration, and so that would be the governor's, the governor's recommendation. And they will be spread across all of state government. It's not just higher education.

>> Trustee Lee Cross: Thank you.

>> Chair Greg Musil: So the legislature passed a budget that gives us \$100. The state is looking at a \$1.3 billion deficit in revenues over the next two years. They may come back and say I want -- I'm not -- I'm only going to give you \$95. That's the effect of an allotment. Is that right, Mr. Carter?

>> Mr. Dick Carter: Yeah, that's a pretty good explanation.

>> Chair Greg Musil: Any other questions for Mr. Carter?

>> Trustee Angeliina Lawson: I have a question, Mr. Chair.

>> Chair Greg Musil: Trustee Lawson.

>> Trustee Angeliina Lawson: Thank you. Mr. Carter, it's my understanding that should

Congress pass the HEROES Act, that the states are to receive the stimulus injection to prevent this issue, correct?

>> Mr. Dick Carter: I think that is correct. That's a federal issue. And I don't attract federal legislation for the college.

>> Trustee Angeliina Lawson: Right. And so do we have means to lobby our U.S. Senators to vote in favor of the HEROES Act? I know there's the Governmental Affairs Committee that has been doing that.

>> Mr. Dick Carter: Yeah, there's a task force for government affairs, but they don't -- they don't lobby. And I don't -- maybe Kate Allen, if she's on, might want to respond.

>> Ms. Kate Allen: I'm on. Are you able to hear me?

>> Yes.

>> Chair Greg Musil: Dr. Weber was going to answer first, Kate.

>> Ms. Kate Allen: No problem.

>> Dr. Randy Weber: Actually does have a provision in there that in order to receive the funds, folks are not to reduce funding, or states, organizations, whomever it may be. But there is an extenuating circumstance clause in there and that is what a lot of organizations are exercising. And so, yes, the legislation does say you are not to make cuts unless there's extenuating circumstances.

>> Trustee Angeliina Lawson: Okay. I couldn't really hear that. I will go over the transcript when we get that back. So, Dick Carter, the last question I have is, is there a possibility that some colleges could close? And then, you know, how much of the 700 is just unrealized services? We use less services as, you know, well, for the less income during the COVID period.

>> Mr. Dick Carter: Yeah, I'm not in a position to answer whether other colleges might close or not, so that -- that's really something that's way beyond my scope of -- of where we're at in the budgeting process and what other community college budgets look like.

>> Chair Greg Musil: Thank you, Mr. Carter. Oh, Dr. Sopcich.

>> Dr. Joe Sopcich: I think as -- Trustee Lawson, in response to your question, which is a good one, all community colleges, their -- I guess you could say their funding formats are all a little different. In our case, for example, I believe, and I'm sure Dr. Weber can correct me on this, we're about 65% locally funded. That is extraordinary, anywhere in the country, let alone -- let alone in Kansas. Some schools are way, way more dependent upon those state dollars. Those are the ones who are going to be taking a hit. They're the ones that are going to have some real challenges.

In our case, we -- we can probably get by. It's not going to hurt us so much because I believe our state funding is around, what, 12%? 15?

>> Dr. Randy Weber: Yeah, it's about 14 to 16%.

>> Dr. Joe Sopcich: 14 to 16. At one time it was over 20%. So it's a tough issue. And I can assure you that community colleges are -- are very, very concerned about this.

>> Chair Greg Musil: Jason, are we ready to go back? Okay. We're going to try to move back to the Open Forum section of the meeting where public comments are presented. I'm going to go back to, let's see, Kristie spoke. Colleen spoke. Ms. Baul, are you still on the Zoom? Val, if you're on there, could you speak up so our techs can see if they can hear you.

We'll try one more. The next registered speaker was Louella Walker. Louella Walker. Louella, are you on the Zoom? And if so, could you -- once you get hooked up with speaker

privileges, could you please identify yourself by name and address.

>> I'm not seeing her in the list.

>> Chair Greg Musil: Okay. We'll come back to Ms. Walker. The last -- Jae Moyer.

Jae, are you on the Zoom? And if so, could you --

>> Can you -- can you hear me?

>> Chair Greg Musil: Yes. Who is that, please?

>> This is Val Baul.

>> Trustee Angeliina Lawson: Yes.

>> Chair Greg Musil: Val, was that you?

I'm fairly convinced we're going to have our next meeting in the board room with sufficient social distancing or by Zoom, because I know our techs are doing the best they possibly can. Jae Moyer. Jae, are you available on Zoom?

>> Jae Moyer: I'm on Zoom. Can you guys hear me?

>> Chair Greg Musil: We can here you. If you speak up louder, that would be even better.

>> Jae Moyer: Okay.

>> Chair Greg Musil: Jae, please give us your name and address and then I will start your 3 minutes. I will give you -- if you will go slower and louder, I'm not going to hold anybody to 3 minutes.

>> Jae Moyer. Will do. My name is Jae Moyer. I live at -- (indiscernible). That's in Overland Park, Kansas. 66204.

I wanted to take a minute to recognize this month as Pride Month. On the eve of Juneteenth, along with this month not only being the anniversary of the Stonewall Riots, started by a trans woman of color, but also the same month gay marriage was legalized, and also now the month sexuality and gender orientation were added as protected classes, and seeing continuing protests over the death of George Floyd and Breonna Taylor, along with an unfortunate amount of our friends who are Black, Indigenous, People of Color being brutalized and murdered, I felt that in this June meeting, it would be important to talk about allyship, and what it means to be an ally.

I want to point out that this is a very important topic for a school board to be discussing. Education, especially post-high school education, is an important facet of American society - we would not function without it. But there are ways in which I believe our education system sometimes fails our society, especially underprivileged communities, such as our Black, Indigenous, People of Color friends and the LGBTQ+ community, such as economic resources and colleges that are fearless allies.

What is a fearless ally, you may ask? It's easy. It's someone who is anti-racist and anti-homophobic, ideas that are becoming more and more prominent in today's day and age. In order to be anti-racist or anti-bigoted in general, you must seek to understand every way in which members of each underprivileged community are suffering or more at-risk to oppression based on your own actions.

I will not speak for members of any community but my own, because that is not my story to tell. I cannot speak for Black, Indigenous, People of Color, for disabled people, or for members of the opposite sex, because I have never experienced the means of oppression that they have. But in the spirit of Pride Month, I will speak towards my own experiences as a member of the LGBTQ+ community.

When in high school, I sat next to a student who called me the f-slur every single day. This led me to feelings of depression, a lack of self-worth, and hatred for my identity. What made things worse is how the school refused to do anything about it, claiming they couldn't. My first question to the board is this: do you have policies in place to protect students from this type of bullying? If so, do you believe they are strong enough? Do they serve your underprivileged students, or in other words, are they ANTI-BIGOTED, or are they just passive? Will you do as a board -- will you choose to do in the future if you have discriminatory problems? Will you take direct action? If you believe your policies don't well enough serve members of underprivileged communities, will you commit today to drafting new school legislation to solve these problems?

Another point I'd like to make is a message the school sends, and I will use JCCC as an example. This school does business with at least two companies who have less than desirable ratings with the Human Rights Campaign. One is Chick-Fil-A, who is known for donating millions of dollars to openly homophobic and transphobic charities and organizations. The college could choose to do business with any other fast food company, a favorite of mine being Raising Cane's, but it continues to renew its contract with Chick-Fil-A. Another company is the school's paper supplier, Veretiv, who has a mere 20% rating with the Human Rights Campaign's business survey, sent out to all Fortune 500 and Fortune 1000 companies. People defend the use of the company, arguing that they simply didn't fill out the survey, causing their abysmal score, but that also sends me red flags. Why did this company not fill out the survey? Did they just not care? Or, even worse, did they know that if they did fill out the survey, they were not going to get a good score, so they just neglected to do it? That sends a bad message. And the fact that the college is doing business with them gives me pause as well. This is not an anti-bigoted stance.

This message the college sends is important in order to be viewed as an ally. People of underprivileged communities must feel safe choosing a school, and attending. If you are not taking an anti-bigoted stance, how safe do you presume students will really feel? Now is not the time to make excuses, now is not the time to speak over other people, and now is not the time to call yourself an ally, especially if you don't act like one. If a member of an underprivileged community calls you out for an action that is problematic, it is NOT within your right to push them to the side. You MUST listen to them, and you must serve them accordingly.

I urge the school, and specifically this board, to think about these issues as they continue to have productive and difficult conversations, and to include more members of these underprivileged communities and to welcome them at the table and weigh their voices seriously when discussion issues that -- when they discuss issues that affect them directly. Thank you for your time.

>> Chair Greg Musil: Thank you, Jae. Our last registered speaker is Darryl Burton. Pastor Burton, are you on the Zoom?

>> Val is also available. I don't have the other speaker cued up yet if you want to go to --

>> Chair Greg Musil: Okay. We'll go back to Val Baul. Val, can you hear me?

>> Val Baul: I can hear you. Although it's really weird.

>> Chair Greg Musil: We -- we seem to be able to hear you. Again, if you will speak up and speak slowly, I will give you extra time.

>> Val Baul: Can you hear me now?

>> Chair Greg Musil: Yes. Please state your name and address.

>> Val Baul: Okay. So I will go ahead with my statements.

>> Chair Greg Musil: Please go.

>> Val Baul: So I am -- (Inaudible). With my goal --

>> Chair Greg Musil: Val --

>> Val Baul: I'm here tonight --

>> Chair Greg Musil: We're not hearing you, Val. If you can hold on for just a second.

>> Val Baul: I don't understand what is happening.

>> I'm just letting you know where we're at.

(Indiscernible)

>> Chair Greg Musil: Okay, Val. Would you start over, please. Name and address.

>> Val Baul: Hi. My name is Val Baul. I live at 11724 West (Indiscernible) 66203.

And if you drive by my house you will see signs in my front yard that say "End White Silence About White Violence." The reason I'm here to speak to you tonight is to end that white violence. I'm here to ask Johnson County Community College what you're going to do to address the systemic racism that exists in our community college.

The entire reason that Johnson County Community College exists is due to white flight, white privilege, and systemic racism.

(Indiscernible)

>> Chair Greg Musil: Val, I'm sorry. We are not getting that and it indicates it's a bandwidth issue on your computer. I think what we're going to ask everybody to do is to e-mail their statements. They will be circulated to each of the trustees immediately when we receive them all. The e-mail address to use is president@jccc.edu. President@jccc.edu. We will include those with the transcript of today's meeting and attach them to the minutes. I apologize. It is an issue of technology, both on either end sometimes and sometimes in the middle.

So, Val, if you would please do that, that is the only way we can accept your statement at this time.

>> Trustee Angeliina Lawson: Mr. Chair, I can have somebody call me or to be able to listen. I don't know what's going on.

>> Chair Greg Musil: Well, I don't think you can turn them in to the speaker that we can hear. So we're going to ask all members of the open comment period to send their statements to the address I indicated. We have your e-mails, too, from your registration, so we will e-mail that address to you so that you have it on your e-mail.

>> Trustee Angeliina Lawson: Hello?

>> It was really nice of you to help.

>> Trustee Angeliina Lawson: Here you go if you want to speak.

>> Chair Greg Musil: Just a minute, Trustee Lawson.

>> Trustee Angeliina Lawson: Go on.

>> Hello. Can you hear me okay?

>> Trustee Angeliina Lawson: Yes.

>> Okay. My name is Adidja Suleman.

>> Chair Greg Musil: Okay. Just a minute.

>> My address is -- (Indiscernible)

>> Chair Greg Musil: Just a minute, please.

>> West 132nd Terrace, Overland Park, Kansas, 66209. I come to you as a former student, a mother, a resident, and a productive member of this community. I want to thank Trustee Lawson for giving me this opportunity to come and speak in front of the Board of Trustees. And my intention here is to appeal to the Board of Trustees and in echoing what every

other speaker has shared in that we really want to make sure that the issue of Title IX and Black Lives Matter and protection of people from different backgrounds, races, sexual orientation are considered and protected. As a productive member of this community, I could not have done it without going through Johnson County Community College for my first two years in college. I had a great time there.

However, times have certainly changed from the time I was there 15 years ago to now. What I ask -- I kindly ask of the Board of Trustees is please keep in mind that this is the time to stand up and be a voice, not just for those who look like you or believe what you believe, but really the under-served, under-represented members of the minority community here in Johnson County. Your voice and your actions, they go a long way. Many children, we don't know what they are going through at home. Now we know that they go through a lot whether through the police or even discriminatory behavior in the -- in this very own community of ours. So I would love for Johnson County Community College to be that safe space where paying members of the community who are in most cases younger people and even adults are coming there to a safe space where they can focus on continuing or starting their education, because those experiences at your campus go a long way in shaping who they will be later on. Again, I do not have a written script. I wanted to come to you from the heart as a member of this community, as a product of your school, and also now as a mother of four young children who all have college ambition. Thank you so much for your time. And, again, thank you so much, Trustee Lawson, and your whole team for all you're doing.

>> Trustee Angeliina Lawson: Thank you. Mr. Chair, this individual was on the list, but this was unable to connect via the Zoom because she did not receive a link. So she called me directly to make that statement. I think that you guys could hear her fine. So I can also do that to the other members that were supposed to be speaking.

>> Chair Greg Musil: Did you solicit Louella Walker so that she could call you as well and use your phone?

>> Trustee Angeliina Lawson: Point of order, Mr. Chair. Please do not make attacks at me. I am trying to make sure that the public has an opportunity to speak, and I think I'm doing that.

>> Chair Greg Musil: Several speakers have mentioned that you contacted them. I think it's excellent that they're participating in our meeting. I'm trying to figure out how we connect technologically, and if you can do that, that would be beneficial to all of us.

>> Trustee Angeliina Lawson: Point of order, Mr. Chair. I have not heard many. I've heard one person talk about that. So please make sure to be accurate.

>> Chair Greg Musil: I'll do my best.

>> Trustee Smith-Everett: Mr. Chair?

>> Chair Greg Musil: Yes.

>> Trustee Smith-Everett: Can you hear me?

>> Chair Greg Musil: I can hear you. Who is this?

>> Trustee Smith-Everett: This is Laura. I'm in the room with you.

>> Chair Greg Musil: Oh, I'm sorry. You're just an echo like everybody else. Trustee Smith-Everett.

>> Trustee Laura Smith-Everett: Can I ask for clarity for the next meeting what the appropriate -- when someone registers as a speaker during our Open Forum, what should happen?

>> Chair Greg Musil: They receive a Zoom link that allows them to be identified and

promoted as a speaker when they are identified so that they can speak during that period of time, and the rest of the meeting they will be an observer, or just a participant. And I don't think it's the fact that the Zoom links were wrong. There are issues with technology and bandwidth on their end and connections to ours that have proven to be more difficult than I think anybody anticipated today.

>> Trustee Laura Smith-Everett: So they need to go to our website, log on with the link that's provided for the board meeting that everybody in the public can be -- can click on, and then once we see their name appear as a somebody just participating -- just watching, then you will promote them to speaker when it's the Open Forum time; is that correct? Okay. I think that may be part of our misunderstanding with some of the speakers. They thought they were going to be sent something and when they didn't get sent something, then were trying alternative channels. So I just wanted to know for the next meeting in case anyone asks.

>> Chair Greg Musil: I'm sure Chris and his team will look at the website and make sure the instructions are as clear as possible.

>> Trustee Angeliina Lawson: Okay. Val, you can go.

>> Chair Greg Musil: Trustee Cross?

>> Hi. Again, my name is Val Baul.

>> Chair Greg Musil: Trustee Lawson, could you ask her to hold on for a minute, please.

>> I live at 11724 West 54th Terrace in Shawnee, Kansas. If you drive by my house you'll see home made yard signs that say End White Silence About White Violence. On the other side which aren't facing the street, they say Show Up for Racial Justice and Black Lives Matter. And what I'm here to do is end white silence about systemic racism at Johnson County Community College.

Johnson County Community College only exists because white people -- (Indiscernible) quote my aunt, the coloreds started moving in. Johnson County is the epitome of white privilege and it's the epitome of systemic racism. Anyone that has ever gotten a ticket in Leawood or Prairie Village or Westwood knows that we have border patrol on our county that pulls over people of color with plates from Missouri and in Shawnee Mission and Merriam, they pull over people of color with Wyandotte plates.

If you go to those courts on any day they have traffic, you will see that those, some of the wealthiest cities in Johnson County, have lines of people of color paying fees and fines to these same cities, increasing the racial wealth gap constantly. Besides Johnson County Community College not having diversity and equity and inclusion statements and committees and all the things that I know some trustees have worked really hard to bring to the attention of the board, being shamed and ostracized for trying to end that white silence about what we are doing -- yes, we, white evangelicals -- are doing to people of color.

Additionally, Johnson County Community College is the home of the actual Police Academy that trains the police in this county, the active border patrol, and I personally have friends of color who refuse to drive into Kansas because they are very aware that they will get pulled over just for driving while black. Just because we haven't had a police officer murder a Black person in our county does not mean that we do not have racism here. It is permeated through the entire structure of everything in Johnson County. Prairie Village deeds still have caveats in them that do not allow for Black people to get loans and own property in that town. What is Johnson County Community College going to do to be a leader in addressing systemic racism, especially considering that Johnson County has a great conflict resolution mediation

program that all mediators who want to get approved by the State of Kansas have to take their courses at Johnson County Community College. I want to know why Johnson County Community College is not having those mediators train police officers in de-escalation tactics and to resolve conflicts without the use of violence. Thank you.

>> Chair Greg Musil: Thank you, Ms. Baul. Has Louella Walker appeared on any Zoom link? Louella Walker?

>> I am not seeing that name.

>> Chair Greg Musil: Darryl Burton?

>> I'm not seeing that one either.

>> Chair Greg Musil: Trustee Cross?

>> Trustee Lee Cross: Yeah. I just wanted to comment, Mr. Chair, and just note for the record that we've gone nearly an hour based on the Open Forum section here. I don't remember that ever happening in my career, seven years now on July 1. I want to thank you for your leadership, Mr. Chair, and literally to note for the record, I'm used to being in court where you have to articulate things that you see, mannerisms and the shaking of heads and whatnot. Just to note for the record, the hustle, literally the running of our staff in this unprecedented time, the effort I think everyone has put forward. I think it's clear that Trustee Lawson, many of these people have spoken for her and with her in the past. I appreciate she organizing them and bringing them forward in this historic time. But I did just want to note and appreciate the Chair's patience and I've got many texts that we've lost control of the meeting. I disagree. I think it's a time of unparalleled social tumult, and I appreciate your leadership and how you've handled this meeting. I just wanted to note that for the record, and for all of our staff who put forth so much effort.

>> Chair Greg Musil: Thank you. I agree with respect to our staff. I didn't know it was news when I lost control of a meeting.

>> Trustee Lee Cross: I'm not saying --

>> Chair Greg Musil: I know you're not. I know you're not, Lee.

>> Trustee Lee Cross: You're doing fine.

>> Chair Greg Musil: Yeah, we're into the meeting a ways. But that's okay. Important comments. Dr. Leiker, are you ready for the Faculty Association report? I think you're going to be at the podium and I don't know what that means as far as technology, but, please, share your thoughts.

>> Dr. Jim Leiker: Yeah, the way this is going, I'm not sure if anybody outside of the room can see me or hear me, but I'm just going to go forward like people are listening. I'm used to that after 28 years of college teaching.

[Laughter]

So thank you, Mr. Musil, and members of the board. It's good to be back on campus even in this limited setting. Several of my colleagues have expressed sadness at these circumstances of not physically seeing one another and having the hallway run-ins that we're so used to. I've always believed that the best ideas happen accidentally, and while accidental ideas can happen I guess in Zoom meetings, you'll probably agree that it's not the same.

Before I address a few specifics as they pertain to our local situation, I'd like to raise some concerns as to what's been happening in the national and the global context. And this will mirror some of the comments that you've heard tonight in the Open Forum. The "Chronicle of Higher Ed" this week ran a story titled "The Coming Campus Protests" claiming that in the wake of

George Floyd's death, activists will be demanding more systemic and structural changes to increase diversity in colleges and universities. JCCC is not alone in that if it wants to be ahead of the curve, it will require working closely with faculty and staff, especially those with appropriate expertise. I would be a bad representative of my own area of humanities and social sciences if I didn't point out that fields like ours engage all the time with the kinds of problems to which the demonstrations have been calling our national attention.

I would also be a very bad professor of African American studies if I didn't point out that tomorrow is Juneteenth. So I will offer extra credit to the first trustee who can explain to me what the origin of that is. And you can use your phones. You can Google it. My students do that all the time. Laura, did I see a hand go up? Go for it.

>> Trustee Laura Smith-Everett: Yes. It was when Texas slaves found out that they were freed and it was finally announced to them. And I don't remember how far it was from the actual legislation passed.

>> Dr. Leiker: 1865.

>> Trustee Laura Smith-Everett: But it was 11 months, was it, after they were supposed to be.

>> Dr. Leiker: Very good. I'm going to pass along a suggestion from my fellow historian, Tai Edwards, that tomorrow be a paid day off in honor of Juneteenth day. So don't dismiss that idea. You've got all night to think about it.

[Laughter]

A fine start on this was made two weeks ago when Dr. Sopcich's office issued a statement in support of racial justice, which was quickly followed by similar statements from the Diversity, Equity and Inclusion Task Force, the Academic Branch Council, and of course the Faculty Association. Statements like these are meaningless unless they carry some tooth in the days ahead. But in the meantime, I thank Dr. Sopcich for taking the lead, and while I'm at it, I'll just thank Dr. Sopcich. Joe, this is your last meeting as president. Trust me when I say that you will be missed. You and I have had our disagreements. We didn't always understand as a faculty the moves that you were making, and I don't think you always understood ours either. But most of us never once doubted your commitment to this institution and to the students and your good intentions. So I hope you leave here feeling proud of the work that you've done, and I say this with some envy, I wish you a happy retirement.

>> Dr. Joe Sopcich: Jim, Dr. Leiker, thank you so much. Coming from you, as I've said before when you've sent me some very constructive and positive e-mails, coming from you that means a great deal, because I know you don't dish those out lightly. So thank you for all the work that you do here. I know you're one of the better teachers on campus. Much appreciated. And I've always enjoyed our discussions. So thanks for the kind words.

>> Dr. Leiker: Thank you. So this past month marked the end of the most unusual semester in our history. It's no exaggeration to say faculty were taxed to their collective limits. Some made the transition to online instruction quite smoothly. Others who were accustomed to more face-to-face methods scrambled to become competent with Canvas, YuJa, Zoom, and other packages that helped us reach the finish line. This could not have occurred without the tremendous work of Ed Lovitt and his staff in the Educational Technology Center who provided emergency training to those who needed it.

Although the FA does not represent them, I want to give a shout out to our adjunct faculty, many of whom hurried to complete I-Teach training to gain eligibility for online summer

and fall classes, and at least to date, they took on that extra training with no additional compensation. Not only did a thousand innovations have to happen at the level of individual instruction, but chairs and deans invested dozens of unanticipated hours redoing the summer and fall schedules for their departments and divisions. Not every course and program was able to finish the spring through virtual delivery. There are several in the career and technical areas that require students and faculty to return in July and complete what we're calling summer teach-outs. These classes will happen in labs and classrooms with lower capacities because of recommended social distancing.

It was and is the FA's position that any deal which returns nine-month faculty during an off-contract season requires additional compensation, which in turn requires negotiation. Now, before someone argues that those faculty were paid through spring for classes that were not completed, I'll point out that faculty's job extends far beyond the classroom. It involves staying current in their respective fields, planning for the year ahead, and in some cases rearranging spaces to accommodate industry-specific guidelines. I'm happy to say that the FA worked with Dr. McCloud and HR to reach a contract proposal which we submitted to the bargaining unit.

I'll admit I was a little nervous about obtaining the required ratification votes for a contract that affected a small handful of faculty at a time when most of our members were off contract and not responding to campus communications like they normally would. So I was very surprised, pleasantly, at the remarkable turnout and the overwhelming number of votes cast in favor of the deal which you are voting to affirm later tonight.

Those are a few examples of how we've stepped up during this crisis. Here are a few others. In May, Jeffery Oden, Adjunct Professor of Environmental Science, suggested a poll to determine how well faculty made the transition to virtual delivery. FA has been working on a survey with one of our representatives, through one of our representatives, Ron Palcic, who has been working in turn with Farrell Jenab to craft a survey that asks questions like how many hours did you spend learning new technology? What resources did the college make available to you? What out-of-pocket expenses did you incur?

For the record, my wife and I purchased another personal computer when it became clear to us that the one was not going to be effective for two people teaching from home. And don't worry, I have no plans to ask the college for compensation for that, at least not at the moment.

At the suggestion of accounting professor and aspiring politician Dave Krug, FA has also been working with institutional effectiveness on a student survey. Jessica Garcia from counseling and Michelle Salvato from psychology are part of a team to get answers from students themselves as to how spring 2020 turned out for them. We hear a lot of anecdotal and not particularly scientific information about how the college handled instruction during the shutdown. It's my hope that these surveys will produce the knowledge and the insights we need in the likely event of a repetition this coming fall.

The Academic Branch Council, henceforth known as the ABC, is in full operation. If you recall, this was the group approved by faculty to implement shared governance in the Academic Branch, as per the requirements of the Higher Learning Commission. Jim Hopper was instrumental in leading that task force through its formative year. Tanya Hughes from film and photography, and Heather Seitz from science will serve as co-chairs in the year ahead. FA will retain its authority on matters pertaining to the Master Agreement, but on non-contractual items FA will be working closely with ABC to improve vertical communication and move us closer to those shared governance goals that the HLC expects of us. I know, I know, FA, ABC,

HLC, it sounds like alphabet soup.

There have also been examples of where collaboration could use improvement. It's not my style to call out the problems of specific areas from a podium unless I have to. Suffice to say, much of my time this past month has been occupied in meetings with faculty telling me that reopening decisions are being made with little or no input from them. We understand the challenges of bringing employees back to campus in safe, effective ways that limit liability. But this is really a case of where the college's eyes need to be just as focused on the leaves as on the forest. Decisions about lab maintenance, maximum numbers in classrooms and offices, physical proximity between faculty and students and students to each other, are better when they involve the people who know those spaces intimately and will be tapping toes with the public on a daily basis.

If the spring semester had some successes, it was because administration listened and accepted flexibility as the norm. That spirit of listening and professional confidence will be needed again if reopening will work. In many ways, I see the next six months as the ultimate test of what the HLC charged us to do, namely, move away from the practice of management by mandate.

Lastly, I'm going to wax philosophical and repeat a point I made on the FA listserv when I succeeded Melanie Harvey. In my 18 years here, I've seen two visions of JCCC struggle to compete with one another. One is a vision of the college as a physical space with first-class facilities and magnificently endowed buildings. That's the vision benefactors and casual visitors see, and typically the one most invoked when they describe us. Over the last three months, that vision has been as empty as these buildings. It's the second vision that has sustained us; JCCC is defined by its people.

If not for the efforts of hundreds of employees who took the college's business into their personal spaces, some of them surrounded by small children, others investing in improved Internet service and higher utility bills, it's doubtful we'd be in the place we are. It's natural that salaries and benefits would take the lion's share of the budget since people are our greatest asset. The news is full of stories about institutions like ours which will not survive the pandemic. I wonder how many of those places will fail because of poor morale.

I've heard it asked by trustees more than once, what do faculty want? We recognize them all the time with awards and accolades. You know, those are nice certainly, but after a while they do seem kind of like cookies that you give to children for good behavior. We'll take the awards and the accolades. Who says no to a cookie? But what we're really wanting is what all professionals want, control over the areas in which we have expertise, competitive salary and benefits, and a seat at the table when important decisions are being made. That concludes my report. I will stand for questions.

>> Chair Greg Musil: Thank you, Dr. Leiker. Are there questions from the board? I'll start with this side, so I have to look at you since you're so far away. Trustee Smith-Everett, anything?

>> Trustee Laura Smith-Everett: Yes. Can you tell me how many full-time faculty are on the IRT?

>> Dr. Jim Leiker: I have to think about that.

>> Chair Greg Musil: The IRT being the Incident Response Team.

>> Trustee Laura Smith-Everett: Right, that is currently doing our --

>> Dr. Jim Leiker: I'll defer that question to Dr. Weber.

>> Dr. Randy Weber: So on the Incident Response Team, there are actually no full-time faculty. On the Return to Campus Team, there is one full-time faculty.

>> Trustee Laura Smith-Everett: Thank you.

>> Dr. Jim Leiker: There you go.

>> Chair Greg Musil: Trustee Lawson?

>> Trustee Angeliina Lawson: Okay. Thank you. I know many companies have had Juneteenth a paid day off and it's definitely worth considering. So, Mr. Chair, I'd love to make a motion that we consider making Juneteenth a paid holiday for our faculty and staff.

>> Chair Greg Musil: We will -- if you want to bring that up during New Business, we would have to have a motion to add it to the agenda and then an action on that. And I don't think it's appropriate now to do so. But I'll -- I'll call on you during New Business.

>> Trustee Angeliina Lawson: Okay. So New Business, okay. And then, Mr. Chair, I want you to know that I'm glad to say that when people asked if they could speak about the issues, I was glad to help them to find a way to speak. I know we all have a lot on our minds and I'm proud to help our residents find a way to participate. And thank you so much, Dr. Leiker, for your presentation.

>> Chair Greg Musil: Trustee Cross, do you have something?

>> Trustee Lee Cross: I was just going to say thank you to Professor Leiker. I've known him for years and I know he's been a huge advocate for the college, and thank you for being here.

>> Chair Greg Musil: Thank you, Jim. The next item is the Johnson County Education Research Triangle Report. Trustee Cross.

>> Trustee Lee Cross: I don't really have a report, Mr. Chair. We have not met since we last met. We will meet on the 35th anniversary of Game 5 of the 19 -- Game 6 of the 1985 World Series at K-State Olathe.

>> Chair Greg Musil: Questions for Trustee Cross? If none, we'll move on to the Kansas --

>> Trustee Laura Smith-Everett: For those of us that don't know when that was in --

>> Trustee Lee Cross: It's also available online, Trustee Smith-Everett, at the Johnson County Education Research Triangle. It's October 26th, 1985.

>> Trustee Laura Smith-Everett: Thank you. I was going for October, but that's my baseball knowledge.

>> Trustee Lee Cross: It was a big deal in Royals history. There was some call at first base.

>> Chair Greg Musil: All right, now I have lost control. Trustee Ingram, Kansas Association of Community College Trustees?

>> Trustee Nancy Ingram: I'll bring you back.

>> Chair Greg Musil: Thank you.

>> Trustee Nancy Ingram: Kansas Association of Community College Trustees met on June 6th. And I'll just provide some highlights from that meeting. It was a Zoom meeting. And I don't know that we have a number of the full attendance there, but 17 of the 19 community colleges did have representation at the meeting. It was announced that the executive director's evaluation had been completed with many favorable comments being given about Heather's performance this year. And I would just remind everyone that we do have a new executive director who has just completed her first year. She's been extremely helpful and has provided great leadership throughout the state.

We did have some additional business matters in addition to simply the approval of the minutes and the Treasurer's Report. There was a motion to approve an extension of contracts with Devine, Donley & Murray, who is our lobbyist firm, and also with our accountant. In addition to that, David Marshall, who is our treasurer, spoke to the '20-'21 proposed budget. He stated that it would be a flat budget, which basically means that we'll be very similar to the '19-'20 budget. The primary reason being that community colleges may be experiencing deficits in both enrollment and funding. So we're looking at all sorts of efficiencies that we can create.

Due to existing and unforeseen effects of the COVID-19 pandemic, it was recommended by our executive director that the annual KACCT fees remain flat as well, and that was approved. In addition, Heather provided some legislative updates which were very similar to those already provided by Mr. Carter. The meeting was then opened to comments from participants regarding their plans for the reopening of their respective institutions. As you can imagine, there were a variety of different options and many at this point still had a lot of questions.

We discussed the return of foreign students to campuses. International students, some colleges were planning on quarantining those students prior to the beginning of classes and some voiced again they are just simply unsure. There's still just so much uncertainty. Another issue addressed was the handling of students who lacked the necessary technology to complete online coursework. It was mentioned that oftentimes these students were given laptops and recommendations for hot spots in their area so they could in fact complete that coursework.

Heather reported that the Council of Presidents met the day before, on June 5th. She stated that a majority of the meeting was focused on the recent national attention to the tragic death of George Floyd. Those in attendance at this meeting called for KACCT to issue a statement which would reflect the organization's stand on racial conflict and resolution. We did vote on one, and it is on our KACCT.org website.

As a final order of business, Heather explained to everyone that KACCT was suspending the sponsorship of the KCCLI, which is the leadership initiative, for the upcoming academic year due to financial reasons. Jackie Vietti, who has been the program coordinator, has created plans for continuing the program, which we were very pleased about. We did not want to discontinue that program. We just wanted to give it a year break. But she will be working on that program and I believe it's going to be \$200 per attendee. So it will be very affordable this year.

With a few introductions of new liaisons to the organization, the meeting was adjourned. So it was a good, good meeting. And I will answer any questions if anyone has any.

We have continued to participate in phone calls throughout all of this. There were legislative phone calls on Fridays and the executive officers have been a part of that with the Council of Presidents. So we're all working very cooperatively.

>> Chair Greg Musil: Thank you, Trustee Ingram, for leading that organization as president.

>> Trustee Nancy Ingram: Not a problem.

>> Chair Greg Musil: And I think it's worth reminding ourselves that that is funded by so much per student. I don't know the amount. But given enrollment issues at other colleges, it will be interesting come our September meeting to find out what percentage of funding comes from Johnson County as we've reviewed that kind of over the years.

>> Trustee Nancy Ingram: Right. I can tell you, since we met, which was just a little over a week ago, we have made plans to close the office in Topeka. Our lease expires the end of December, I believe, and we will no longer have an office over there. Heather lives in Wamego

and she's working out of her home, which as many people have figured out, it's been doable for her and she would -- she made that recommendation and we did accept that. So I will share that with you.

>> Chair Greg Musil: Okay. You are next up on the Foundation. Johnson County Community College Foundation. Trustee Ingram.

>> Trustee Nancy Ingram: Yes. The Foundation continues to successfully accomplish important work on behalf of our students during this challenging time. A few examples of some of the important work that has occurred recently include through partnership with financial aid more than 200 students have received emergency funds from the Foundation's COVID-19 Response Scholarship. The Foundation in partnership with donors has made \$75,000 available to this point with additional funds that can be made available as needed. The Foundation successfully partnered with JCCC to purchase 60 new laptops for students for the new loaner laptop program. In May, the Foundation successfully transferred the needed funds, and the laptops have been purchased by JCCC.

In addition to maintaining all standard operations while working remotely, the staff has been working to enhance and expand the information in our database of JCCC supporters. This included the addition of nearly 2500 e-mail addresses and updating contact information of nearly 1500 donors of gifts in recent years. The goal was to improve options for regular communications with donors and to improve efficiencies in using information from the base. It has been refreshing and rewarding to touch base with so many wonderful supporters as they have done.

On May 19th, the Foundation held its first ever virtual annual luncheon with the support of the wonderful video services team, the plan went off without a hitch. So we want to thank everyone who assisted with that.

We also want to share some preliminary good news. This is information not typically announced this time of the year, but they were excited to share it. With opportunities continuing to exist for scholarships to be awarded for summer courses, the Foundation did a receive-to-date figure for the amount of Foundation scholarship funds that have been awarded to students during the '19-'20 academic year. While not finalized yet, we anticipate that more than \$1.3 million will have been awarded in Foundation scholarships during '19-'20, surpassing that \$1.3 million mark for the first time in our history. Exact final figures are typically available in September following the completion of summer courses.

The Foundation continues to work each day to adapt and plan for upcoming events such as the annual Harvest Dinner, Lace Up For Learning, Beyond Bounds, and of course Some Enchanted Evening. As plans are finalized for each of these important events, more information will of course be shared. We encourage everyone to watch the Foundation website online for updates and information about how to support our students during this time. And that concludes my report.

>> Chair Greg Musil: Thank you, Trustee Ingram. Any questions about the Foundation? If not, we'll move into Committee Reports and Recommendations. The first one is the Audit Committee. The only thing in your packet is the minutes from the meeting that was held in May. We reported on the contents of that meeting, or I did, during our May trustee meeting. Human Resources, Trustee Ingram.

>> Trustee Nancy Ingram: Yes. The Human Resources Committee Zoom meeting was held on Friday, June 5th. Ms. Becky Centlivre, Vice President Human Resources, reviewed the

proposed Human Resources Committee Working Agenda for 2020-2021, which is found on Page 8 of the packet. Therefore, Mr. Chair, that is our first recommendation. It is the recommendation of the Human Resources Committee that the Board of Trustees approve the Human Resources Committee Working Agenda for 2020-2021 as is shown subsequently in the board packet, and I will make that motion.

>> Chair Greg Musil: Moved by Trustee Ingram, seconded by Trustee Snider to approve the Working Agenda that appears on Page 8 of the board packet. Is there any discussion? If not, all in favor say aye.

(Ayes)

>> Chair Greg Musil: Anyone opposed say nay.

That motion carries unanimously.

>> Trustee Nancy Ingram: Thank you. Mr. Jerry Zimmerman, Manager, Benefits, reviewed the significant amount of recent federal legislation pronouncements related to COVID-19 that impacted JCCC benefits between March and May of this year. That includes the Family First Coronavirus Response Act, FFRCA, the Coronavirus Aid, Relief, and Economic Security, which is the CARES Act, and Internal Revenue Service Notice 2020-29. Other benefit plan changes include Delta Dental rescinded their 4% premium increase for the 2020-2021 benefit year, and our vision plan provider, Eye Med, is allowing participants with any unused benefits for the benefit year ending on May 31st, 2020, to incur and submit expenses through August 31st, 2020.

Ms. Julie Vivas, Manager of Employee Relations, gave background information, reviewed the numerous needed policy changes and procedural changes based upon the new Title IX regulations. The Department of Education released their final regulations for the Title IX in May with an implementation date of August 14th, 2020. We will be asking the policy and procedure changes to be approved at the July board meeting. She also reviewed the different projects that are being worked on to make sure the college is in compliance with the new regulations by the August 14th implementation date. As a result of those implementations, we will meet on Friday, July 10th, at 8 a.m.

Ms. Colleen Chandler, Director of Human Resources, reminded everyone that Policy 422.02 requires annual training for all employees, including non-discrimination, anti-harassment training, technology security, and campus safety awareness training, and any other required trainings as determined by the needs of the college or the employees department. For fiscal year 2020, the required training program included discrimination awareness in the workplace, Title IX and sexual misconduct, campus safety and FERPA, and e-mail and messaging safety.

For fiscal year 2021, the required training program will include diversity and inclusion, sexual harassment, cybersecurity overview, e-mail and messaging safety, FERPA, enrollment management, and ALICE emergency preparedness. Employees are also required to complete coronavirus awareness training by June 30th, 2020, or prior to their return to campus.

Ms. Centlivre reviewed the memorandum of understanding with the JCCC Faculty Association for a spring 2020 incomplete -- completion for spring 2020 professor stipend raise, rates, and formulas as is shown subsequently in the board packet on Page 7. We have a recommendation regarding that memorandum of understanding, and I will now present that. The Human Resources Committee recommends that the Board of Trustees accept the College Administration's recommendation to authorize the Memorandum of Understanding with the JCCC Faculty Association for spring 2020 completion stipend as is shown subsequently in the

board packet. This memo of understanding applies to the spring 2020 courses only, and I will make that motion.

>> Trustee Laura Smith-Everett: Second.

>> Chair Greg Musil: Moved by Trustee Ingram and seconded by Trustee Smith-Everett to approve the recommendation for the stipend for faculty who continue teaching their spring courses effectively in the summer. Is there any discussion?

>> Trustee Angeliina Lawson: Mr. Chair, I have some questions about the statement that was raised in these minutes. It sounds like they're advocating for the adoption of these new rules for Title IX. And I just want to make sure that that is not something that's actually been decided yet. So I want to make sure that we are not putting that out there to the public that that is actually happening right now. I know --

>> Chair Greg Musil: Trustee Lawson, that -- we're acting on the different motion now. You'll have an opportunity to raise that question before the report is over. But we are now acting on the stipend for the Faculty Association --

>> Trustee Angeliina Lawson: The memo? The memorandum? Okay. Thank you.

>> Chair Greg Musil: Okay.

>> Trustee Lee Cross: Mr. Chair.

>> Chair Greg Musil: Trustee Cross.

>> Trustee Lee Cross: Just a question. I mean, this all went pretty smoothly? I'm not on audit. I'm just asking, this memorandum was negotiated?

>> Chair Greg Musil: It's the memorandum that Trustee -- or that Trustee Leiker -- President Leiker mentioned --

>> Dr. Jim Leiker: One day maybe.

>> Chair Greg Musil: -- that was negotiated between the Faculty Association and Dr. McCloud on behalf of the administration, and I think it, as you indicated, it did go smoothly and the Faculty Association has endorsed it and would like us to pass it.

>> Dr. Jim Leiker: It carries the same legal weight as a three-year contract. Melanie Harvey and I, for expediency's sake, served as the negotiating team. And, yes, I would characterize it as a smooth negotiation.

>> Trustee Lee Cross: That's it. I just appreciate it.

>> Chair Greg Musil: If there's no further discussion, all in favor of adopting or agreeing to the memorandum of understanding with the Faculty Association say aye.

(Ayes)

>> Chair Greg Musil: Anyone in opposed -- opposition say nay. That motion carries unanimously.

We'll let Trustee Ingram finish her report, Trustee Lawson, and then come back to your question.

>> Trustee Nancy Ingram: Thank you. Dr. Randy Weber, Interim EVP of Finance and Administration, Vice President Student Success & Engagement, gave an overview of the Return to Campus Plan and Guidelines. Step 2 began June 1st, allowing beyond essential function employees whose roles necessitated preparing campus for the return of individuals and Step 3, which is targeted to begin June 22nd. Individuals are not to congregate in groups larger than 30. Each department prior to returning is submitting a plan for consideration and approval by the IRT. Plans include the purchase and distribution of PPE for each work unit and what is expected of each employee. Signs are being placed all around the campus. The coronavirus awareness

mandatory training is underway. As mentioned previously, the next Human Resources Committee is scheduled for Friday, July 10th, 2020, at a location to be determined.

And, Mr. Chairman, that does conclude my report -- conclude my report, excuse me, unless Trustee Smith-Everett has anything to offer. But I think that's the sole purpose of us meeting on the 10th is to discuss, you know, where we're going with some of those. Is that not correct?

>> Trustee Laura Smith-Everett: Yes. I was going to just clarify that, too, if you want to, that we have a special HR meeting scheduled to address the Title IX changes and the proposed I guess adoption for Johnson County Community College and how we will adopt those new regulations in -- on -- in July at the --

>> Trustee Nancy Ingram: Right, any new policy or procedures. You bet.

Trustee Laura Smith-Everett: That we would --

>> Trustee Nancy Ingram: Right.

>> Chair Greg Musil: As I understand it, these are policies or procedures we have to adopt to be in compliance with the new federal regulations. Do we perceive these as undermining any of our continuing and ongoing efforts to ensure that Title IX's non-discrimination and our anti-discrimination policies are followed? No changes to that?

(Off mic)

(Inaudible)

>> Chair Greg Musil: Trustee Lawson?

>> Trustee Angeliina Lawson: There's absolutely no sound at all from Becky.

>> Chair Greg Musil: Okay. She -- basically what I think she said was we will adopt the regulations -- or our policies to meet the regulations, but otherwise there will be no changes in how we treat that topic as a college.

>> Becky Centlivre: Correct. We will have to change some of our procedures, but we still have the resources available to all the people, employees and students.

>> Chair Greg Musil: Could you hear that, Angeliina?

>> Trustee Angeliina Lawson: No. Just whatever you speak back.

>> Chair Greg Musil: Basically all the same resources and programs will be available to all members of the campus community. We will change the policies simply so that they meet the federal regulations. Is that accurate, Becky? Can you talk in a new microphone?

>> Becky Centlivre: Yes. That's accurate.

>> Chair Greg Musil: Did you hear her, Angeliina?

>> Trustee Angeliina Lawson: Just a little bit, yeah. Is there anything else that she has to say before I can say something?

>> Becky Centlivre: No.

>> Chair Greg Musil: No.

>> Trustee Angeliina Lawson: Okay. Mr. Chair, there are 18 different state attorney generals right now and several community colleges and advocacy groups of course that have signed on to lawsuits against the Department of Education. These rules proposed by Secretary DeVos have of course one goal, and that's to make it nearly impossible for women to report sexual violence without the fear of retribution. "The Washington Post" noted that these rules silence survivors by giving the accused more control. Ted Mitchell, who is the President of ACCT and the Education Council, has asked all the community colleges and the trustees for a timeline on this rule to be able to be suspended due to COVID virus. So there is an active

attempt to try and push back and not just accept wholeheartedly with of course the 18 states in suit, national organizations, all of which are -- we are members of, being broadly opposed. I will vote no when this comes up because I think that we have time here to really address and come to a re-thinking of do we want to join these community colleges in a suit so that we can protect the rights of women and -- or anybody who files a sexual violence report. And I want to make sure that we never vote to comply with rules that are so set to devalue women. I believe we should sign on to the other colleges and organizations and these other 18 states that are opposing this, and it's really bothersome to just have a blanket acceptance of something when there's a lot of movement to push back. And we don't need to prematurely put this forward. But the discussion that there was no other way to do it is problematic. And I think that warrants to be able to have a statement that says there are other people who are finding another way, and I think we can join them as well.

>> Chair Greg Musil: Thank you. Learning Quality, Trustee Cook.

>> Trustee Jerry Cook: Thank you, Mr. Chair. Learning Quality met on June 1 via Zoom. Trustees Cross and Smith-Everett were in attendance with a plethora of faculty, staff -- faculty and staff. The Learning Quality report can be found on Pages 9 through 16 of your packet. I won't read that verbatim. But we had some really interesting happenings. Dianna Rottinghaus gave a report on her 2019 spring sabbatical. The focus of her sabbatical was to create a collection of academic reading strategies to be available to JCC (sic) faculty working with students from all disciplines. A couple highlights, a great toolbox for assisting students with reading challenges was further developed. She also did a survey of department chairs and, based on that information, put together some strategies to assist students who have, like I say, reading -- reading challenges. She's very enthusiastic about her report, very enthusiastic about how we approach helping students with reading challenges. The reading -- one of the points in your report, the reading faculty made a site visit to American River College to investigate reading across disciplines, RAD program, and they were very impressed with those results and will implement those -- those strategies here at Johnson County Community College.

Gurbhushan Singh gave an update on an Affiliation Agreement that's found in your Consent Agenda which was a continuing Affiliation Agreement. Denise Griffey gave a report on a new Articulation Agreement with the Blue Valley School District. Dr. McCloud, I'm not sure if you want to speak to that. That's been in the works for some time. We're excited about that because that enhances the number of students that we will receive from the Blue Valley School District. I know you put a lot of time into that. Would you like to make a comment about that?

>> Dr. Mickey McCloud: Yes. That particular agreement is designed for us to provide better counseling services to students who are interested in joining us here on campus and some of the newer programs that we've inaugurated for high school students. It will allow for the hiring of a position shared between Johnson County and the Blue Valley School District to make sure that students' transcripts are in alignment and that the courses that they take here will appropriately reverse transfer for their high school credits so that we can begin working towards students completing both a high school diploma simultaneous to an AA.

>> Trustee Jerry Cook: Appreciate that. We always value renewing Affiliation Agreements and always look forward to new ones emerging.

We had a report from Vince Miller, Tim Laughlin, and Rochelle Quinn on our simulation, healthcare simulation program. And that was also very, very enlightening and -- I would say

entertaining, but I don't want you to take that wrong. But we really found out a lot of detail about the simulation program. One of the highlights is we're the only accredited healthcare simulation center in Kansas. Metropolitan Community College is also certified, and the two of us are about a group of about 150 nationwide that get certified through the Society for Simulation Healthcare. And Vince and Tim and Rochelle were strong to point out that with the assistance of Dr. McCloud, from the administration's standpoint, to help get this approved was very instrumental and Dr. McCloud was also instrumental in getting Metropolitan Community College their certification.

So you're all well aware of, I think, of the great work our college does in the simulation program. I believe you have some additional detail or we can get additional detail. I was just really impressed with the detail of that report and the passion and the excitement that the people have for our simulation center. So I want to compliment them. It was a very outstanding -- a very outstanding report.

Dr. Weber gave a report, as he has in all committees, on the COVID-19 campus update. And Dr. McCloud talked about the work we're doing for the summer course, which Dr. Leiker's talked about, referred to, and we're all been aware of the great work that staff has done to accommodate online learning and dealing with lab work and students that -- when we're in this quarantine basis.

Karen Martley provided review of ongoing efforts in Continuing Education. And I think, Karen, you've always said of the great work the Small Business Development Center is doing with the number of requests you're getting from small business for assistance. So we're very appreciative of that as well. With that, that kind of concludes my report.

I would -- I would defer to Laura and to Lee for your impressions of both of those reports, particularly the reading sabbatical and the health simulation. I didn't want to cut that short. So if you have any comments, please.

>> Chair Greg Musil: Trustee Smith-Everett?

>> Trustee Laura Smith-Everett: I just wanted to thank the group that did the simulation. They only showed us the nicest -- specimen? No. What was that? It was --

>> Trustee Jerry Cook: Patients. They were the patients.

>> Trustee Laura Smith-Everett: No, no, no. The -- they showed us --

>> Sputum.

>> Trustee Laura Smith-Everett: Thank you, sputum. And only showed us the nicest one, they told us. So I appreciated at an 8:30 in the morning meeting only being shown the, you know, elementary version of what they could have shown us in their simulation. But the simulation was remarkable. It was eye-opening. And I applaud that team for all the work they put into it before COVID and of course afterwards, this is one of the main ways our nursing students are able to continue to get their hours. So thank you very much.

>> Chair Greg Musil: Trustee Cross?

>> Trustee Lee Cross: Yes. Thank you, Mr. Chair, and Mr. Chair Cook. I appreciate that. As someone who had reading problems, I sure do appreciate the presentation on the sabbatical and the learning and reading strategies that were presented. And, you know, in all of Trustee Smith-Everett's work and leadership, the answering of the Juneteenth question, I sure do appreciate your intelligence, grace, and dignity which you have brought to this board. So thank you.

>> Chair Greg Musil: Dr. Sopcich?

>> Dr. Joe Sopcich: The program we have with Blue Valley is a big deal. I mean it's incredibly gratifying when you go to a Blue Valley Board of Education meeting and you hear them talk in glowing terms about the college. Dr. McCloud and I attended one of these meetings in which we were honored. I have to say, Dr. McCloud was more like the rock star there as he was swarmed by his -- by his fans, and I had to, you know, find my own seat type of deal.

But, Dr. McCloud, I know the Blue Valley program is just kind of a first step. What's your vision for working with K-12 in this regard?

>> Dr. Mickey McCloud: Ultimately, the goal for these programs is that we will work with K-12 across our service area so that we can provide what I'm going to call without a real name an academy concept whereby high-achieving students and students who are prepared for college opportunities can come to Johnson County directly to work with our faculty in our classrooms, utilizing all of the equipment, technology, and opportunities that we can provide to move them forward. My hope is that we can build a pipeline of students who can achieve both a high school diploma and an AA simultaneously. This has worked at -- I was a part of over in Missouri that is new, a newer concept to the state of Kansas that I would like to see us be able to implement kind of in full in being able to provide more opportunities for those students, particularly as we have entered a stage of education where because of our accreditation and national and regional accreditation standards, many of the high schools have had a difficult time employing instructors who meet appropriate qualification standards to be able to teach college material.

The more opportunities that we have to bring those students here to work with our faculty who have all of those accolades and the ability to offer them a stronger education than we would be able to do at a distance, I think that it will strengthen our service area and in the long run be a model for other service areas across the state of Kansas to be able to work with their K-12's.

>> Dr. Joe Sopcich: Any other districts have any interest?

>> Dr. Mickey McCloud: Right now we have four districts that are quite interested. Shawnee Mission is interested in working with us. Olathe is interested in working with us. And in the coming year we will actually be working with Eudora, who is looking to begin sending some students to us this coming academic year provided we can find a way to make our way through all of the kind of the niceness that COVID-19 has put in our path. And so we will be able to continue growing this as a programmatic approach with the hope that we can serve more students in our -- in our service area and that we can kind of open up a little bit more of what we have to offer directly on the campus, not simply through our dual credit College Now opportunities.

>> Chair Greg Musil: Anything else on Learning Quality, Trustee Cook?

>> Trustee Jerry Cook: That concludes our report.

>> Chair Greg Musil: Questions? Move on to the Management Committee report.

Trustee Cook.

>> Trustee Jerry Cook: Thank you, Mr. Chair. The Management report --

>> Trustee Angeliina Lawson: Mr. Chair, I make a motion that Trustee Snider recuses himself out of the room while we discuss the Management Committee as per our Trustee Ethics Policy of 114.02 on Paragraph No. 3. He brought forward and worked on environmental policy at JCC (sic) and Management Committee while working as a paid lobbyist. He did not disclose that in that committee. He is being paid by NRDC, which is an environmental lobby group. This is a clear conflict of interest. While I agree with the environmental policies, the public has

a right to know that this represents his paid work, as well as his elected work, and the end does not justify the means, so I would be more comfortable to have Trustee Snider recuse himself as per our ethic policy, the code of ethic policy.

>> Chair Greg Musil: Which item in the Management Committee are you referring to?

>> Trustee Angeliina Lawson: We only have one Management Committee.

>> Chair Greg Musil: Well, we have topics. I'm not speaking to any of the substance of your comments because I don't know anything about it, it has never been brought up before to me. But are you suggesting a trustee needs to recuse himself or herself with respect to the retention of the official newspaper?

>> Trustee Angeliina Lawson: Mr. Chair, I think the entire Management Committee, he is a laid lobbyist. I think that I have concerns and regarding the conflicts of interest and voting on any building efforts, considering his listing with the Secretary of State as a lobbyist for developers. He spoke to me today about his active recruiting of developers and construction companies, and I think it is hard to know just where and how much of the conflicts of interest. And I think for peace of mind during the committee report to have him recuse himself and I think that solves the issue of any conflicts of interest, as stated in our ethics, Code of Ethics, states that restraint of participation, trustees should not be doing all of these acts, they should not be participating in related board discussions, making recommendations, negotiating terms or contractual provisions and voting on them. So...

>> Chair Greg Musil: I don't see anything on the Management Committee agenda that in any way affects Trustee Snider's independence, either perceived or real, with respect to what you've just described. I don't know the process for forcing a recusal. Under Kansas law, that is up to each individual elected official, is my understanding.

Is there a second to the motion that would exclude Trustee Snider from any participation in any Management Committee matters? If not, let's move on to the retention of official newspaper, please.

>> Trustee Jerry Cook: Well, the Management report again is on Pages 17 to 33. Before we get to the recommendations and the motions, I would just say that Trustee Smith-Everett, Trustee Snider, and I were in attendance with, again, a plethora of faculty and staff. Randy Weber, Interim Executive Vice President, presented information on two agreements, which we have discussed previously. Those agreements are found on Page 53 and 55, deal with the Blue Valley School District for Career Ready Partnership, and JCCC's in-kind contribution space for workforce activities. Rachel Lierz, Associate Vice President of Financial Services, provided a report on the 2020-2021 budget development. She reminded us that the July 2020 Board of Trustees meeting, the board votes to approve and public a one-page portion of the legal budget and the Notice of Public Hearing. Public hearing will be held in August and when we approve '20-'21 legal budget. Next, Ms. Lierz gave a presentation of estimated actual results compared to budget for the fiscal year ending on June 30, 2020, including preliminary estimates of under-spending and certain operating budget lines due to the campus closure. That was a follow-up to a detailed report she gave in May and an ongoing update of what our status is from month to month.

Janelle Vogler, Associate Vice President of Business Services, presented the Single Source Purchase Report that's found on Page 23, and the Contract Renewal Report, which can be found on Page 24. Tom Hall, Associate Vice President of Campus Services, gave the monthly update on capital infrastructure projects. That report is found on Page 28. He also reported on

current progress of the construction projects on campus, then reviewed the report of the financial status of Facilities Master Plan projects, and that report is found on Page 29.

We have a number of recommendations. The first is the official newspaper. Chris Gray, Associate Vice President, Strategic Communications and Marketing, stated that Kansas statute requires that when a school district or community colleges publishes a legal notice in a newspaper, the newspaper must be one that is published at least weekly, 50 times year in the college's district. Therefore, it is the recommendation of the Management Committee that the Board of Trustees accepts the recommendation of the College Administration to designate "The Legal Record" and "The Gardner News" as official newspapers of the college and that publication constitutes legal notice on behalf of the Board of Trustees, and I'll make that motion.

>> Second.

>> Trustee Angeliina Lawson: I'd like to make a substitute motion to offer this actually to The KC Star and the "Shawnee Mission Post." "The Legal Record" is a paid subscription, which automatically limits the amount of people that can see our press releases and public notices. And "The Gardner News," as far as the reach that the KC Star and the "Shawnee Mission Post" have, I'm not understanding why we don't have this anyway. So I'm making a substitute motion to actually offer this to KC Star and "Shawnee Mission Post."

>> Chair Greg Musil: We went through this last month and I'll just say I'm going to accept your motion as a motion to amend as opposed to a motion to substitute. I will state, and Mr. Gray and Ms. Nazar can correct me if I'm wrong, the paper has to be published in Kansas. It cannot be published -- "The Kansas City Star" does not publish in Kansas. It has to be a published print newspaper. The "Shawnee Mission Post" is not a published print newspaper. We are constrained by Kansas law. We have been part of an effort over the years to be able to simply publish our legal notices on our website because it would save considerable funds. But the Kansas Press Association in Topeka is a very powerful lobby and that has not gotten anywhere. So we have choices of basically these two newspapers published in Johnson County with a sufficient circulation to allow us to legally choose them. Would you like to withdraw your amendment?

>> Trustee Angeliina Lawson: I'd like to make an amendment to that motion to change The KC Star to "The Pitch."

>> Chair Greg Musil: "The Pitch" is published in Kansas City, Missouri, as well. Best of my knowledge.

>> Trustee Angeliina Lawson: Do we have clarification on that?

>> Chair Greg Musil: Well, I think it would be a mistake to pick a paper tonight that for the first time we've heard about your selection of "The Pitch" or "The Kansas City Star" and assume it's a Kansas paper. So is your amendment now to kick out one of these Johnson County published newspapers and add "The Pitch" as the sole newspaper or as one of the two?

>> Trustee Angeliina Lawson: Mr. Chair, we're allowed to make amendments, so that's something that we can do right now. And "The Pitch" does print in the Johnson County area, actually in Wyandotte. So that is something that is within the Kansas limit.

>> Chair Greg Musil: Is there a second -- well, I'm trying to clarify your motion for the board. What is your amendment now?

>> Trustee Angeliina Lawson: My amendment is to offer a -- these -- I'm sorry, the -- to "The Pitch" and to "The Shawnee Mission Post."

>> Chair Greg Musil: "The Shawnee Mission Post" does not qualify as a print newspaper.

>> Trustee Angeliina Lawson: I'm sorry. Then I didn't hear that. Why?
>> Chair Greg Musil: Because it must be a printed newspaper published in Kansas.
>> Trustee Angeliina Lawson: Print, okay. I'm sorry. How about "The Gardner News," then? So the amendment would actually be to "The Pitch" and The Garden News -- Gardner News.

>> I've already seconded the motion.

>> Trustee Lee Cross: I seconded the motion. My dad was born in Gardner.

>> Chair Greg Musil: Well, did you second the motion to amend?

>> I did when she (Inaudible) (off mic).

>> Chair Greg Musil: Okay. So I did not hear you.

(Multiple speakers off mic.)

>> Chair Greg Musil: Okay, we have a motion by Trustee Lawson and a second by Trustee Snider to amend the recommendation to include "The Pitch" and "The Kansas City Star" as our -- as our newspaper -- what? "Shawnee Mission Post" and "The Kansas City Star" as our legal newspapers. Is there discussion?

>> Trustee Angeliina Lawson: Mr. Chair, I just want to make sure my correct amendment, because what you're saying doesn't match what I said. So I'm making a substitute motion to amend that it goes to "The Pitch" and "The Gardner News."

>> Chair Greg Musil: I understand. But I didn't realize your first amendment attempt had been seconded, which means it is on the floor and that is what we will vote on. Your first amendment was to recommend "The Kansas City Star" and the "Shawnee Mission Post," neither of which meet the statutory requirements. Is there any further discussion? All in favor of the amendment, please signify by saying aye.

Are you -- are you in favor of your amendment, Trustee Lawson?

>> Trustee Angeliina Lawson: Sorry. It's hard to hear. There's a lot of echo. So I'm just trying to follow the amendment here. Do you need me to withdraw this amendment to go to the one that I was talking about?

>> Chair Greg Musil: You may. You made the motion. If you'd like to withdraw the motion, I will accept that, and you can make a substitute amendment.

>> Trustee Angeliina Lawson: Okay. So I'd like to withdraw the amendment to offer this to The KC Star and "Shawnee Mission Post." Instead, I'd like to make the substitute motion to amend to offer it to "The Pitch" and "The Gardner News."

>> Trustee Lee Cross: I'd like to object, Mr. Chair. I mean "The Pitch," and Vice President McCloud and I just looked it up. "The Pitch" is in Missouri. So I'm going to --

>> Trustee Angeliina Lawson: Wyandotte.

>> Trustee Lee Cross: I don't know what to say.

>> Chair Greg Musil: It's where it's printed. It's not where it's distributed. Do you want to -- do you want to vote on your motion? We don't have a second. The motion to amend to make it "The Pitch" and "The Gardner News" dies for lack of a second.

>> Trustee Jerry Cook: I'd like to call the original question, please.

>> Second.

>> Chair Greg Musil: The question has been called on the original motion to designate "The Gardner News" and "The Legal Record" as the official newspapers of the college. All those in favor say aye.

(Ayes.)

- >> Chair Greg Musil: Opposed?
- >> Trustee Angeliina Lawson: Aye.
- >> Chair Greg Musil: Motion carries 6-1 with Trustee Lawson voting in opposition.

Next item, Mr. Cook.

>> Trustee Jerry Cook: Mr. Gray also reported that each year the college sponsors selected events that help the college maintain strong community relationships. The organizations are listed on Page 18 of the board packet. This is always a difficult decision to make as we get several requests. It is vetted by a number of people at the college and, therefore, it is the recommendation of the Management Committee that the board accept the recommendation of the College Administration to approve the above-listed sponsorships, excuse me, for the 2020-2021 physical year at a cost of \$15,000, plus an additional 2,000 contingency, for a total cost of \$17,000, and I'll make that motion.

>> Trustee Lee Cross: Second.

>> Chair Greg Musil: Moved by Trustee Cook and seconded by Trustee Cross to approve the sponsorships listed on Page 18 of the board packet. Is there any discussion? If not, all in favor say aye.

(Ayes.)

>> Chair Greg Musil: Opposed nay? That motion carries unanimously.

>> Trustee Jerry Cook: Next item, Randy Weber presented a draft of the '20-'21 Management Committee Working Agenda found on Pages 20 and 21 of your packet. It is the recommendation of the Management Committee that the Board of Trustees approve the fiscal year 2020-2021 Management Committee Working Agenda, and I'll make that motion.

>> Trustee Laura Smith-Everett: Second.

>> Chair Greg Musil: Moved by Trustee Cook, seconded by Trustee Smith-Everett to approve the Working Agenda for the Management Committee for fiscal year 2020-'21. Is there any discussion?

If not, all in favor say aye.

(Ayes.)

>> Trustee Lee Cross: Yes.

>> Chair Greg Musil: Opposed nay?

>> Trustee Jerry Cook: Next item we have --

>> Chair Greg Musil: Motion carries unanimously. I just need to make sure I do that for the minutes.

>> Trustee Jerry Cook: We have one Single Source Purchase to present for recommendations. It is the Micro Data Systems, Inc., for continuing education for trainers and curriculum. It is the recommendation of the Management Committee that the Board of Trustees accept the recommendation of the College Administration to approve the Single Source Justification for the fiscal 21 estimated amount for Micro Data Systems for a total estimated amount of 210,000, and I'll make that motion.

>> Trustee Laura Smith-Everett: Second.

>> Chair Greg Musil: Moved by Trustee Cook, seconded by Trustee Smith-Everett to approve the recommendation for the Sole Source Award to Micro Data Systems. Is there discussion? If not, all in favor say aye.

(Ayes.)

>> Chair Greg Musil: Opposed nay? That motion carries unanimously.

>> Trustee Jerry Cook: Ms. Vogel reported that there was one recommendation based on Requests for Proposals. This recommendation is for RFF for Network Infrastructure Equipment and Services. Is it the recommendation of the Management Committee that the Board of Trustees accept the recommendation of the College Administration to approve the proposal from Sirius Computer Solutions for the provisions of various network infrastructure products and software subscriptions for an estimated base year of \$1,065,878 for fiscal year 2020-'21 and a total expenditure estimated of \$5,329,392 for the optional renewals through 2025, and I'll make that motion.

>> Trustee Lee Cross: Second.

>> Chair Greg Musil: Moved by Trustee Cook, seconded by Trustee Cross to approve the selection of Sirius Computer Solutions for provision of various network infrastructure products and software subscriptions. Is there any discussion? If not, all in favor say aye.

(Ayes.)

>> Chair Greg Musil: Opposed nay? That motion carries unanimously.

>> Trustee Jerry Cook: Final recommendation has to do with extending our lease at the West Park Center on 87th Street in Overland Park. The college occupies space for the cosmetology and ABE, GED, ESL programs, credit and non-credit classes. Mr. Hall reported that the existing fifth lease amendment agreement executed in August 1, 2015, will expire on July 31, 2020. The sixth lease amendment will renew the existing five-lease agreement for a three-year term from August 1, 2020, through July 31, 2023, with three additional one-year options. The college will have the option to terminate the lease without penalty once per year during the three-year renewal period.

Therefore, it is the recommendation of the Management Committee that the Board of Trustees accept the administration's recommendation to exercise the three-year lease extension with three additional one-year options for the West Park Center leases per agreement subject to review by legal counsel, and I'll make that motion.

>> Trustee Lee Cross: Second.

>> Chair Greg Musil: Moved by Trustee Cook, seconded by Trustee Cross to approve the lease as presented with West Park Center. Is there any discussion?

>> Trustee Angeliina Lawson: Mr. Chair, I'd like to make a substitute motion that we actually refer this back to committee because there has been numerous complaints about this location and this site, and we need to be able to take better care of the students and professors that are coming off-site. There's been a number of complaints that I've personally heard over the years that there's a struggle between being able to complete the two-year program because the off-site does not allow for the travel time to make back-to-back classes, so they miss out and they have to end up extending their amount of time to finish their degree. I think there's not enough oversight when you don't have the cross-pollination on main campus. And I believe in Dr. McCloud's team that there is an option to be able to really advance this instead of asking one more year, one more year, one more year. I think the feedback that is coming back from faculty and staff and students are important, and I think I'd like to make a motion to refer this to either to Management Committee, to make a task force to get this done with the new president, and I think that's possible instead of renewing another year.

>> Chair Greg Musil: Would you please state, then, exactly what your amendment proposes.

>> Trustee Angeliina Lawson: My amendment is to refer this back to Management

Committee for Dr. McCloud to put together a task force to find another site.

>> Chair Greg Musil: Dr. McCloud, it appears as though we need to renew the lease by August 1 of 2020; is that correct?

>> Dr. Mickey McCloud: That is correct at this time.

>> Chair Greg Musil: And that in each of the three years of the base term we would have the option to terminate the lease?

>> Dr. Mickey McCloud: Currently the base allows us to terminate with some minor penalty. We can -- I mean we can talk about that. But, yes, we do have the option to pull ourselves out during that three years and then each individual year of renewal on the other end of four, five and six could also be pulled.

>> Dr. Randy Weber: I might point out, this is a unique contract for us in that it's three years with three one-year options at the end. Historically we've done five-year. When Dr. McCloud and I spoke about this, and working with our Facilities folks, we don't believe that we would be able to do anything on campus any earlier than three years, which is why the initial three years is what is requested as part of the lease agreement.

>> Chair Greg Musil: Okay. Is there a second to the amendment to refer this back to Management Committee? I presume at their July meeting to then be acted on at our July meeting, at which time a negotiated lease would have to be made with the landlord.

>> Trustee Lee Cross: Mr. Chair, just to clarify, this is the recommendation of the administration and Dr. McCloud? Not the amended motion, but the recommendation we're prepared to vote on is what the administration has in its due diligence recommended?

>> Chair Greg Musil: Correct, and was recommended by the Management Committee.

>> Trustee Lee Cross: Okay.

>> As well as I'd like to say Continuing Ed. We run a very large program over there for ESL students. So this would -- this would have a huge impact on us as well.

>> Chair Greg Musil: What is ESL?

>> Our English Second Language program.

>> Chair Greg Musil: Okay.

>> Trustee Laura Smith-Everett: I would also like to speak and say I would be on the other end of it, arguing for it to remain where it is because it's a really vital location for the community that accesses it for the adult basic education and for the ESL, where that particular area is a very large area that has people who speak another language and so it's convenient for them. So --

>> And transportation issues --

>> Trustee Laura Smith-Everett: Is a very big deal. It's walkable.

>> -- is a primary concern for us.

>> Trustee Lee Cross: I concur.

>> Chair Greg Musil: Let's -- is there a second?

>> Trustee Angeliina Lawson: Dr. McCloud, can you please speak on the reason for some of the research that you explained to me about the feedback of the students and faculty? And I also know directly from the students and the professors there, as I've attended and had services there to understand that off-site program, a lot of those populations that go there are not current trends and so they miss out on the opportunities to do hair for current, younger generations, and we would get that opportunity if they were on-site, and they don't have that opportunity and so there's a lot of students that have expressed concerns that they are going and getting hired into

salons that then they have not had the proper practice because what's in the current salons are not that -- that are coming in. And so the movement on campus would be something that I think our team, and I believe in Dr. McCloud. I believe in the ability to find what needs to get done and he's been a great advocate to do that. And if, Dr. McCloud, you can speak on some of the research and the program reviews and that have -- you have talked about.

>> Chair Greg Musil: Dr. McCloud, go ahead and finish and make your remarks, then I'm going to ask if there's a second to the amendment.

>> Dr. Mickey McCloud: Yeah, I think that you've -- I think Trustee Lawson has spoken to the issues the program is dealing with right now. And we are looking at the future of what we need to do with this program in terms of whether that would be retrofitting here on campus, possible solutions of new facilities being prepared, and I think that what she has elaborated pretty thoroughly covers a number of the issues, both with the retrofitting of that facility that has been done, which has been a little bit problematic and we have had to do a great deal of upkeep to maintain viable standards for those students, but also because of the viability of other populations utilizing those services and providing better clinical opportunities for those students. I think that's all accurate. It is all part of our evaluation and part of what we're working towards in the future.

>> Trustee Angeliina Lawson: And I believe we need to trust in our --

>> Is there a second to that amendment, Mr. Chair?

>> Chair Greg Musil: There is not yet. Trustee Lawson appears to be frozen on the screen, so I'm going to give her a chance to unfreeze. Then I will ask if there's a second. Angeliina, can you hear me?

Any idea which end this is on, Jason?

>> That's what I'm trying to find out, if we're still going.

>> Chair Greg Musil: Did we not buy the unlimited Zoom?

>> She's gone. So, yeah, she's disconnected. So she's no longer in the meeting.

>> Chair Greg Musil: Well, I am going to propose we text her, we give her a minute.

>> Trustee Jerry Cook: While you're doing that, Mr. Chair, I just want to support what Laura Smith-Everett talked about. In our Management Committee, we did spend considerable time talking about the positives for the ESL program and the other programs we have there, even GED. So we spent a lot of time reinforcing that that was a good location for those. Now, if we've got some program issues with cosmetology, then I -- those certainly need to be dealt with.

>> Trustee Laura Smith-Everett: I just wanted to clarify. We can decouple those, right? There's no particular reason the location needs to hold both?

>> Dr. Mickey McCloud: Yeah, we can decouple the programs. At this point they share the building. We split the building in half with them at this point.

>> Trustee Laura Smith-Everett: I remember having to stop my ESL students from going towards the cosmetology wing, and it's a very open corridor. So I understand the -- truly understand the --

>> Chair Greg Musil: Trustee Lawson is logging back in. She indicates she's in. Do you see her, Jason?

>> I do not. Let me check...

>> Chair Greg Musil: She says she sees me, which is probably a good sign of something.

>> There has been all sorts of issues tonight, on different computers seeing different things. (Inaudible)

>> Trustee Angeliina Lawson: Okay. I think, thank you, Jason, for switching me over.
>> She is on with -- we're watching the attendee view and she's on on that, but she is for some reason not here.

>> Trustee Angeliina Lawson: Can you hear me? I can hear you.

>> Chair Greg Musil: Well, Trustee Lawson said she could hear me, but I don't know if she's talking about my phone or my microphone.

>> Trustee Angeliina Lawson: Microphone and -- can you hear me now?

>> Chair Greg Musil: Trustee Lawson, can you hear me?

>> Trustee Angeliina Lawson: I can.

>> Chair Greg Musil: Can you speak up?

>> Trustee Angeliina Lawson: Right here.

>> Chair Greg Musil: Okay. We have no video. We have your sound very faint. So when you're speaking, you'll need to speak up extra loud.

>> Trustee Angeliina Lawson: Okay. Is there a second?

>> Chair Greg Musil: Is there a second to the amendment that would refer this lease agreement back to the Management Committee for further consideration?

>> Trustee Angeliina Lawson: For Dr. McCloud to have a task force to address this.

(Echo.)

>> Chair Greg Musil: Right. I heard you say Dr. McCloud to have a task force. That motion dies for lack of a second. So we're back to the main motion to approve the lease, which has been moved and seconded. All in favor of approving the recommendation to enter the new lease for the Westpark Center as presented signify by saying aye.

(Ayes)

>> Trustee Lee Cross: Yes.

>> Chair Greg Musil: Those opposed say nay.

>> Trustee Angeliina Lawson: Nay.

>> Chair Greg Musil: That vote is 6-1 with Trustee Lawson voting nay.

>> Trustee Jerry Cook: That concludes our report. I would defer to Trustees Snider and Smith-Everett if they have additional things to say. (Inaudible)

>> Chair Greg Musil: Thank you. We'll move on to the ad hoc committees. The first report will be from the Presidential Transition Team. Trustee Cook and Trustee Smith-Everett.

>> Trustee Jerry Cook: I would just say that because I've been speaking so much here lately, we've -- Trustee Smith-Everett and I have been leading a team to properly say goodbye to our current president and to welcome the new one. And, Laura, if you want to take the lead on that and tell us what's going on.

>> Trustee Laura Smith-Everett: Sure. We've been -- make sure I have the microphone close. We have been keeping the trustees updated with a weekly e-mail that you should be receiving from us to review just this week's items that we've been working on. We've been working on the details for this June meeting for the song and dance, we have prepared a Cirque du Soleil type ceremony at the end for Dr. Sopcich's very last board meeting. Just making sure you're paying attention, Dr. Sopcich.

>> (Inaudible, off mic.)

>> Trustee Laura Smith-Everett: Yeah, well, just you wait. So we've been working on the plans for all of that. And then we are also working with Dr. Bowne to get his plans in place so that we can have him come onboard and have the public and the internal and external

communities know his vision and his plan. He has a 90-day plan for how he'd like to meet all the different stakeholders that are important in this job. And the marketing team is working on a website that will be brought live when Dr. Bowne comes onboard. And so we've been working on those details. And then, finally, we've been working with Chairman Musil to very lightly map out an understanding that your goal was to have two retreats. And Chairman's been working with us to work on the details. An August retreat is really just for the sole purpose of the COVID, the reopening and for all of the trustees and --

>> Chair Greg Musil: July.

>> Trustee Laura Smith-Everett: Oh. What did I say?

>> Chair Greg Musil: You said August.

>> Trustee Laura Smith-Everett: I mean July. Sorry. July retreat is just for that sole purpose. But then we will also have an August retreat and I know one of the feedback that I received from one trustee is several internal board policies and procedures that that individual would like implemented. And so we will have a broader discussion about board and president protocols and procedures at an August retreat yet to be planned.

Is that --

>> Chair Greg Musil: Correct.

>> Trustee Laura Smith-Everett: -- a good summary?

>> Chair Greg Musil: That's the plan.

>> Trustee Laura Smith-Everett: And that is all I have.

>> Trustee Jerry Cook: I would say that in addition, and in response to Dr. Leiker's remarks about inclusion, I think we all understand the challenge of dealing with these unprecedented times and the anxiety we have and apprehension not just with a new leader and -- and how the college will move forward, but dealing with the COVID crisis, dealing with the social, racial unrest that's occurred in the last several weeks. So we know there's anxiety. And -- and what we've tried to do with our plan, and by the way, we sent that to all of the trustees. We've communicated with the trustees personally for edits. We've included those edits. I think we're really at a point now with the plan and it includes about 12 -- 12 points. I would just like to share for the public the first couple of paragraphs. The primary purpose of this plan is to purposefully facilitate a clear, collaborative, and inclusive transition process for Dr. Andy Bowne, Johnson County Community College, and the community in which it serves. Strategies will focus upon creating an open line of communication with all stakeholders, hopefully we can deliver on that, ensuring transparency and open communication during the entire transition process, building a trustworthy communication process, apprising the Board of Trustees via weekly updates on the transition progress, and Laura Smith-Everett has done a great job with that.

Trustees' role in the transition, and we have a number of points here to deal with this board becoming a high performing board by focusing on -- focus upon the college's destination, CEO's performance, assessing individual board performance as to how such aligns with and supports the affirmation points -- aforementioned points. Scheduling board retreats that Laura has referred to, clear understanding of the President's 90-day plan and understanding of how his smooth transition will benefit the college. And in addition to that is to properly say goodbye to Dr. Sopcich, which we will do later this evening.

So and then I think the 12th point that was added as a result of our discussions with you is the full board in consultation with Dr. Bowne will conduct a review of the transitional plan

progress during the fall semester. So this just isn't a goodbye Joe tonight in June and hello to Dr. Bowne on the first week of July and put it away. We intend to use this plan as kind of a framework to, if we're really serious about becoming a high performing board, to move this college forward that we'll take those -- those actions seriously.

So I want to thank all of you for your input into the plan. We all have a responsibility to benefit the students of this campus with the very best teaching and learning experience that we can provide, and in a time when safety and health and emotional disturbances are really impacting all of us as students and faculty. So thank you very much, Mr. Chair. Thank you, Laura, for your --

>> Chair Greg Musil: Questions of the Presidential Transition Team? Trustee Lawson, we still cannot see you. So you're going to have to shout out if you have questions.

[Dog barking]

>> Trustee Angeliina Lawson: I do not.

>> Chair Greg Musil: Thank you. Next item is a Ad Hoc Committee on Board Self-assessment. That's Trustees Cross and Trustee Ingram.

>> Trustee Lee Cross: Yes. Thank you, Trustee Ingram. Trustee Ingram asked me to speak on this tonight and I'm happy to do so, although she has carried most of the water on the committee. I've been a stay-at-home dad really for the last three months. So I thank her for the opportunity to speak. I will note that we have been working with Colleen Allen at ACCT, to my knowledge is the Director of Educational Services there. We have worked with her discussing ways and opportunities that we might have to adopt some of the standards that they use at the national level and within our industry. So we are meeting with her Monday?

>> Trustee Nancy Ingram: Yes.

>> Trustee Lee Cross: At 8:00 Eastern, 7:00 a.m. via Zoom.

>> Trustee Nancy Ingram: Yes.

>> Trustee Lee Cross: As Trustee Ingram, at all hours of the day thankfully accommodating my schedule as I've also been running a law practice. I appreciate Trustee Ingram's leadership on this and everything she does. And, Mr. Chair, we'll meet Monday with ACCT to go over that. We're hoping to do perhaps something of a hybrid. ACCT has a number of different templates and models that we could use for self-assessment. Although, I will mention, Trustee Dr. Cook set up a couple of templates that we'd planned to use a year or two ago and that we'd used in the past. So we're hoping to save some money for the college but also consult with ACCT as to what would be the best way forward. And I would ask Trustee Ingram if she has anything to add, but that concludes my report.

>> Trustee Nancy Ingram: No. I think you did a great job. We're looking forward to that conversation. It's just scheduling issues that we've had, and Monday morning at 7:00 is it. So we'll report back next month.

>> Trustee Lee Cross: Thank you.

>> Trustee Nancy Ingram: You're welcome.

>> Chair Greg Musil: Anybody that wants to join, please get in touch with one of those two trustees. 7:00 a.m. Monday. All right. Thank you for that. We're now ready for the President's Recommendations for Action. We're right back to you, Trustee Cross, for the Treasurer's Report.

>> Trustee Lee Cross: Yes. Thank you, Mr. Chair. The Treasurer's Report can be found in your board packet and it is for the month ended I believe April 30th, 2020. And some items of

note include that Page 1 of the report is the General/Post-Secondary Technical Education Fund Summary. April was the tenth month of the college's 2019-2020 fiscal year. The college's unencumbered cash balance as of April 30th, 2020, in all funds was \$93.4 million, which is approximately \$2.2 million lower than at the same time last year. Expenditures in the Primary Operating Funds are within the approved budgetary limits, and I will note the -- the wisdom of this administration, this board has been to -- we increased the mill -- one of the first votes I held in 2013, participated in, was to raise the mill. President Sopcich, a brand-new president, made that courageous decision to do it and we've built up our reserves. This is an incredibly uncertain time, but I think the leadership of this administration and this board has put us in a decent position to help put people back to work as we have record people unemployed. So, Mr. Chair, it is the recommendation of the College Administration that the Board of Trustees approve the Treasurer's Report for the month ended April 30th, 2020, subject to audit. And I'd make that motion.

>> Trustee Paul Snider: Second.

>> Chair Greg Musil: It's been moved by Trustee Cross and seconded by Trustee Snider to approve the Treasurer's Report subject to audit. Is there any discussion?

>> Trustee Angeliina Lawson: Yes, Mr. Chair.

>> Chair Greg Musil: Trustee Lawson, do I hear you?

>> Trustee Angeliina Lawson: Yes.

>> Chair Greg Musil: Okay. You'll really need to speak up, please.

>> Trustee Angeliina Lawson: Okay. Thank you, sir. Mr. Chair. Sorry. I just had a question on Page 35 to 42, when I calculated up all the ending balances of unencumbered cash, that total was 103 million. And then add the 112 million that is tied up in investments on Page 43. The total unencumbered cash that I have is 215 million. Is that correct?

>> Chair Greg Musil: No. That's not correct. The unencumbered cash includes investments and other numbers. I think Rachel Lierz is on the Zoom if she wants to address that. The unencumbered cash in the basic operating account, Post Secondary Technical Ed is 80 million. I would recall it was 110 million in -- at the end of January. It goes down until we get our ad valorem tax payments this month that would be reflected in the June 30th financial statements.

>> Trustee Angeliina Lawson: Mr. Chair, actually, then on Page 37, the unencumbered cash for Adult Supplementary Education Fund is a little over a million. Student Activity Fund is 727. Then on Page 38, there's more calculations of unencumbered cash, as well as Page 39, 41, and 42. And the number comes up to 103 million.

>> Chair Greg Musil: And (indiscernible), some of which are self-supporting and which can only be used for those particular topics. They fluctuate during the year. And I think what our policy reflects is the balance in the General Post Secondary Educational Funds, and that's what our policy is based on. There are on occasion balances in other funds that are unencumbered.

>> Trustee Angeliina Lawson: That's fine, Mr. Chair. What I was asking that --

>> Chair Greg Musil: (Indiscernible) unencumbered cash?

>> Trustee Angeliina Lawson: I'm just asking for the total number of unencumbered cash, because on Page 44 it also shows that the graph meets that \$103 million mark on the line for fiscal year 2019. And even though the unencumbered balance on that line, the chart does not show the 11 million, but the graph does show 103. So not 80.

>> Chair Greg Musil: Well, I would -- I'm not sure if you have a question or a point?

>> Trustee Angeliina Lawson: My question that I said, Mr. Chair, was the current amount, was it 103? And plus the 112 million in investments that are going to be mature at the end of July show 112. So that's 215 million in our reserves. I wanted to know if that was true.

>> Chair Greg Musil: Dr. Weber, can you clarify that the investment numbers are not added to unencumbered cash?

>> Dr. Randy Weber: We have confidence in the chart that's on Page 44 as being reflective of the unencumbered cash on hand. As far as speaking to the fund strategies and the investment pool, I would defer to Rachel Lierz on that.

>> Trustee Angeliina Lawson: Okay. So that is a graph that shows 103 million for fiscal year '19?

>> Dr. Randy Weber: In the General Fund, that is correct.

>> Trustee Angeliina Lawson: Thank you. That was my question.

>> Trustee Lee Cross: Mr. Chair --

>> Trustee Angeliina Lawson: On Page 36, I had a question for the amounts that were paid. It says faculty Continuing Ed program dropped by 24% during COVID. And I wanted to know why the natural gas was 138% in April. Was that due to usage or rates?

>> Chair Greg Musil: I'm sorry, we couldn't hear you. Was that due to usage or what was your second word?

>> Trustee Angeliina Lawson: On Page 36, it shows that the faculty Continuing Ed program dropped by 24% during COVID. The other question, why was the natural gas 138 higher in April during COVID? Was that due to usage or rates?

>> Chair Greg Musil: I don't know if anybody can answer those specific questions at the board meeting.

>> Dr. Randy Weber: We'd be happy to follow up with -- with subject matter experts to that question. I can say overall utility usage was down immensely during -- during the last couple of months. But I can't answer that question specifically now. If we get it e-mailed we'd be happy to answer it.

>> Trustee Angeliina Lawson: Okay, because it might be the rates. That's fine. And then on the last page, 43, it shows our interest rates for Capital Federal was a quarter interest rate for 4 million for 77 days. Yet a regular savings account is .5 for any amount over 200,000. And Bank of KC is giving .4 interest rate on 7 million for 91 days when a regular savings account is .5 for three months CD. Do we have a reason as to why we are getting a lower rate than if we just walked in the door?

>> Chair Greg Musil: If you'll notice, those individual investments are made at various times to a variety of banks for both safety and security purposes, and to spread those based on the market rate at the time, so they're going to vary and sometimes we probably take advantage of a higher rate and sometimes it's a lower rate. I'm sure that Dr. Weber or Ms. Lierz would follow up with you on that along with our investment advisors.

>> Trustee Angeliina Lawson: Is that going to require a board vote to make changes to this so that we get actually a better rate than what is being given to us?

>> Trustee Lee Cross: Mr. Chair, I call the question --

>> Chair Greg Musil: It would require a change in policy if this board is going to get into the investment policies on short-term or long-time -- long-term basis, which we have delegated to the president and the financial office. So that would require a policy change.

>> Trustee Angeliina Lawson: Okay. Thank you so much, Mr. Chair. Just wanted to understand that.

>> Chair Greg Musil: Thank you. All in favor of adoption of the Treasurer's Report signify by saying aye.

(Ayes)

>> Chair Greg Musil: Opposed nay?

I believe that vote was unanimous. We will move on now to the Advisory Committees. Dr. Sopcich.

>> Dr. Joe Sopcich: Thank you, Trustee Musil. It's always my pleasure to make my one lone recommendation of the year. And this is it. It's about Advisory committees. Advisory committees are very important here at our college. I couldn't tell you the exact number that we have. But, Mickey, I'm going to give you a chance to talk here after I read this recommendation as a part of the discussion. But I will tell you that they're essential to the curriculum taught in many of our courses. Before we built the Libby Career and Tech Building, those advisory committees were coming in early on Saturday mornings and spending a good portion of the day talking to our faculty and trying make sure that what we were teaching in that building was the most current and relevant type of stuff to ensure that those students will be able to get a great job when they finished. So I know there's a real commitment here.

The list has been distributed to everyone. You should be reasonably familiar with it. I'd like to read the recommendation.

It's the recommendation of the College Administration that the Board of Trustees approve the Advisory Committees contained in supplement B from July 1st, 2020, through June 30, 2021. I'd like to have the opportunity for some discussion on this.

>> Chair Greg Musil: First, is there such a motion?

>> Trustee Lee Cross: So moved.

>> Trustee Nancy Ingram: Second.

>> Chair Greg Musil: Moved by Trustee Cross. Seconded by Trustee Ingram. We're ready for discussion. Proceed, Dr. Sopcich.

>> Dr. Joe Sopcich: Dr. McCloud, could you -- I'm glad to see you removed your Iowa State mask. Could you perhaps provide a little enlightenment on the list this year?

>> Dr. Mickey McCloud: Yes. There was an error in this year's list due to a miscommunication between a couple of the administrative professionals who actually work on that list. What was provided for you was supposed to have been redacted for personal information because a couple of years ago we had an error, in my first year, where we had people's personal cell phone numbers listed in the public document. And so it's supposed to have listed not contact information, but the individual, their role, and the place of business that we reached out to, to have professionals sent to our -- And what happened was they thought that they needed to redact everything except the individual and their role. And so what you have is a little in error. And so we will be correcting that and getting the appropriate information, which should include the business that the individual represents as well on to that list and get those back out.

>> Dr. Joe Sopcich: Any questions?

>> Chair Greg Musil: Further discussion? Trustee Smith-Everett?

>> Trustee Laura Smith-Everett: So I wanted to talk about the Police Academy Advisory Committee on Page 42. One of the things that struck me about it is it's the only Advisory

Committee, and I -- I will be honest that I did not read every single Advisory Committee, but I did a pretty good scan of them. It didn't have a diverse group represented on it. Every single member of the Regional Police Academy Advisory Committee are chiefs. And I wondered if there was any consideration to push back with other diverse members who could offer maybe a different perspective than a Chief of Police for a Police Academy.

While I understand part of the purpose is of course making sure they're meeting their obligations, in light of things that are happening nationally, I feel like this is a good opportunity to think more broadly about how we prepare our -- our cadets for service.

>> Dr. Joe Sopcich: That's a very good perspective and thanks for raising that issue. The Police Academy serves local municipalities in Johnson County. We're very honored to have that here on our campus. It's a great opportunity obviously for the county to come on campus and feel a part of our community. I'm going to ask Dr. McCloud to provide a little more insight into how that works.

>> Dr. Mickey McCloud: If you look at particularly our police, fire, and EMS, there are both statutory reasons, but also because of earlier statutes when those were created, those are populated primarily by chiefs. Now, those are the listed members. Those are not necessarily always the people who attend because each chief has the right to send a representative. Now, in terms of the police, the police chiefs actually do usually attend. The fire chiefs will occasionally send sub-chiefs. So we end up with that listing of the individuals who have been designated that we know will be coming. So some of those are place holders in that we are -- each one of the served -- particularly Police Academy, each one of the served Police Academies has to have a representative from the chief's office as the individual that we have. Now, in terms of the possibility of expansion, those are still opportunities that are available beyond those folks.

>> Trustee Laura Smith-Everett: That would be my request. Just looking at the, for example, the Emergency Medical Service Advisory Committee by comparison is much broader in terms of you've got physicians, you have government officials, you have the fire department represented. And so you really get a sense that you've got a lot of people from different points of view. But also it has many more members than the Police Academy one, which seems to be one of the smaller ones. So I would request or advocate for a more diverse representation on that, and I think that's a really important thing for us as the host of the local Police Academy.

>> Dr. Joe Sopcich: And if I can add, I mean certainly what has happened has been horrific, and hopefully, we should all have hope that from these tragedies, something positive and constructive can happen that will help, hopefully help avert them in the future. And I think what you're talking about is on that path.

>> Trustee Laura Smith-Everett: Thank you. Appreciate that.

>> Chair Greg Musil: Thank you, Trustee Smith-Everett. I agree with you wholeheartedly. Trustee Ingram?

>> Trustee Nancy Ingram: As do I. The other thing I wanted to just add on that last sentence, the committees can also be integral to fundraising and job placement. I think they're friend raising as well. And I think that's just another piece of it. These -- some folks may not do the fundraising, but some of them may go out and speak in the community too. So they're extremely valuable. Thank you.

>> Chair Greg Musil: Trustee Snider?

>> Trustee Paul Snider: Dr. Sopcich, so this is -- motion is turned and we're approving these advisory committees. If someone were to leave a committee, can they not be -- can that

slot not be filled without us voting on it?

>> Dr. Joe Sopcich: I think -- I think not. I mean these committees, my understanding -- Mickey, you're going to contradict me on that?

>> Dr. Mickey McCloud: Yeah, I can speak to that. These committees are actually -- what you get when we approve these each year is a simple snapshot in time. We are always adding and reducing the numbers and the individuals on these committees in perpetuity as different companies, particularly when we have small businesses represented, when people shut down, they rotate off, occasionally when a new business opens in the area, we will invite those individuals and see if we can get someone to join us. If there are emerging technologies or new fields that are a part of a connected subfield, we try to bring those folks in. So this is always a moving target. What is approved here yearly is a simple snapshot in time that can be larger, smaller, shifting within days based on change within the community and what is happening within each one of those major areas.

>> Trustee Paul Snider: Okay. Thank you. With that in mind, I guess I would just encourage you and Karen and everyone else that's involved just to make sure, you know, what the issues of the day to make sure that we're inclusive on all these. I know you've gone through a lot of work up to this point, but maybe just look at it with a different lens that we all have at this time. Thank you.

>> Chair Greg Musil: Thank you.

>> Trustee Angeliina Lawson: Mr. Chair.

>> Chair Greg Musil: If there's no further discussion, all in favor --

>> Trustee Angeliina Lawson: Mr. Chair.

>> Chair Greg Musil: I believe we have a motion and a second --

>> Trustee Angeliina Lawson: Mr. Chair.

>> Chair Greg Musil: All in favor say aye.

>> Trustee Angeliina Lawson: Mr. Chair, I'm talking. Hello, Mr. Chair.

(Ayes)

>> Trustee Lee Cross: Yes.

>> Chair Greg Musil: Opposed nay.

>> Trustee Angeliina Lawson: Mr. Chair.

>> Chair Greg Musil: Yes?

>> Trustee Angeliina Lawson: Hello!

>> Chair Greg Musil: Trustee Lawson.

>> Trustee Angeliina Lawson: I'm trying to talk. I would like to say thank you so much to Dr. McCloud for responding to my e-mail about this. I really appreciate a feedback to be able to make changes to that. I think it's very important to make sure that we are transparent with the public as to which businesses are in our advisory positions that help craft curriculum, help navigate and steer our college in specific directions. And we need to make sure not to stack advisory committees with a single company, and I believe also the diversity of ownership that needs to be represented in these committees. So I thank you so much, Dr. McCloud, for responding and being able to make these changes. So thank you.

>> Chair Greg Musil: Okay. I gather you voted yes, Trustee Lawson?

>> Trustee Angeliina Lawson: Yes.

>> Chair Greg Musil: Okay. That vote was unanimous. The next item on the agenda is the Monthly Report to the Board. I'm going to alert the board, if anybody would like a break

after this, we will take a very short break. I hate to do that when we're on Zoom. But I think we've been going for 2.5 hours. So after the President's Monthly Report to the Board, we'll take a very short break before New Business. Dr. Sopcich.

>> Dr. Joe Sopcich: Thank you. What if I told you I was going to take 25 minutes? Would you want to have a break earlier?

>> Chair Greg Musil: I might leave.

>> Dr. Joe Sopcich: Okay.

[Laughter]

>> Dr. Joe Sopcich: Thanks. Thanks, Trustee Musil. I won't take 25. Possibly 20. First of all, --

>> Chair Greg Musil: If you're serious about 20, we should take a break now.

>> Dr. Joe Sopcich: I don't know. Once I get going, I just don't know if I can manage that.

>> Chair Greg Musil: Well, I didn't know if you had a Lightning Round or --

>> Dr. Joe Sopcich: Oh, no. Well, you know, you might want to take that break now. That would be a good idea.

>> Chair Greg Musil: Why don't we take a break now. For those who are watching on Zoom, I have 7:46. Let's try to be back here by 7:50. I know that's not very much time. But as close to 7:50 as you can. When we get everybody back, we will start over. Trustee Lawson, did you hear that?

>> Trustee Angeliina Lawson: Yes, Mr. Chair.

>> Chair Greg Musil: Okay. I will ask you if you're present when we get back.

(Break.)

>> Chair Greg Musil: Thank you. Greg Musil, Chair of the Johnson County Community College Board of Trustees. We took about a five-minute break there, six -- eight-minute break for the first time since we started the meeting at 5:00. I apologize for the interruption for those of you watching on Zoom. Maybe it offered you an opportunity for a break as well. We're ready for the President's Monthly Report to the Board. Dr. Sopcich?

>> Dr. Joe Sopcich: Thank you, Trustee Musil. Appreciate this opportunity. Last report. First of all, I'd like to ask all the board members to make sure that you read the Monthly Report to the Board. It's amazing when you look through this because it's almost as if it was a normal semester. And we all know that it wasn't. And it reflects a lot of intense work across the board, across every aspect of this campus. We would like to recognize Dr. Weber for his leadership and getting us to where we are, the leadership and the IRT and all the different groups, a big role in having the campus continue to function.

One of the things that's kind of remarkable is when you look at our enrollment for the summer, we are up .1%, but we're up. Continued to other schools that's pretty -- that's pretty doggone good. And we're even more so in credit hours, a couple points, which is fantastic. Again, it reflects an incredible team effort across so many different areas to make this stuff happen. I'd like to recognize Jim and the faculty for their participation in this -- in this endeavor.

Before I get to the crux of what I'm going to say tonight, I'd like to give a few minutes to John Clayton. On May 29th I sent out the HLC findings of a report that was submitted. They accepted what we had done. That didn't happen without a lot of effort and determination. I don't know if the board's aware that that's not -- this isn't the first time that this campus as tried some type of governance, approach to shared governance. If you'd like to read Chuck Bishop's

biography of the college, you might want to check it out because like a lot of things that can happen in higher ed, you get a good start and it slows down and it disappears and people act like it never happened. In this case, this is only going to succeed without a unified -- it will only succeed with a unified board and of course a unified campus to make this governance work. So, John, I'll turn this over to you and you can take us through -- take us through a few slides.

>> John Clayton: All right, thank you. One of the things I wanted to just kind of briefly do is walk through a little bit of history. Where does shared governance come from? When you actually read through the criteria from our regional accreditor, you don't actually see the words shared governance, but it's there. In the assumed practice, the Board of Trustees have the responsibility for the annual budget, engage/dismiss the Chief Executive Officer. Faculty have the responsibility to participate substantially in the oversight of curriculum and assessment. I believe that's what Dr. Leiker was talking about earlier when he was talking about being held responsible and having an active role in what they do, oversee what they do. When you move on into the criteria for education -- or for accreditation, the Board of Trustees are to delegate the day-to-day management of the institution to the administration and expect faculty to oversee academic matters. Administration, faculty, staff and students are involved in setting academic requirements, policies and processes through effective structures for contribute -- contribution and collaborative effort. Never says shared governance, but that's all referring to shared governance.

So what do the principles of shared governance consist of? As Dr. Sopcich mentioned, the board should commit to ensuring a broad understanding of what shared governance is and the value it offers for the institution. For shared governance to work, it must be based on a culture of meaningful engagement across the campus. It can't just be one area. It has to be all areas engaged. And then we need to review our institutional policies that define shared governance periodically to make sure that they're current with what's going on in our environment around us, as well as up on our campus.

So what's been the recent journey for shared governance? Well, as some of you on the board remember back we had an HLC site visit. And the spring of '18, the site team recommended an interim report around our shared governance, but primarily focused upon communication. What were our processes and protocols? How did we communicate up and down the structure of the organization? What was our shared governance when decisions were made? How did we communicate those things?

We did a report on that, provided that report to them. It was -- it was done primarily through the Vice President of Academic Affairs' office, through the President of the Faculty Association at the time, and through the President of the Faculty Senate. HLC then took that report and said, that's good, you've got to -- (inaudible) -- due May 1st. Very short time frame. Basically two terms. And basically what it was is they had heard that Joe was retiring and they wanted it done on his tenure. They wanted it completed before he left us.

>> Dr. Joe Sopcich: Excuse me. I tried to convince them otherwise, but it didn't work.

>> John Clayton: So their response to us was the institution is required to submit additional report on faculty voice what's in the shared governance system at JCCC. The report is to be submitted no later than May 1st.

So what was our response to that? The institution set up two task force to focus on shared governance. The first one was the Academic Shared Governance Task Force, and that was -- their charge was to research and provide recommendation to the Chief Academic Officer

on an appropriate policy structure for faculty, shared governance, complete with an operational practices framework for policy structure. And then as we're looking through that, we identified that we didn't have a clear framework for institutional shared governance.

And so on top of that, the institution set up an Institutional Shared Governance Task Force that was -- had two charges. Theirs was to research and provide recommendation to cabinet regarding an appropriate policy structure for institution wide shared governance, which is where our shared governance philosophy statement came in, and then research and provide recommendation to the cabinet regarding the operational framework. How should we put shared governance in practice for the institution? Our process of going through the shared governance was a shared governance activity. The Institutional Shared Governance Task Force had three administrators, three faculty members, three professional staff members, one hourly staff member, and one student.

The Academic Shared Governance Task Force was represented by vote from each of the divisions. They actually voted on who they wanted to represent them. As well as the Academic Branch, staff had representation, as well as the counselors since they hold faculty recognition here at the college also had representation on there. It was a shared governance activity.

So what results came from these task force? Let's look at the Institutional Shared Governance first. The development of the shared governance philosophy statement. I think you guys have all seen that numerous times and I believe endorsed that at the April meeting. Out of that, though, to make it operational, they recommended that we create a college council, a broad representation of individuals from across campus that would contain one Board of Trustee member, one administration member from the cabinet, three faculty members, three staff members, and one student member, a true representation of our make-up across campus.

Now, while some of the other -- some of the membership guidelines were clear for some of the areas, it was not clear how the staff should designate their shared governance representation. So that was another recommendation they made is that the staff needs to have a task force set up to identify how they would do shared governance and who they would send to represent them.

In the Academic Shared Governance branch, they were instructed that they needed to move to one faculty voice. That was an outcome from this. Through that, they developed the Academic Branch Council, the ABC, as Dr. Leiker referred to earlier. While the Senate was never formally recognized as a body of the college, the ABC started fall -- starting fall of 2020 will be under the direction and authority of the Office of the Chief Academic Officer and the college will begin immediately working to build this body as the official governance body of the Academic Branch representing the instruction and faculty on this campus.

Now, to what Dr. Sopcich was referring to earlier, the outcome of our submission to the HLC. So we had to do a short report, about ten pages. Very limited. They want it brief and succinct. The response we got back to them, and this is a quote, on behalf of the Higher Learning Commission, staff received the report on faculty voice within the shared governance system. No further reports are required. We have met their standards by what they -- we've made it far enough down the path to meet their needs and their -- what they required of us.

Now, the next thing, though, is the Open Pathway Assurance Review is scheduled for 2021-2022. The institution's next reaffirmation of accreditation is scheduled for 2027-2028. So what does that mean? The Open Pathway Assurance Review, that's kind of a mid cycle review. So they're going to -- we're going to have to write a report coming up and submit that to the

Higher Learning Commission. Another report, due in about two years. They're going to -- part of that report is going to be how well we are doing on shared governance. What are we doing? Where have we progressed from this May 1st report to now? But we do have full accreditation. Okay. So we're not under any sanctions, nothing that way. We're fully accredited until 2027-2028. Doesn't mean we couldn't get in trouble with them for actions we do in the interim part. But we are fully accredited.

So what are our next steps? It's the implementation across the institution for the Institutional Governance Philosophy Statement and framework. And that needs to happen summer and fall of 2020. What's that include? That includes the creation of the college council. That includes the creation of a Staff Shared Governance Task Force that's coming down the pipeline, that will need to occur once we get back to some normalcy.

How about the Academic Branch? That's going to be the implementation of the ABC, the Academic Branch Council. That will -- that's, as Dr. Leiker referred, has been kicked off and will be going stronger come fall of 2020. The creation of one faculty voice is something else that's going to need to be focused on. And then what will the accreditation folks on campus be working on? We're going to start working on writing our assurance argument for that interim mid-term report for submission to HLC in 2021-2022.

So, Joe, your last presentation here at the board and you get to talk about your favorite thing, accreditation. HLC.

>> Dr. Joe Sopcich: HLC. One of the big -- one of the big wins on this that all schools strive for when they go through this process, and not all schools get it, is that ten-year accreditation. That in some ways seems to have been down-played around this place. That was a huge accomplishment for us, something we can all be proud of. John mentioned the one voice. And I was so encouraged by Jim's comments with regard to how the FA will work with the ABC. The ABC must be recognized as the voice and the academic -- on the Academic Branch. I mean that was loud and clear from that site visit when they talked to us afterwards. So this is going to be a huge carry, a huge lift, because other organizations as well have often seen themselves in that role. That role is now in the hands of the ABC. So it's so important to make sure that everybody understands that and falls in line with that direction.

John, when did you say they're going to come back for like an interim?

>> John Clayton: So the interim visit will be 2021-2022.

>> Dr. Joe Sopcich: Yeah, around the corner.

>> John Clayton: And that won't actually be a visit. That will -- we'll submit a report to them. They'll read the report about what we've accomplished, and assuming there's no red flags in that report, we will be good to go then until 2027-2028.

>> Dr. Joe Sopcich: So does everyone -- does anyone have any questions on this?

>> Chair Greg Musil: Questions from the board? Trustee Cross?

>> Trustee Lee Cross: Briefly. I thank you for your work on this, John, Mr. Clayton, and Dr. Sopcich. Is it HLC or it's the League for Innovation we have to undergo -- when you -- after your retirement, we have to undergo another review.

>> Dr. Joe Sopcich: The League for Innovation, well, you have to be reaccredited, or reaffirmed I think is the appropriate word, into to the League when the president steps down. That will probably -- I'm not sure. It starts up really soon. Randy is our rep in that, in that capacity.

>> Trustee Lee Cross: So I've confused the issue. I'm sorry. I don't mean to waste time.

>> Dr. Joe Sopcich: Yeah, it's a totally different thing.

>> Trustee Lee Cross: Sorry.

>> Dr. Joe Sopcich: Yeah, if we don't get reaffirmed by the League, we'll survive. If you don't get reaccredited by the HLC, you got a problem.

>> Trustee Lee Cross: Okay.

>> Dr. Joe Sopcich: Great question. That will be a good exercise for everybody around the table. Sorry. I'm looking at my hair. I've got so much grease on that, that -- to weigh it down.

One of the -- the big issue of today really is obviously -- John, thank you. Thank you for that summary. -- is the topic of race. It's something that's been brought to the forefront. I mean I grew up here. I remember late 1960s when Martin Luther King was killed and the resulting violence and damage that occurred in Kansas City. I remember Bobby Kennedy's speech in Indianapolis when he got in the back of a flatbed truck. He got on the back of a flatbed truck and gave one of the most eloquent speeches that calmed, that calmed the big crowd, and there was no violence in Indianapolis. That was real leadership. He spoke with great empathy. And he spoke from the heart. And that is obviously one of our biggest challenges today.

This morning, one of the -- one of the most enjoyable things, one of the best memories I'll have from here is an occasional breakfast, which is more than occasional, with a couple of our custodians. Both of them are Black. We kind of started bonding over Kansas City's sports history in the 1950s and '60s when -- that was my time, in the '70s, and it was theirs as well. We talked about old Municipal Stadium, the Kansas City A's. We talked about in the 1960s ABC telecasts of the NBA, Oscar Robertson, Wilt Chamberlain, all of that. Today it was kind of interesting because I think this has given us an opportunity to talk about -- to talk about race. It's not an easy topic for people to broach. How do you do that? How do you ask a person with black skin, what's it like to be black? And to hear their perspectives and what it was like. Recently a letter was circulated from -- from my university from a Black football player in the '90s and he talked about what it's like raising his children and the fears that he has simply when they go outside. And you kind of put yourself in that situation, how would you respond to that?

I mean I go for runs. I like to run. Sometimes I find myself in some pretty interesting spots. I can't even comprehend the horror to be hunted down and murdered like that gentleman was in Georgia. Nor can I comprehend what it's like, and my daughter runs, what it would be like to have your child hunted down and murdered just because of the color of his skin. These are the types of discussions that if anything good, if anything good can come from this, to be able to talk and listen, and to listen to what it is like to live in our society, to live in our community with black skin.

I think one of the things that this board never really gets to hear are a lot of the things that we do on campus already in a step toward that direction. When the discussion came up on diversity, equity and inclusion, I had asked -- I'd asked for some information. And this is from the academic year of '18-'19. Exactly what are we doing on campus with regards to that? What are we trying -- what are we doing trying to expand our horizons? I got a list. You gotta love lists, right? But this one has 62 different courses. Kudos to the faculty for incorporating, for incorporating issues of diversity in their regular coursework. The beauty of this is that many of these are also -- they also fulfill a general education requirement. I'm not going to read all 62 of these courses, but I am going to read some of them.

World Cultures. Native Americans. American Indian Artistic Tradition. U.S. Latino

and Latina Literature. Literature by Women. Introduction to Globalization. African American Studies. Islam: Religion and Civilization. North American Indian History. History of the Middle East. Islam: Religion Civilization. History of Rock 'N Roll Music. History of Asian Philosophy. Social Psychology. Religions of the East. Religions of the West. Islam: Religion Civilization. Social Problems. Introduction to Social Work and Social Welfare. Sociology of Community. Global Women's Studies. The Many Women of Islam.

In our non-core credit offerings: Leveraging Diversity. Building Intercultural Work Teams. Breaking Down Barriers Through Awareness. Unconscious Bias. Building Intercultural Healthcare Teams. Bridging Differences, Finding Solutions.

These are some of the things that our college does in the classroom. We do that out of an institutional desire to try to understand, not just about issues of race, but also about issues of religious diversity as well, cultural diversity.

Then I asked, okay, what are we doing with regards to getting people on campus? Right? I mean we hosted -- this college hosted the Johnson County celebration of Martin Luther King Day, on our campus, in Yardley Hall. We hosted it two years in a row. Kudos to Chris Gray's team, to Emily Behrmann, to Kate Allen. They were fascinating, wonderful productions. That's something that we stepped up and we did on our campus.

I've also taken a very involved role in trying to get any type of Hispanic organizations on our campus. I've worked with the Hispanic Chambers. I've worked with organizations in the metropolitan area trying to get people on our campus so they can get a grasp of what it's like to being on a college campus, not just students, but their families.

So I'm going to read some of these names. This is about 17, 18 pages on a spreadsheet of things that happened on our campus in '17-'18. The Indian Dance Graduation. The Berachah Church Conference. The, let's see, Kansas City Christmas, sang by the -- performed by Heartland Men's Chorus. Chinese New Year Celebration 2018. Chef Maran Returns to Middle Eastern Menu, June 26th through 29th.

Our international programs, extremely diverse. About Argentina. Our JCCC International Dance Club. It says seeks a faculty or staff advisor. Jim, you might want to sign up for that one. International Relations Council. Multicultural Programming Advisory Council. The Charlottesville Conversation Today.

Smith Discusses Women's Roles in Ancient Times at First Great Books Lecture. Registration open for Diversidad Conference. Kansas Studies Institute sponsors registration for Staff/Faculty to Hispanic Conference. Welcome reception this Thursday for visiting teachers from China. Amigos sin Fronteras Spanish Club Meets Today. DACA program. This is a discussion that we held on our campus with regards to DACA. History professors analyze removal of Confederate memorials. ASL and Interpreting Education. Multicultural Programming Advisory Council Coffee. El Centro visit plan to JCCC. Free Mandarin Chinese language classes. College Scholar, Easley-Giraldo presents on Global Politics. Mayan Daykeeper shares elements. You get the point. This goes on and on and on, and in many cases, it's a huge commitment from faculty, who often take the lead on this, and staff to make these things happen.

But, you know, to do these types of things or to write a letter, that's easy. I mean that is a real easy thing for everybody to do. You've seen a lot of them. I wrote one, I have to confess with the help of Dr. McCloud and Chris Gray. I've seen higher ed print those things out right and left. But what's going to be the outcome of all of this? What is going to happen? And

what's going to happen at this college? This is a great opportunity for this college. It's a great opportunity to do something that makes a difference and that could maybe, maybe serve under-served populations.

Now, one of the things about being the outgoing president is that you can pretty much, you can say whatever you want, right? And you can also give challenges that you don't ever have to worry about stepping up for. But here are some things that you might want to talk about because tonight's discussion by the trustees was outstanding. I've got five points here.

Now, I can tell you, Dr. Weber, Dr. McCloud, some of the cabinet members across this table are going to cringe. But our last meeting was on Tuesday, so I don't have to face you guys again.

First, standardized testing. Standardized testing discriminates against the under-served and zero-privileged populations and decisively favors those raised in a privileged household. It even discriminates against seniors who may want to change their career, those who have chalked up great accomplishments in their lives, but now that opportunity that they seek is limited due to some antiquated screening device which is called standardized testing. I for one was never that successful with standardized testing. But neither of my parents went to college. And when you have a family member who goes to college, you've got a huge advantage over somebody who doesn't. And most of the populations that we're talking about, they don't have that benefit. So today, in today's world, universities, state systems, state of California, they're dropping this. They're looking at something called multiple measures. Multiple measures which documents the accomplishments across an entire student's academic career, rather -- rather than a 60-minute experience with a No. 2 pencil and a fill-in-the-dot sheet.

So the question is, what about Johnson County Community College? How do we use standardized testing? What areas of our college persist and cling to this device that is used as a screening device, which in the process limits those who might be able to do great things but struck out, struck out when they had the chance, when they had the -- when they had to take a standardized test. Something to think about.

Second one: Developmental education. Developmental education. Does anyone around this table, and this isn't for members of the cabinet, know what other schools are doing and why they're doing it? Does segregating students based on their current ability rather than their desire and potential for academic growth, does that really produce, does that merit the investment that we make in developmental education? I passed out a book to every trustee. I'd like to give a test to them, because the book is called 13 Ideas That Are Transforming Community Colleges. There's a lot in there about developmental education. I'm going to tell you, Johnson County Community College, 13 ideas, we're not even listed in the index. You gotta look at how much we're spending on developmental education. This isn't about money. Then you look at the results. Are those students advancing beyond that? Those are just questions. You gotta find the answers.

Bureaucracy. I give a lot of credit to Dr. Weber and his team for exercising a process where they were breaking down barriers. But do we have institutional barriers for students to enroll here to seek help that make it extra difficult for them? And then we expect students who are intimidated just by our campus come in and navigate this? Stuff like the complexity to enroll or to seek counseling. Sometimes these groups that need help the most are denied simply because our response is, we just don't do it that way. The need is to put the students first and to work toward their success rather than hold on for dear life to bureaucratic norms that we've had.

Number 4, completion success. Will this institution be willing to focus on the outcomes of students, white students compared to Black and Brown students? Anne Arundel College in Maryland, they inspired their whole campus, they brought everybody together to try to close the gap with the -- the performance gap between white students and Black students and Brown students. And they're making progress. They're succeeding. But it takes an entire campus and great focus to make that happen, trying to equalize completion and graduations across those groups. This is real stuff. This isn't just writing a letter. This is what a campus can do if it has the will and the passion to get it done.

Number 5, hiring. This college -- and, Becky, don't take this personal, because I've already insulted -- I've already kind of, you know, Mickey's down there and Randy, and they're probably a little uptight about some of this stuff, so don't you -- don't you either. This college needs to go through a study of its hiring practices, faculty and staff. That's easily done. The facts are there, somebody's just gotta lay it out. I'd suggest a five- or ten-year trend on who gets hired and why they get hired, for staff and faculty. And how do we do this? Do our system -- does our system, does it favor those from privileged backgrounds? Because when we value experience the level that we do, that immediately discounts, immediately discounts those who have had to scrap on their own to try to get to a certain level.

What do we do? What is our outreach to various communities? And also, does diversity here at Johnson County Community College include diversity of thought? How open are groups to people with different ideologies? Truly that enriches an entire campus to hear more than just one point of view. Oftentimes that is lost in the discussion of color. Is this institution ready to have such a rock solid commitment to diversifying its workforce that it is willing -- willing to watch market-driven premiums paid to attract the best candidate and also a candidate, and that candidate may be a candidate of color. Because I'm just telling you, the marketplace is going to pay premiums. But at our place, the most read part of that -- of the book that goes out -- what do you call it? The board trustee book. I forgot. Board packet, sorry. I've only been here 28 years. Is your personnel section. Everybody here can tell you what everybody makes. Everybody can tell you when somebody gets a promotion or they get this or that. And everybody -- that's just the way it is. That's the first thing that people go to. So the question is, when somebody gets hired, are we willing to pay that person a little bit extra -- a little bit extra more, might go beyond what we normally do and what's acceptable, to get them in here. And it's not about the color. It's about the quality. It's about what they can do, and -- and the fact is maybe their skin just happens to be black or brown. So that's about institutional will when it comes to hiring. Because certainly we all like to hire people that are kind of like ourselves, right? It's easy. And we like people who are going to go along. The challenge is to break that mold and hire people who are unlike us, be they a different color or a different way of thinking. And if you really want a diverse institution, that's what you have to do, and sacrifices will have to be made to get that to happen.

So, now since I laid out those challenges, I'd like to thank you all. I'd like to thank you all for listening to me rant like that. But it's something that I -- I've been reading all these letters. They're worthless. What's going to matter is action. And the action is only going to happen if people are committed to making this happen. And we can all have a better society as a result.

And so, Mr. Chair, that concludes my final report.

>> Chair Greg Musil: That is an impressive final report. In my nine years, there have been a lot of impressive reports, none probably more timely than that. I'm going to remember

that -- we're going to have a chance to, all of us, to make comments about you at the end. But we all did an implicit bias training before we started the presidential interviews. I think it was a great learning experience for this board. I think most of us had done something in the past. But it was a great experience.

You mentioned Charlottesville, and I know that the Charlottesville march, I believe, and the death there occurred the day before the August All Faculty, All Staff Convocation, because I was speaking the next morning and I recalled that because it was walking on streets I'd walked as a law student. And those kind of things have profound effects. So I think you laid out some really great challenges for us, ones we all knew about, but we have a -- we have a challenge now. And Dr. Bowne is watching, so he is writing these down as we speak.

I'm ready to move on to New Business if everybody else is.

Okay. First item on New Business involves Dr. Bowne. You had circulated to you on Friday a proposal, or an amendment to his -- the employment contract we approved back in March. Dr. Bowne had submitted information initially, well, I guess to me and to Dr. Cook and Trustee Smith-Everett as members of the Presidential Transition Team, indicating what the expenses were going to be to him and his family to move here. Our initial contract had authorized up to \$25,000 worth of reimbursement. Because of various -- various items in his move and in storage, moving costs, relocating his family for a period of time before their house is ready here in town, he anticipates those expenses are going to approach \$30,000, but not exceed that. The amendment you have in front of you authorizes an amendment that would allow reimbursable expenses based on documentation up to 35,000. We don't expect to go above 30, but we didn't want to have to come back to this board and let him have to wait for reimbursement for costs that he's going to need to move his family here. So that is the purpose of the amendment. And if I get a motion and a second on that, then we can have discussion.

>> I will move passage of the amendment.

>> Second.

>> Trustee Angeliina Lawson: Mr. Chair, can I ask for a substitute motion to add that you have the authority by the board to go up to 40,000 if in the event that there is additional expenses, that you don't have to come back to the board?

>> Chair Greg Musil: You may after I call the motion and the second.

Dr. Cook -- Captain Kirk -- Dr. Cook moved, Trustee Smith-Everett seconded to approve the amendment as presented. Trustee Lawson, you have a motion to amend that to grant the Chair authority to reimburse up to 40,000 with documentation. Is that -- do I understand that?

>> Trustee Angeliina Lawson: That is correct.

>> Trustee Lee Cross: Second.

>> Chair Greg Musil: Seconded by Trustee Cross. I'm looking at Kelsey Nazar, our legal counsel. We can make that amendment in there and present it to Dr. Bowne. Dr. Bowne has seen this amendment and approved it. I doubt he would have an objection to that. So I think if it's the will of the board, we can do that. He truly believes he will be at 30,000 or below, but believed he would exceed 25,000. So any discussion on the amendment?

>> Trustee Lee Cross: Mr. Chair, if I may.

>> Chair Greg Musil: You may.

>> Trustee Lee Cross: Is now a good time to say I told you so? Or should I wait?

>> Chair Greg Musil: Lee, it's always a good time for you to tell me I told you so.

>> Trustee Lee Cross: No objection.

>> Chair Greg Musil: Any further discussion on the amendment?

>> Trustee Laura Smith-Everett: I would just like to offer that this should and is set to include all incurred costs for his move, including traveling here to be able to find the home and relocate and any auxiliary travel that would probably have happened without COVID may still happen. I just want to make sure that covers those costs.

>> Chair Greg Musil: Very fair. Thank you for bringing that up, Trustee Smith-Everett, because we did somewhat increase the language because the language said he could exceed 25,000 only if he had two houses for 90 days. What we've tried to do here is say if you have a legitimate expense incurred because of your move of you and your family, we will cover it up to 35,000, and now with my discretion to go to 40. So, good point.

All in favor of the amendment say aye.

(Ayes.)

>> Chair Greg Musil: All opposed say nay. The amendment passes, which means we have the regular motion on the table, which now includes 35,000, but up to 40,000 at the discretion of the Chair with reimbursable documentation. Any discussion on the main motion? If not, all in favor say aye.

(Ayes.)

>> Chair Greg Musil: Opposed nay. That motion also carries unanimously. Thank you for that item of New Business. Trustee Lawson, you had -- I think you intended to offer a motion to add tomorrow, Juneteenth, as a paid holiday. I guess I will note for the record that we have a policy that establishes all the paid holidays for the year. The Master Agreement identifies those holidays separately for full-time faculty based on their eight, nine, or 12-month contract. I'm looking at Dr. Leiker. I believe that to be true. So there would be a different impact on different employees depending on whether they're on -- employed on June 19th. In addition, employees have a floating holiday that they're allowed to take. So I guess do -- you would have to first offer -- or move to amend the agenda to include a new agenda item, which would be to add another paid holiday for Johnson County Community College employees. Is that the motion you're going to make?

>> Trustee Angeliina Lawson: Okay, so, Mr. Chair, then I would like to make a motion to amend the agenda to include the -- let me make sure I'm doing this right -- that Juneteenth, that is June 19th as a paid holiday for our employees. I believe that there's numerous companies around the country already doing so. Sprint, University of Virginia, KC Chiefs, KC Royals. I think we can do this as well. And I know Juneteenth cannot be about just a day off for white people on the backs of suffering of so many. It has to be about a chance to give us a better way to reflect from the sins of our nation. Whether we want to admit it or not, everyone who is not an immigrant or a refugee has benefited directly and continues to benefit. We need a day to acknowledge what has been done and a day that says we have to remember the harm. So I would like to make a motion to give our -- our employees a paid holiday.

>> Chair Greg Musil: That would be a motion to amend -- or to add that agenda item. It is not a motion on the substance of the proposal. Is there a second?

>> Trustee Laura Smith-Everett: I'll second.

>> Chair Greg Musil: Trustee Smith seconded. The motion before us is to add an agenda item that would then lead to consideration of a motion, possible consideration of a motion to add another paid holiday, in this case, June 19th. Trustee Cook?

>> Trustee Jerry Cook: I have a question for legal counsel. What does this do to our

negotiating agreement with the Faculty Association? Is it -- does this open the door then when anybody has an idea in between negotiation sessions to add or subtract a paid holiday?

>> I don't think we can re-negotiate the agreement tonight. It is what it is. But I mean in terms of the practical effect of it, maybe Becky can speak to how that would work through HR. (Inaudible, off mic.)

>> Chair Greg Musil: Mr. Leiker. Dr. Leiker.

>> Dr. Jim Leiker: I think what would have to happen in that event is that the Master Agreement would have to be amended in the next negotiation round to reflect any addition of that paid holiday. And I -- I would also follow up on Trustee Lawson's suggestion that this not simply be a day off for white people. We have plenty of groups on campus I think who could be trusted to form some sort of an advisory group that would be responsible for every year putting together some sort of recognition/celebration on Juneteenth that would go along with what the board would -- would approve as a change.

>> Chair Greg Musil: I will be voting against the motion. I don't think there are very many times when we need to add items to the agenda. I'm very well aware of the criticisms that this board has taken about transparency and making sure the public knows what we're doing. Nobody had any notice of this. Nobody knows this was going to be suggested. It is not something that's in our policies. It would be something appropriate for the Human Resources Committee to consider. It has a budget impact that hasn't been budgeted for in the budget. And for all of those reasons, I think it is at best premature and at worst unwise to add something like this to the agenda basically on the spur of the moment.

So I will be voting against the amendment to add it to the agenda. I'm not taking a position on the substance of it. But if we are to be a transparent entity, if we are to have policies and procedures that I keep hearing I violate, if we're to follow the rules that this body has, then I suggest we follow the rules, tonight, on July 16th at our next meeting, and thereafter. And this would not be following our rules. Any other discussion?

>> Trustee Lee Cross: Mr. Chair, if I may.

>> Chair Greg Musil: Trustee Cross.

>> Trustee Lee Cross: I think in the spirit of President Dr. Sopcich's final statement to us tonight and really the spirit of his diversity in the time he's here, first ever minority trustee and the most diverse cabinet we've ever had, for the son of two people that didn't go to college with a Croatian name, and I believe Catholic. I've never asked, but I assume going to Notre Dame, and as the son of a Catholic woman, I admired him for that. I think that it would be appropriate to do tonight and it is certainly by the rules. We have New Business for a reason, and I think the question posed by Dr. Sopcich, what will we do, I think it starts here and now. I think it was Dr. King that said there's nothing like the fierce urgency of now. I'm not sure I disagree with you from a legal standpoint or what you're saying substantively. However, I think now is a good time. I'll be voting yes.

>> Chair Greg Musil: Any other discussion on the motion to add this to the agenda? If not --

>> Trustee Angeliina Lawson: Mr. Chair, Dr. Sopcich has called on us to be better and we have time to consider this moving forward.

>> Chair Greg Musil: No, I understand that. But you're asking for it to be implemented tonight for tomorrow. Right?

>> Trustee Angeliina Lawson: Correct.

>> Chair Greg Musil: Okay.

>> Trustee Lee Cross: Right now we're just adding it to the agenda.

>> Chair Greg Musil: Yeah, we're adding it to the agenda. The motion to add it to the agenda I'm going to call individually. Trustee Lawson?

>> Trustee Angeliina Lawson: Are you calling for a vote?

>> Chair Greg Musil: Yes. Yeah, I'm going to do kind of a roll call, if you will.

>> Trustee Angeliina Lawson: Okay. Yes, I'm in favor of adding this to the agenda.

>> Chair Greg Musil: Trustee Smith-Everett?

>> Trustee Laura Smith-Everett: Yes.

>> Chair Greg Musil: Trustee Cook?

>> Trustee Jerry Cook: No.

>> Chair Greg Musil: Trustee Ingram?

>> Trustee Nancy Ingram: Yes.

>> Chair Greg Musil: Trustee Snider?

>> Trustee Paul Snider: No.

>> Chair Greg Musil: Trustee Cross?

>> Trustee Lee Cross: Aye.

>> Chair Greg Musil: Trustee Musil, no. It is added to the agenda by a vote of 4-3. Okay, we now we have the item on the agenda. Am I doing this right, Kelsey? Okay. Would you state your motion again, Trustee Lawson.

>> Trustee Angeliina Lawson: Yes, sir. Mr. Chair, I motion that we make Juneteenth, June 19th, as a paid holiday for our employees.

>> Chair Greg Musil: And just so I'm clear, is that for 2020 or is that -- is your intention to do that in perpetuity?

>> Trustee Angeliina Lawson: For tomorrow. But I'm open to amendments.

>> Trustee Lee Cross: If I may --

>> Chair Greg Musil: Okay. So, now, I just want to make sure we have the motion. The motion is to make June 19th, 2020, a paid holiday for all Johnson County Community College employees. Is there a second?

>> Trustee Lee Cross: What's the motion, for tomorrow, right? 2020?

>> Chair Greg Musil: 20. June 19th, 2020, as I understand the motion.

>> Trustee Angeliina Lawson: And other -- other businesses are doing this, yes? Mr. Cross? Or Trustee Cross. Excuse me.

>> Trustee Lee Cross: If the trustee would yield for a question.

>> Chair Greg Musil: We don't have a second, but I'll let you ask Trustee Lawson a question.

>> Trustee Lee Cross: Yes. Thank you, Mr. Chair. I would think it would make some sense, in light of what Trustee Chair Musil is saying, that we have some vetting of this, that would be an appropriate thing that I know Congress or the White House or any state legislature would do, in my political experience, is to vet an issue to see what it would be worth. I'd sure like to do it for tomorrow. I'll vote for your motion should you want to do it for tomorrow. I think it would make some prudent financial sense that we review it and allow our paid professional staff, who I think are eager for a day off, I'm hearing too many objections around the table here, that we set it for 2021 but we take action tonight incorporating allowing our professional staff to do their job. Would you amend it to 2021?

>> Trustee Angeliina Lawson: I accept your friendly amendment, Trustee Cross. And let's make it for 2021 so that HR has more time. Thank you so much.

>> Chair Greg Musil: So the motion is made now is for June 19th, 2021, would be a paid holiday for Johnson County Community College employees. Is there a second?

>> Trustee Laura Smith-Everett: Second.

>> Chair Greg Musil: Second by Trustee Smith-Everett.

>> Trustee Paul Snider: Mr. Chairman?

>> Chair Greg Musil: Further discussion? Trustee Snider?

>> Trustee Paul Snider: I have an amendment. And that amendment would be that the HR Committee look at this issue and bring it back to us at an appropriate time so we can do all of our due diligence and understand what implications are. I just -- that would be my motion, to amend her motion. And the rationale for that is it's almost 9:00. Chris Gray will have to turn around and send an e-mail to everyone. They'll have to figure out whether that is a scam e-mail or not -- (Inaudible). Well, I guess we changed it.

>> Chair Greg Musil: '21.

>> Trustee Paul Snider: Well, I would like -- so I amend that. I take that back. I appreciate that Trustee Lawson named several organizations that have already done this. I would like to see that in writing. I'm not aware of any, and I don't know whether they also provide days off for Martin Luther King Day like we do and have some of the other benefits that we do. So I would just like to understand all that before we vote. I think it's a great idea to consider. I'm just not prepared to vote on something like that tonight.

>> Chair Greg Musil: I'm -- the Motion to Amend, then, is to refer this to the HR Committee for further consideration. Is there a second to that?

>> Trustee Nancy Ingram: Second.

>> Chair Greg Musil: Seconded by Trustee Ingram. Discussion on the amendment? I'll support the amendment. That's the process that ought to be done and I doubt if any of those places did it in a period of 35 minutes, making the decision that they made, which is what we're being asked to do tonight with no -- no preview, no notice or anything else. So it is -- it is frustrating that we're being placed in a position that if we support our procedures and our rules and our desire to be transparent, that we will be noted on social media I don't doubt as being somehow bigoted, anti-Black, anti-Black Life Matters, pro-slavery, who knows what because we've been presented this at 8:25 on the night of our meeting. So I think the --

>> Trustee Angeliina Lawson: Point of order, Mr. Chair. I actually --

>> Chair Greg Musil: No. There's no point of order when I'm speaking, Trustee Lawson. Trustee Lawson, I'm speaking. There's no -- there's no point of order. There's no point of order.

>> Trustee Angeliina Lawson: (Inaudible). You have to recuse yourself as the chair.

>> Chair Greg Musil: No, I don't recuse myself and there's no point of order at this point. You will have your chance to speak.

>> Trustee Angeliina Lawson: Are you debating?

>> Chair Greg Musil: I am commenting on the motion that is on the floor, which I have the right to do, as you do.

>> Trustee Angeliina Lawson: But if you're the chair, you are supposed to stay neutral and you cannot be swaying for -- if you're supportive, then your chair position needs to be moved to Vice Chair Trustee Snider.

>> Chair Greg Musil: Every trustee chair since 1970 at this college and since 1970 when

the statute was passed has been a voting member of every body. I vote on everything. I'm not like a mayor where I vote where my vote makes a difference. I am not expected to be neutral in positions before this board. I never have been. And I've voted on everything so far tonight. The fact that you don't like how I might vote on this one does not change that.

We will be -- we've been put in a position of acting like we don't support Black Lives Matter, of acting like we don't support reform of police, of acting like we promote white privilege. I resent that, because that's the trap that is being -- that we're being placed in. And we have policies, this board, this college has had non-discrimination policies ahead of other schools. We added gender identity to our non-discrimination before other people did and before it was required. So I think for all of those reasons, referral to the HR Committee for consideration to bring back to this board so we all have the information and how it affects all of our employees would be an appropriate -- an appropriate vote tonight.

Trustee Ingram, you had your hand up.

>> Trustee Nancy Ingram: Well, I just wanted to make it clear, the reason that I voted for it to be placed on the agenda was so that we could have a little bit of further discussion about it. I come from a community in Olathe that has celebrated Juneteenth for a number of years. So I am completely supportive of it. But I do believe in following the policies and procedures. And I think to turn around and try to do it tomorrow --

>> Chair Greg Musil: It's 2021. The motion now is 2021.

>> Trustee Nancy Ingram: Right. But -- but originally to have thought that we could do it tomorrow is -- is just unacceptable. So anyway. Thank you.

>> Chair Greg Musil: Trustee Lawson and then Trustee Cook.

>> Trustee Angeliina Lawson: I think we have the opportunity to do this. I think that what Dr. Sopcich stated very eloquently moves us to be able to be better. I think we can. And the motion has been amended to 2021 and we can be able to do that. I think we have the option to make sure we stay within our own rules and I would be in favor of making sure that we have the opportunity to support this holiday for our employees.

>> Chair Greg Musil: Trustee Cook.

>> Trustee Jerry Cook: Thank you, Mr. Chair. I'm not sure where we are. I guess if we vote for the amendment to study it back to Human Resources, does that then mean we also then approve or will vote I guess on the motion to apply for 2021? I'm just not very comfortable in making decisions after four hours of meeting here. We have another lengthy meeting tonight. It seems to be the practice of this board to bring items to a board meeting and not discuss them prior to the board meeting with the related parties. I have nothing against the idea. I have nothing against the concept. I would like to see us consider all these holidays and events through a -- through a structured process of discussion rather than on the spur of the moment when we've been sitting here all night long dealing with surprises.

So I'm going to vote no on everything, not that I'm against everything, because I think we need -- we need to discuss it, but not at the spur of the moment. Thank you.

>> Trustee Laura Smith-Everett: Mr. Chair?

>> Chair Greg Musil: Trustee Smith-Everett.

>> Trustee Laura Smith-Everett: For the next two years, in '21 and in '22, these holidays are on the weekends. So I believe we have the opportunity to visit this through the right procedures and policies, which is through our HR Committee. I am lost where we are in terms of the motion and what process we would go through. But I would advocate for the process to

go through our regular committee process with the intention that the HR Committee present a policy on the -- on Juneteenth as a holiday and the financial impact that it would have.

>> Chair Greg Musil: Here's where we are procedurally. The original motion -- well, the amended original motion, by friendly amendment, is to create Juneteenth, June 19th, 2021, as a paid holiday. The amendment to that is to refer the matter to the HR Committee for consideration and bringing it back to this board. So what we're voting on, what we'll be voting on first is the amendment, which would refer it to HR to have that brought back to this board through the committee process. Is everybody clear on that? Okay.

All right. I'm going to --

>> Trustee Lee Cross: One last thing, if I may.

>> Chair Greg Musil: Trustee Cross?

>> Trustee Lee Cross: You know, I've had my disagreements with Trustee Lawson, anybody that knows me knows that. But not for nothing, she has no other remedy. She's not on any committees. She has no opportunity to bring this up. I say this not in her defense, just as a practical and logistical matter to address the situation we're in. Thank you, Mr. Chair.

>> Trustee Paul Snider: Mr. Chairman?

>> Chair Greg Musil: Trustee Snider.

>> Trustee Paul Snider: If I can address Trustee Cross. I guess I would refute that. It is true that she is not on a committee. However, the Chair has been giving wide latitude to anyone that wants a topic for consideration on an agenda to get it to him with specifics seven days in advance. So had this been requested, I'm quite certain that the Chair would have put this on the agenda. Likewise, had Trustee Lawson indicated that she wanted to have some sort of recognition of Black Lives Matter, I'm certain the Chair would have put that on the agenda as well. But instead, she hid what that agenda item was so that --

>> Trustee Angeliina Lawson: Trustee Snider, point of order. You cannot attack me. You cannot attack me. That is against our Code of Conduct Policy and there's many actual in writing of times where you have been added to the agenda yourself. So your arguments need to be substantiated by documents that -- that you cannot state. So please --

>> Chair Greg Musil: Trustee Lawson, Trustee Snider has the floor.

>> Trustee Angeliina Lawson: That doesn't mean he attacks me.

>> Trustee Paul Snider: It wasn't an attack. In my view, those are all factual statements. The things that I've had added to the agenda I've gone through the process which I just laid out.

>> Trustee Lee Cross: Mr. Chair?

>> Chair Greg Musil: Trustee Cross.

>> Trustee Lee Cross: Just to respond, Mr. Trustee Snider, you've had 401 years. Now is the time. Thank you, Mr. Chair.

>> Chair Greg Musil: All right. We're voting on the motion, the amendment to the motion. The amendment is to refer this to the Human Resources Committee for consideration and return to this board. Anybody have a confusion about that? Trustee Cross?

>> Trustee Lee Cross: I'm sorry, on the amendment?

>> Chair Greg Musil: On the amendment.

>> Trustee Lee Cross: No.

>> Chair Greg Musil: Trustee Snider?

>> Trustee Snider: Yes.

>> Chair Greg Musil: Trustee Ingram?

>> Trustee Nancy Ingram: Yes.
>> Chair Greg Musil: Trustee Cook?
>> Trustee Jerry Cook: No.
>> Chair Greg Musil: Trustee Smith-Everett?
>> Trustee Laura Smith-Everett: Yes.
>> Chair Greg Musil: Trustee Lawson?
>> Trustee Angeliina Lawson: No.
>> Chair Greg Musil: Chair votes aye. The amendment passes. The main motion now is to refer to the HR Committee the consideration of adding a Juneteenth paid holiday to our holiday schedule. Is there any further discussion on that? If not, Trustee Cross?

>> Trustee Lee Cross: Yes.
>> Chair Greg Musil: Trustee Snider?
>> Trustee Paul Snider: Yes.
>> Chair Greg Musil: Trustee Ingram?
>> Trustee Nancy Ingram: Yes.
>> Chair Greg Musil: Trustee Cook?
>> Trustee Jerry Cook: No.
>> Chair Greg Musil: Trustee Smith-Everett?
>> Trustee Laura Smith-Everett: Yes.
>> Chair Greg Musil: Trustee Lawson?
>> Trustee Angeliina Lawson: Yes.
>> Chair Greg Musil: Trustee Musil? Chair votes yes. That votes -- that is a 6-1 vote. So I know that will be referred to the HR Committee at the appropriate time.

>> Trustee Angeliina Lawson: That it passes?
>> Chair Greg Musil: It passed to refer it to the HR Committee, yes. I don't have any Old Business. Are we ready for the Consent Agenda? Is there a motion? The Consent Agenda is a list of typically non- -- routine items that are non-controversial that have been vetted by committee or senior staff and are presented as one motion and for one vote. Any trustee has the right to pull anything off the Consent Agenda which starts at Page 47 of our -- of our board packet. Is there anything anybody would like to consider separately? If not, is there a motion to approve the Consent Agenda as published?

>> Trustee Jerry Cook: So moved.
>> Trustee Nancy Ingram: Second.
>> Chair Greg Musil: Moved by Dr. Cook and seconded by Trustee Ingram. Any discussion? If not, all in favor say aye.

(Ayes.)

>> Trustee Lee Cross: Yes.
>> Chair Greg Musil: Opposed nay. Motion carries. I think we're ready for the recognition of Dr. Sopcich and his service to the college, maybe a little later than we thought we'd get here, but. You okay? Okay.

(Inaudible)

Yeah, we did. I'm going to start and just -- Dr. Sopcich has been here almost 28 years, in various roles, including really building our Foundation into a body that can, as you heard earlier tonight, give over \$1.3 million in scholarships donated by private individuals and businesses in Johnson County and beyond. He was in charge of the business affairs of the college as vice

president and was then elevated to president by this board, or previous board in 2013. He's given almost 28 years of his life to this college. His wife, Stacy, has given an equal amount of time and probably more angst. And his two children have grown up, gone to college, moved away, are now back, COVID-related and otherwise. But he's been here for 28 years and it is unfortunate that we're in a COVID-19 situation where we can't have a public reception for the people in this county to come up to Joe and say thank you eye-to-eye. Dr. Bowne is aware of this and we will plan that if there becomes a time when we can have public gatherings without social distancing.

So with that, I'm going to turn it over to Dr. Cook for the next portion of this tribute.

>> Trustee Jerry Cook: Well, what we'd like to do is I think we all remember the video that was shown at Some Enchanted Evening. The Foundation did a wonderful job. I think, Chris, you were involved with that a little bit of putting together a recap and we thought it would be a good opportunity to go back and -- and look at that video again because it really captured your -- your career here well, Joe. So while we might be used to Netflix, let's cue up the video for Some Enchanted Evening.

>> Mary Birch: Joe and Stacy, what a wonderful day to celebrate your amazing partnership and all of the accomplishments the two of you have helped this community achieve. There's no doubt that over the next several months you'll have the opportunity to reflect on your legacy and the kinds of things that you did.

I want to do two things today. I would like to honor both of you, not just for your Johnson County Community College work, but for your work within our community. I don't remember a time that either one of you said no, and I know that your love for this county has helped us in many other ways throughout the community for our quality of life.

Secondly, I'd like to talk about that legacy. There's no doubt in my mind that the biggest legacy that you two have left for our community is the Johnson County Community College Foundation. Many, many years ago, when community colleges were not doing this, a group of civic leaders came to you with a vision and you were able to make that vision happen. And so as you leave, you will know that you have built an amazing base with a Foundation that helps so many students every year. You have allowed individuals to contribute to the success of the students. You have allowed the business community to be a part of helping students do better and find jobs when it's all over.

So I honor you. I thank you. I know that there was a sacrifice in your public service. I also know that the leadership you provided will be remembered forever. So on your next journey, which I hope to be a part of, I hope to give you a big hug and we wish you all the very best. But thank you. Thank you. Thank you.

>> Ron Palcic: Thank you, Mr. Musil and Board of Trustees, for the honor of saying a few words about Dr. Sopcich. I met Dr. Sopcich in 1999 when he was in the Foundation office doing what he does so well, and that is helping students. When Joe was in the process of applying for the Johnson County Community College president's position eight years ago, I had the honor of meeting all the presidential candidates by being their campus tour guide between interviews. With his tour, I told him about we being a B faculty at Johnson County Community College. He insisted we were better than a B faculty. In fact, he said we were one of the finest faculty in the nation. But our tour ended before he could complete his argument about our faculty.

Our relationship was very professional from the beginning, but as time progressed, we

developed a personal relationship as well. Joe always asked about my family whenever we had a few minutes free. In fact, with his wise counsel, my oldest daughter, Grace, who started working on her AA while still in high school by taking College Now courses through Johnson County and attending classes on campus during the summer. Because of his wise advice two years ago, my daughter, Grace, received her AA from JCCC on Friday night; two days later she received her high school diploma. I'm proud to tell Joe that Grace is earning her bachelor's degree from Kansas State University this coming December with two majors.

Joe and I had a friendly rivalry where he is a die-hard Notre Dame football fan and I, as a Californian by birth, was a University of Southern California football fan. That was truly fun rivalry. In honor of Joe's retirement, I want him to see me one more time wearing my favorite college football team's ball cap. Go Fighting Irish!

Joe, I want to wish you and Stacy the best in your retirement for the years to come. And, oh, by the way, Joe, saying we were a B faculty, it just means that we'll be here after you retire. So rest assured that we will move forward maintaining that status as one of the finest faculty in the nation. Thank you for your support and guidance over the year.

>> Melody Rayl: Hey, Joe. I really wish I could be there in person, but I'm so excited that they're actually going to let me speak at the board meeting because I have so many things to talk about, things that we've shared over the years: margaritas, cinnamon rolls, poppers, even tattoos. But, you know, I tried to fit all that in and I just couldn't get it in time. And I decided everything that happens at Arrowhead stays at Arrowhead. So today I just want to thank you.

You know, you may not recall, but the first time we really spent any time together was when I took my first Legislative Summit to D.C. as a trustee, and you and I kind of separated from the group one morning and took a walk across the mall. And I remember thinking during that walk, how am I ever going to keep up with this man? He walks so fast! Little did I know that I would spend the rest of my time as a trustee and at Johnson County Community College in a number of capacities trying to keep up with you, with your vision, with your leadership. You have accomplished so much, so many great things during your nearly 30 years at JCCC. All you have to do is walk across the campus. You can see your mark everywhere, from your time with the Foundation and from your time as president of this college. Most of all, you have helped make JCCC a first-class institution for our community and, most of all, for the students that we serve. My daughter is so excited to be a part of Johnson County Community College as a student. And she thanks you for that. You have touched so many people. You will be so missed. But enjoy the time with Stacy and the kids. And, hey, here's looking forward to even more tailgating to come for the two of us. Congratulations, Joe. You've earned it.

>> Jon Stewart: Joe Sopcich, very pleased when Chairman of the Board Greg Musil asked if I would contribute a video for your final Board of Trustees meeting. I was there in the beginning, served on the Alumni Association committee that interviewed you when you were seeking the job of Foundation manager. I wondered why a young man from Chicago would want to come to Johnson County Community College, and then I found out he was from Independence, Missouri, and a William Chrisman Bear. You were hired and that was a great decision.

I remember our first event, an alumni auction, we worked pretty hard and we raised \$10,000 in that one night. Fast-forward 26 years, and last November we raised over \$1 million at Some Enchanted Evening for scholarships. That's because of you, Joe, and the job you've done. You impacted thousands of students seeking career and technology certificates or transfer

programs.

As a Board of Trustee for 11 years, I witnessed first-hand when you came to the administrative side the passion, the ethics, and the hard work you brought to the college. You have impacted many students, staff, and members in this community. The community owes you a debt of gratitude. I hope that you and Stacy enjoy a great retirement. And I hope our paths cross many times in the future. What I'd like to end with is just, job well done, Joe. Job well done.

>> Dr. David Zamierowski: I was privileged to spend a very focused week in '09 getting to know Joe, to watch how he works. As you know, Joe has had personal experience with international service having spent a year in Chile in the '70s. So when I came to him with a proposal to connect JCCC with potential projects in Uganda, he was not only interested, but he wanted to personally go on the scouting trip. We were roommates for that trip, and I got to watch him interact with civic and educational leaders, healthcare and religious leaders. And what I found out about him is that he is a very hands-on person who wants to see for himself, collect the data himself. I saw and in our debriefings heard how reflective and analytical he was. He kept me from being naive and helped me focus on the possible.

And when we got back to Kansas City, he taught me about follow-up and development. What he personally did to expand international studies and relationships at JCCC, not just in Africa, but with multiple locations, was far beyond anything that I had envisioned. In this and multiple subsequent projects, he made my own dreams become a reality at JCCC, more than at any other place I have worked. Joe is that rare individual who can personally gather data, evaluate problems, and then analyze and find a way to solutions, then form action plans and make the solutions a reality to actually get things done.

I know maybe as much as anyone how it takes a sympathetic, compatible, supportive spouse, someone who's your constant helpmate, to enable you to reach for your vision and your dreams. All I can say to Joe and Stacy is thank you. Thank you from the bottom of my heart.

[Music]

>> We actually got the videos turned around.

>> Chair Greg Musil: Yeah, Cirque du Soleil is still coming. But we have a -- that was a video tribute from some people that are very close to the college. And now we have -- do we have cued up the -- that's the only one they have.

(Inaudible)

Okay. Well, for those -- I think a lot of us here were at Some Enchanted Evening and it was a great tribute to Joe's history at the college and had --

>> Showed at the Foundation lunch.

>> Chair Greg Musil: Showed at the Foundation lunch and it included surprise appearances by Stacy, Kate, and Eli, which I understand Joe was alerted to right before he went on stage so he wouldn't get too emotional, as you might. So I don't know. We kind of lost the --

>> Trustee Smith-Everett: We can go to the scholarship.

>> Chair Greg Musil: Well, the -- it's -- along with Dr. Cook and Trustee Smith-Everett, we worked with the Foundation and want to announce tonight a Joe and Stacy endowed scholarship. We have secretly solicited funding through members of the Foundation and we will also have the opportunity to solicit that ongoing to add to this fund. Our initial goal was the \$10,000 that it takes to endow a scholarship here, which can on average allow two \$500

scholarships, so a thousand dollars -- or a \$500 scholarship. Jon Stewart mentioned your first effort was to raise \$10,000. In the week and a half we have had this out, we've raised \$35,000 for that scholarship. And I'm sure that will continue to grow now that it -- as it gets out in the community. So...

(Applause.)

>> Chair Greg Musil: There's another announcement. Trustee Smith-Everett.

>> Trustee Laura Smith-Everett: Yes. We also wanted to give our community an opportunity to wish you well. And we are remiss that in COVID era, we don't get to have big receptions and the Cirque du Soleil will come down from the ceiling and all the great things we had planned. So in lieu of that, with the marketing team we've created a digital board where people will be able to go on and contribute videos and words of congratulations to you. There will be an announcement about it tonight after this meeting. And it will be open through June 30th for anyone who would like to contribute it, from both faculty and staff, students internally, as well as some of our external partners that have worked with you over these very long 20, almost 28 years.

>> Chair Greg Musil: Thank you, Trustee Smith-Everett and Trustee Cook, for helping to plan this. I'm sorry it didn't come off perfectly with the other video. But now I want to give the opportunity for trustees to make some comments if they have any. And I think we'll all say a lot of the same stuff. But Trustee Snider.

>> Trustee Paul Snider: Well, Joe, I would just, you know, first like to reiterate and say thank you. I first met you 10, 12 years ago because of your community involvement. And really, as much as anything, my connection with the community college was through you, which is probably similar to how really thousands of community members have that. And so when I chose to run for office, it gave me some comfort that, hey, I know the guy in charge, that he'll kind of point me in the right direction and tell me what I need to know and everything else. So that helped me I guess with my decision to run. And clearly my first two, two and a half years have been under your tutelage and watchful eye. And now watching these videos, I feel like we should have gone on a trip together. I haven't taken advantage of any of those opportunities. Now I'm regretting that. So really just want to wish you well and look forward to seeing you. I assume you'll remain a valued member of Johnson County. So thank you.

>> Dr. Joe Sopcich: Thank you.

>> Chair Greg Musil: Trustee Cross.

>> Trustee Lee Cross: Thank you, Mr. Chair. Among the lasting memories I have with Dr. Sopcich was being in a cab in Seattle, Washington, debating and discussing Kansas politics, of all the places, and so many times me saying, no, don't worry about the politics, let me worry about the politics. And Dr. Sopcich would say, yeah. But there was a lot I had to learn. There's still a lot I need to learn. And, you know, in all fairness, candor, and honesty, I've repeatedly called you the Billie Beane of community college -- (Inaudible). Your maneuvering ability and the wisdom of Kris Kobach, who is the one that taught me and just ingrained this concept into my brain, to frame the debate, to frame the issue early on when I came onto the board and we had an anti-education legislature and a governor what gave little pushback to that. Your ability to navigate through some complex situations in the state, at the federal level the relationships we did have, and do have, excuse me, with our federal officials, to get the grants and to know about the grants and opportunities that we have, it really does speak to I think what was your greatest strength was to establish and maintain relationships, a great lesson that you

among many other people at this table and in this community have taught me.

And not to go on, but just to say there were a tremendous number of great things that happened here. Diversity, I mentioned earlier, and I meant every word of it. I -- I remember the night that Trustee Henry Sandate, Enrique Sandate, you said his name that night. And Henry had to correct you. He said, no, no, it's Henry Sandate. And you were so proud with your background to be able to pronounce his name in Spanish. And then how thrilled you were that we had our first ever person of color that night. I remember that. And I remember your commitment. And I think the stress and strain of the job is something that many of us paid attention to on you, and I know that in seven years we've had our differences. But it is to say that -- I've read lots of other books besides Moneyball, but I do love it so much. And I think to call you the Billy Beane of the community college movement, when Linda Fund would call you and ask you what do we do, what do you think, when all the people we are connected to and need to have relationships with in the Congressional delegation, the state legislature, in the community, they call you, they ask what to do. And here we are. We have this dissent, we have some rancor, we have some good moments here tonight, and yet we're still standing and we have a tremendous opportunity to move into the 21st Century as a leader in the nation, and I think that speaks to your -- your talent and leadership and I appreciate you. Thank you.

>> Chair Greg Musil: Trustee Ingram.

>> Trustee Nancy Ingram: Joe, thank you, for everything. There's a couple of things that come to mind and one of them, the first thing was, when I called to make my donation to that scholarship fund and I inquired a little bit about it and said, you know, what's your goal? And then they told me where they had already been. Immediately people were engaged and interested in supporting you and Stacy with all of that. So I think that's such a compliment to you and the way people feel about you in the community. There was a time and I think it was just a year ago when you came and spoke to the Olathe Chamber and I was there early. And I think we'd had some miscommunication and you weren't even sure you were supposed to be there. But you got a call and they were asking, Where is Joe? Where is Joe? Where's Joe? And the meeting started at maybe 7:15. And about 7:13 you rolled in and talked for an hour non-stop. And I cannot tell you the impression that that just makes on people, is your ability to just get up and tell your story and -- and talk about your love and your passion, it just radiates. So thank you for that.

The second thing that I would tell you is one of our favorite nights when we traveled. We were at the ACCT convention a year and a half ago in New York. And Steve and I had planned on going to a show a couple nights in. But you and Stacy were able to get tickets to "Kinky Boots." So we went to "Kinky Boots" with you. That will always be one of my favorite memories. So it was a great night. Thank you for everything. You are so supportive. Called you the day after the election and told you you were the first call that I made and I said I'm looking forward to this. So thank you for all of your support of all you have done in our community.

>> Dr. Joe Sopcich: Thank you, Nancy.

>> Trustee Nancy Ingram: Absolutely.

>> Chair Greg Musil: Your hair is getting longer or your head is getting bigger. I'm not sure which it is. Looking good. Trustee Cook?

>> Trustee Jerry Cook: So the Chairman came in tonight, he said there's no Shakespeare tonight is there? And I said, no, there will be no Shakespeare. But I do have one word that I

want to capture you with. And I didn't realize that Dr. Leiker was going to say what he said, or the speakers on the screen were going to say what they said. But I think just one word captures all of their comments. And the one word comes from Christian Nestell Bovee, who was an American author and editor. He lived from 1820 to 1904. And here's the word he uses that I think captures you, Joe, because you've always been about doing things for the benefit of this college. You've always had students top of mind. You've always focused on what does the data show about our effectiveness. You challenged us tonight with five great points that this word I think encapsules you. We've had lots of faculty accomplishments that behind the scenes you have been very promotional for. Your outreach to the community on behalf of the college has been superb, not to mention a few building changes on campus over the 27 or 28 years you've been here. And it's rare that somebody these days can say they spent 28 years, over half of a lifetime of an institution or an organization. So thank you for that. And thank you for your commitment. The word that I want to use tonight is earnestness. Earnestness, which by definition is serious in attention or purposeful. And here's what Bovee said about earnestness. Earnestness is the devotion of all the faculties. It is the cause of patience. Gives and dos. Overcomes pain. Strengthens weakness. Braves dangers. Sustains hope. Makes light of difficulties and lessens the sense of weariness in overcoming them. And I thought when I saw that word and that -- and that definition by Bovee, it kind of captures many of the daily experiences you've had on this campus over 28 years, as Mary Birch said from the Foundation to -- to Dr. Zamierowski recently with his travels with you on our international travel.

So thank you just isn't enough. Appreciate your earnestness in how you have led this -- this college for the benefit of teaching and learning, and the benefit of student outcomes. So thank you, Joe. We wish you the very, very best and we'll be seeing you often.

>> Chair Greg Musil: Trustee Lawson.

>> Trustee Angeliina Lawson: Thank you, Mr. Chair. Mr. President, when I first came on to this board, you and I had a frank conversation in your office, and I appreciated your candor regarding the pressures that you faced and the way in which you felt forced to respond at all hours with your time to those who had tons of white privilege. But that privilege took them away from your time you spent and wanted to spend helping others. And I saw a lot of that happen over and over again. I can hear in your voice tonight, and I'm sorry that we did not protect you better. You and I may not be friends, we may not like each other, but I know you have a good heart.

>> Chair Greg Musil: Trustee Smith-Everett.

>> Trustee Angeliina Lawson: Excuse me, Mr. Chair. I'm not done.

>> Chair Greg Musil: Oh, I'm sorry. I apologize. Take your time.

>> Trustee Angeliina Lawson: I know we don't have to pretend to be friends. But this speech tonight was the first time in a long time I saw the Joe I met that first weekend. I miss that Joe. And I'm sorry I didn't get to spend more time with the man I think you are instead of the role I feel you may have been forced to fulfill. That's it, Mr. Chair.

>> Chair Greg Musil: Thank you. Trustee Smith-Everett.

>> Trustee Laura Smith-Everett: Anyone who dedicates 27 years to one place deserves our utmost respect. I think I've aged 20 years in the six months I've been here, so I can't imagine what 27 years does to someone.

Obviously we have had the least amount of time together, but I wanted to speak to your graciousness. And I think that that really speaks to what one has to do in this role. You have to

be all things to all people, and you were incredibly gracious particularly at the ACCT conference, legislative conference, and introduced me to both national partners, as well as our local Kansas partners. And I really appreciate it and I think it speaks to the way that you conducted yourself personally with so many faculty and staff and students, and they felt like they were the center of your attention, knowing full well you had 100,000 other things and priorities that were just as equally important.

Thank you so much for all you've done and all you've poured in and all the sacrifices you've made over these almost 28 years to this institution. People have reaped innumerable benefits from it. And above all things, I wish you a relaxing second half to your year and a very relaxing retirement. Congratulations.

>> Dr. Joe Sopcich: Thank you, Laura.

>> Chair Greg Musil: I'm going to make some comments and then we'll let you close and then we'll move to a motion to adjourn. We met about the time you started at the college and I started on the Overland Park City Council when I was on the Some Enchanted Evening scholarship -- or steering committee trying to raise scholarship money, nothing like the \$1 million that Jon mentioned for last year. But in those 28 years, nearly 28 years I've seen your dedication to this college, your love for the community, your sincerity in making education better, more accessible, more impactful, and more affordable. And I've watched you take slings and arrows for yourself and others, some deserved, but most let fly for no reason or misguided. It is amazing to watch as social media has expanded how we -- and the regular media has essentially disappeared, how we can underestimate and under-report the successes of an institution, and instead of marveling at what has been built here, we can focus on every imperfection, perceived or real. And as I thought about comments tonight, Joe, and I know you're sick of all these already because I know how modest and humble you are, equal to your beginnings in Independence, but I thought of Teddy Roosevelt's "Man in the Arena." I've revised it a little bit in the interest of modern speech. But it is not the critic who counts, not the person who points out how the strong stumbles or the doer of deeds could have done them better. The credit belongs to the person who is actually in the arena, whose face is marred by dust and sweat and blood, who strives valiantly, who errs, who comes short again and again because there is no effort without error or short-coming. But who does not actually strive to do the deeds -- but who does actually strive to do the deeds who knows great enthusiasms, great devotions, and spends themselves in a worthy cause. Who spends -- the best knows in the end that the triumph of high achievement and who at the worst if they fail at least fail while daring greatly, so that their place shall never be with those cold and timid souls who neither know victory nor defeat.

I think in watching you for 27 years and for 7 years as president, that pretty well sums it up. I thought also about the ESPN series "The Last Dance" about Michael Jordan, arguably the greatest basketball player of all time, undoubtedly undeniably one of the top three or five at all times. And anybody that watched any part of those series, he was criticized. He didn't do it right. His attitude wasn't right. He made mistakes. And it is just amazing to me that as great as anybody can be, you can be frequently criticized even if you are rarely out-performed.

Lee mentioned the demands of your job. And I've seen that more in my two terms as chair. People demand you 24/7, 365. You're never unavailable. People demand purity and perfection, demanded by many, practiced by few. They demand effort and excellence. Many demand, few perform. You demanded that from others, just like you demanded it of yourself.

When you're demanding it of others, you get their chagrin. When you demand it of yourself, you often get pain, and I've seen you in that.

I've thought about what the college means to you. It means 500,000 stakeholders, several hundred thousand students since you've been here, thousands of employees, hundreds of faculty, dozens of trustees, all pulling and tugging you in one direction or the other, not always in the same direction.

And so we come to what's your legacy as a teacher, because you've taught here, an administrator, a promoter, a funder, a consistent advocate for students, particularly those facing challenges. Someone who talked the talk and walked the walk of diversity with the first African American cabinet member, served with the first Hispanic -- or person of color on the board, the first openly LGBT board member. I remember you defending Dreamers when it wasn't popular to defend them. I remember you opening the doors for Hispanic leaders at Biz Fest when I was able to speak to that group and you talked about how most of these kids had never been on any college campus and never would be but for Biz Fest being hosted at Johnson County Community College, Hispanic high school students doing a week-long project.

You're a careful manager of money. We sometimes overlook that in leaders. But you always knew that it wasn't your money or the college's money. It's the taxpayers' money, it's the students' money, it's not our money, and you were careful with that. And one of my tests of character is how you handle other people's money. You passed.

You never asked for a raise beyond what we gave everybody else on campus. Never in seven years did you ask for a raise beyond what we gave everybody else, even though every equitable measure that we looked at every year showed you deserved more money. I'm not saying you were under-paid. I'm saying you were more than fair to this college. And when people looked at your salary and said how does somebody make that much money, I say look at the other 18 members of the League of Innovation or our peer colleges. One year this board forced a raise on Joe higher than the rest of the campus, and he and Stacy gave every bit of the extra money to the Foundation for scholarships. That's character.

The more anybody knows about you and Stacy and the sacrifice and commitment you made to this college, the more grateful they are. I love this quote from Will Rogers. He's not quite Shakespeare or whoever you mentioned there that I don't know of. Will Rogers said we can't all be heros, some of us have to sit on the curb and clap as they go by. And I'm really proud tonight to be here to clap for you.

>> Dr. Joe Sopcich: Thank you.

(Applause.)

>> Chair Greg Musil: The floor is yours.

>> Dr. Joe Sopcich: Thank you, Greg. I'd like to thank the board for this really marvelous tribute. It's a very special evening. Even though it's pushing 10:00, it's still a wonderful evening, and thank you. I, if you may have not have -- I'm extraordinarily awkward in these types of situations. I do not like to be the center or in the spotlight. I really don't. And one of the things about this job is that you have to be in the spotlight, and it sure helps if you enjoy it. And in this community, and you saw some incredible representatives of that on that screen tonight, they -- their commitment to the college and how they've demonstrated that, it makes you want to live up to their expectations. And you have to put yourself out there.

I think Dr. Bowne is really going to enjoy this community because it's a very giving and welcoming community. The college is so highly revered. I remember when we first moved

here 28 years ago, and we moved down here from Chicago with a 3-year-old and a 4-day-old baby and set up shop. In fact, we lived in an apartment on 119th Street over there by 69 Highway because we were in transition. I was kind of struck by how -- how welcoming and generous people were in moving here. I was also kind of disheartened when I saw my picture and salary on the front page of the Sun, "Overland Park Sun." I'd never had that before. Every family member and -- and my neighbors knew exactly what I was making, which was kind of extraordinary. But that's this community. And we raised our family here and it's a great place to be. It really is. And very appreciative of that. You need to live in other parts of the country to really understand what I meant by that.

I could tell stories. Poor Terri here. I love to reminisce, and Terri's had to listen to all kinds of stories these past couple days, and she's handled it quite well. But when you've been here for 28 years, I can tell you that this place generates a lot of material for good stories. Even tonight, you saw Dr. Zamierowski up there. You know, you praise the simulation lab. That wasn't always what you saw. Our simulation effort was a mannequin behind a curtain in the corner of a classroom. Seriously. Dr. Zamierowski said he'd put 750,000 toward it. Jon Stewart, as a board member, made the motion to let's match it, and that's how that simulation came to be.

Kathy Carver, it didn't have a supervisor. Dr. Zamierowski thought it needed a supervisor, and Kathy Carver's position was partially endowed, and the board stepped up and matched that as well. And now what you have is one of the top simulation programs in the country thanks to the courage of one board member and the generosity of a member of our community.

When Dr. Zamierowski talked about going to Uganda, yeah, we roomed together for about five days, and it was fascinating. We got to share a lot of stories and also talk about the value of that type of opportunity for a student to be able to go and work at the very same hospital in Uganda where the Ebola virus had started years before. It's kind of fascinating. But those are the types of opportunities you get at a place like this. You know, and people would say, hey, would you ever want to work at a university? The beauty of the community college is that it provides access and opportunity to those who otherwise may not have that access and opportunity. And that's kind of like a cause. And it's great to be a part of something that is a movement because the community college movement is very, very real, and in today's society, it is indispensable to our future. And that is what I've always loved. I would never want to work, quite frankly, I'd find no interest at all in working at a high end university where everyone comes from relatively privileged backgrounds. I attended one of those. Great experience. I loved every minute of it. But I don't know if I'd want to ever dedicate my life's effort to something like that.

So I would like to thank certainly the board for this evening. I'd also like to thank those around this table who comprise the infamous cabinet or the leadership team. The amount of respect that I have for each and every one of you is tangible. Somebody once said what's going to be your legacy? And my legacy is going to be the people that I would leave behind in those leadership roles. And I believe that. And each one of you have carried an insurmountable load these past couple months, and you always have. I made a list and I call it, "Things That Happened Under My Watch." It's for my own benefit, and also it could be beneficial down the road. I was kind of astounded how many things, most of which you don't even have a clue about, that we did here. But the fact is, I didn't do any of them. I get to take credit for the work

of everybody on this campus and especially those around this table. So I thank you for that from the bottom of my heart. It's been so much fun working with you. And I enjoyed your leadership and I wish you all the best of luck.

So, Trustee -- Trustee Musil, again, thanks for a great evening. I appreciate you pulling this off. And one last thing. You mentioned about being here for 28 years. The fact is, the fact is, most people don't ever leave this place. They really don't. It's a great place to work, for a lot of different reasons. And you're a part of a mission and everybody works together to try to accomplish that. So it's really been a joy and it's been an honor. So thank you.

(Applause.)

>> Chair Greg Musil: This is so very anticlimactic and feels so inadequate for -- for what you've done. We really wanted to embarrass you at a big public event and we will still hold open the possibility of doing that. I do want to thank all the staff around the table, the cabinet members, Dr. Leiker for being here and especially our AV and IS staff for pulling this off. We're going to do a -- I'm sure you will be doing a debriefing on this and probably I suspect calling me and saying can we do this in the board room next month with some folks on Zoom and some folks in the board room. Our board room is simply not big enough to allow seven people to social distance. So we would have to split up the board in some -- in some manner or fashion. But if there is nothing else -- Trustee Cross?

>> Trustee Lee Cross: I said I volunteer to stay home.

>> Chair Greg Musil: Trustee Cross will stay home. I'm sure that would be a unanimous vote.

(Laughter.)

I'm kidding. We are ready for a motion to adjourn.

>> Trustee Paul Snider: So moved.

>> Trustee Nancy Ingram: Second.

>> Chair Greg Musil: Moved by Trustee Snider, seconded by Trustee Ingram to adjourn.

All those in favor say aye.

(Ayes)

>> Trustee Lee Cross: Yes.

>> Chair Greg Musil: Anybody opposed say nay. Motion carries. We are adjourned.

(9:35 p.m.)

Due to technical difficulties, portions of the open forum were indiscernible. Two comments were emailed and are attached to this transcript.

From: Colleen Cunningham

Sent: Thursday, June 18, 2020 6:34 PM

To: JCCC President

Subject: Notes from Public Comment, Trustees meeting (6/18/20)

Good evening. I want to speak briefly tonight about the important role that Johnson County Community College plays in this current political and cultural moment, and ask school leadership to ensure that your work both leads and reflects our community's best potential.

Watching the Black Lives Matter rallies across the country, and participating in them locally, I am struck by the passion, leadership, and activism of young people, and am reminded of the historical context for this: young people have always played an outsized and leading role in working to bring greater equity and inclusion to institutions; from school desegregation efforts in the Civil Rights era, to more recent protests against overcrowded, underfunded K-12 schools, and for protections for undocumented youth. In their fight to bring justice to the people whose names we've now all learned, such as George Floyd and Breonna Taylor, as well as to bring attention to more general issues of injustice and inequity, young people are using their voices.

In celebrating Pride month, we remember its roots at the Stonewall Inn in 1969; the same year that Johnson County Community College was established. We acknowledge the bravery of those members of the LGBTQ+ community, led in part by Marsha P Johnson and Sylvia Rivera, who simply wanted the same right to congregate and express themselves without fear of retaliation, which their peers took for granted. Even prior to the Stonewall Riots, there was an LGBTQ student movement growing in institutions of Higher Education. The voices of these young people served as a catalyst for the modern LGBTQ+ rights movement, and it is only through the continuing work of these community members and their allies that we see victories, such as this week's Supreme Court decision providing protections for LGBTQ employees.

Similarly, it was the experiences and testimonies of young women that made way for the passage of Title IX in 1972. While commonly thought of as the law that mandates equity in school sports, Title IX provides protections for access to higher education, protections for pregnant and parenting students, and in fighting sexual harassment. When schools fail to live up to that charge, it is the courageous voices of students that push for better, and safer, learning environments for everyone.

Perhaps owing to their proximity to these outspoken young people, schools, and particularly institutions of higher education, have historically played an important role in all of these movements toward justice. Schools cannot be mere observers of these changes, and they have often taken decisive stands. Some examples include: schools closing, rather than desegregating following the Brown v Board of Education decision; schools staying open for a single student, such in the case of Ruby Bridges; more recently, universities severing, or not severing, ties with US Immigration and Customs Enforcement, or ICE; and so on. You, as Trustees and leaders at Johnson County Community College, have an immense amount of power in this moment. As community leaders, you have the opportunity to use your platforms to proclaim support for Black students and other students of color, LGBTQ+ students, students whose comfort and safety are impacted by Title IX protections, as well as faculty and staff members who are members of our community in these protected groups. I want to thank Trustee Smith-Everett for using her platform to make such a statement, and for pointing out that when JCCC was established, the vision of who would make up this educational community does not match the realities of today. We must ask: how can we ensure that our college is fully supporting all students, faculty and staff, when it wasn't built with such diversity in mind? We must ask other difficult questions: Do budgets reflect our community's priorities and values? Do anti-discrimination policies need to be strengthened? Does our college fully support diversity, equity and inclusion initiatives? Are students, faculty and staff provided a welcoming outlet for reporting concerns, where they can be confident that their concerns will be

adequately addressed? How do we live up to the new standards that young people are setting? Your decisions here and now will ripple through the community for years to come. Will you rise to the challenge of this moment and encourage others in our community to do the same? Will you use your voices to support the work of these amazing young people in our community, and welcome change to our college?

From: Jacob Moyer
Sent: Thursday, June 18, 2020 5:54 PM
To: JCCC President
Subject: My Comments

Here are my comments of the 06/18/2020 Board of Trustees meeting:

I wanted to take a minute to recognize this month as pride month. On the eve of Juneteenth, along with this month not only being the anniversary of the Stonewall Riots, started by a trans woman of color, but also the same month gay marriage was legalized, and also now the month sexuality and gender orientation were added as protected classes, and seeing continuing protests over the death of George Floyd and Breona Taylor, along with an unfortunate amount of our friends who are BIPOC being brutalized and murdered, I felt that in this June meeting, it would be important to talk about allyship, and what it means to be an ally.

I want to point out that this is a very important topic for a school board to be discussing. Education, especially post-high school education, is an important facet of American society- we would not function without it. But there are ways in which I believe our education system sometimes fails our society, especially underprivileged communities, such as BIPOC and the LGBTQ+ community, such as economic resources and colleges that are fearless allies.

What is a fearless ally, you may ask? It's easy. It's someone who is anti-racist and anti-homophobic, ideas that are becoming more and more prominent in today's day and age. In order to be anti-racist, or anti-bigotry in general, you must seek to understand every way in which members of each underprivileged community are suffering or more at-risk to oppression based on your own actions.

I will not speak for members of any community but my own, because that is not my story to tell. I cannot speak for BIPOC, for disabled people, or for members of the opposite sex, because I have never experienced the means of oppression that they have, but in the spirit of pride month, I will speak towards my own experiences as a member of the LGBTQ+ community.

When in high school, I sat next to a student who called me the f-slur every single day. This led me to feelings of depression, a lack of self-worth, and hatred for my identity. What made things worse is how the school refused to do anything about it, claiming they couldn't. My first question to the board is this: do you have policies in place to protect students from this type of bullying? If so, do you believe they are strong enough? Do they serve your underprivileged students, or in other words, are they **ANTI-BIGOTED**, or are they just passive? What will you as a board choose to do in the future if you have discriminatory problems? Will you take direct action? If you believe your policies don't well enough serve members of underprivileged communities, **will you commit today to drafting new school legislation to solve these problems?**

Another point I'd like to make is the message a school sends, and I will use JCCC as an example. This school does business with at least two companies who have less than desirable ratings with the Human Rights Campaign. One is Chick Fil A, who is known for donating millions of dollars to openly homophobic and transphobic charities and organizations. The college could choose to do business with any other fast food company, a favorite of mine being Raising Cane's, but it continues to renew its contract with Chick Fil A. Another company is the school's paper supplier, Veretiv, who has a mere 20% with the Human Rights Campaign's business survey, sent out to all fortune 500 companies. People defend the use of the company, arguing that they simply didn't fill out the survey, causing their abysmal score, but that also sends me red flags: why did this company not fill out the survey? Did they just not care? Or, even worse,

did they know they were not going to get a good score, so they just neglected to do it? That sends a bad message. And the fact that the college is doing business with them gives me pause as well. This is not an anti-bigoted stance.

This message the college sends is important in order to be viewed as an ally. People of underprivileged communities must feel safe choosing a school, and attending. If you are not taking an anti-bigoted stance, how safe do you presume students will really feel? Now is not time to make excuses, now is not the time to speak over others, and now is not the time to call yourself an ally if you are not. If a member of an underprivileged community calls you out for an action that is problematic, it is NOT within your right to push them to the side. You MUST listen to them, and you must serve them accordingly.

I urge the school, and specifically the board, to think about these issues as they continue to have productive and difficult conversations, and to include more members of these underprivileged communities and to welcome them at the table and to weigh their voices seriously when discussion issues that affect them directly. Thank you.

-Jae Moyer
They/Them/Theirs