



BOARD OF TRUSTEES



A Message from Chair Melody Rayl



s we close out 2024 and reflect on the progress and challenges of the past year, it is with a deep sense of gratitude and optimism that I write this letter to you as the Chair of the Johnson County Community College (JCCC) Board of Trustees.

Under Dr. Korb's leadership, JCCC has continued to serve our community. In addition to continuing our primary mission of providing exemplary educational opportunities to our students, we have convened with legislators, the many chambers of commerce in Johnson County, business owners, and citizens who support JCCC's mission of transforming lives and strengthening communities. For supporters of the arts, the College again offered a wonderful slate of entertainment at our Midwest Trust Center and brought groundbreaking, thought-provoking art to the Nerman Museum of Contemporary Art.

In August, the Board of Trustees approved the College's budget for the 2025-2026 fiscal year after reviewing and assessing the needs of each campus department. More than 100 stakeholders worked together to prepare an impactful, fiscally responsible budget that supports the College in fulfilling our mission and achieving our strategic goals.

This year, the Board also oversaw the conclusion of an employee compensation study

conducted by the external firm Culpepper & Associates. As JCCC continues to attract and retain a highly qualified and diverse workforce, this study examined the levels of work done at the College, developed a consistent approach to job titles/levels, created a tool to guide wage decisions, and ensured the College offers compensation that is competitive within relevant labor markets. The Board approved and implemented the recommendations of the Culpepper study in the spring of 2024.

As we look ahead to 2025 and beyond, the Board of Trustees remains dedicated to ensuring that JCCC continues to be a beacon of opportunity for all. In the upcoming year, the Presidential Search Committee, comprised of Board of Trustees members, faculty, staff, and community members, will conduct interviews and select a new President, with a goal to have that leader in place no later than July 1, 2025.

In closing, let us embrace the opportunities of the new year with a shared vision for continued success, growth, and community partnerships. I look forward to another year of continuing to transform lives and strengthen communities through education.

Regards,

Melody Rayl

A Message from JCCC's Interim PresidentDr. Judy Korb



A Message from the
Executive Vice President/Provost
Dr. Mickey McCloud



2024 was a special year for Johnson County Community College. We celebrated with more than 3,100 students as they graduated and received their degrees or certificates in the spring. And in the fall, JCCC welcomed more than 25,000 new and returning credit students.

Our employees worked hard to implement various initiatives across campus to enhance the student experience and better support students in meeting their personal and educational goals. These included new tools like the online Plan My Classes platform and the Success Coaching program for first-time college students. We also welcomed new faces into roles across campus and celebrated the retirements of many valued faculty and staff this year.

In 2024, we concluded the final phase of the 10-year Facilities Master Plan, which included remodeling and redesigning key student spaces and adding several new buildings to the main campus. We also cut the ribbon on our new off-site CDL Training Facility and Driving Range in Edgerton, Kansas, which enables us to train over 1,000 students a year to join the trucking industry and fill an important economic need.

In 2025, we will continue to transform the lives of our students and strengthen our community in innovative and effective ways. As always, none of this work would be possible without the dedication of our outstanding faculty, staff, and administration. And most importantly, thank you to the students and families who entrust us with your education—we are proud to be a part of your journey.

It has been an honor to serve JCCC as Interim President over the past year, and I look forward to seeing what we accomplish in 2025.

Best.

Dr. Judy Korb

2024 was a season of transition for the College, and reflecting reminds me why I am blessed to serve such a remarkable community here at JCCC. We have seen transformative change across campus, and I cannot properly express how honored I am to have been a part of redefining the future vision for the College, which provides opportunities to so many.

We have seen the expansion of our programming, growing our programs in Plumbing and Automation Engineering Technology with new spaces on campus to allow us to continue to deliver top-tier educational opportunities to our students. We once again hosted national and international conferences on assessment, student learning and medical simulation technologies among other topics. These events show our growth as an academic and economic center for the Kansas City region and the state of Kansas as a whole.

It pleases me to again say that JCCC serves as a forward-thinking economic driver, spending a great deal of time making sure that the workforce needs of Johnson County and our surrounding environs are met by helping to train a workforce capable of critical thought and ethical behavior, with the core skills to advance their professional fields, thereby keeping Johnson County at the forefront of the state of Kansas and making us one of the most sought after places to live in the country.

And once again this year I must give a heartfelt thank you to you, the members of this extraordinary community. Without your support and engagement, we would not be able to do this kind of work. You are the strength of JCCC. You help us to be at our best year after year, continuing to give us your trust, your family's dreams and educational futures, and the support that makes this entire endeavor possible. Thank you for supporting the great work we continue to achieve here at JCCC!

Humbly,

Dr. L. Michael "Mickey" McCloud

JCCC BY THE NUMBERS





Student Headcount

Fall 2024 credit student headcount was **up 9.5%** compared to Fall 2023.

Based on Fall 2024 census

25,217

IPEDS 12-month unduplicated headcount (FY23-24)

5,596

High school students

Based on Fall census

71%

Part-time credit students

29%

Full-time credit students

Based on Fall census

3,785

2024 Graduates (AY 24)

3,785

Degrees and certificates awarded (AY 24)



JCCC's credit students represent:

60 Kansas counties 40 States 118
Countries

101 Credit programs

43 Two-year degrees

58 Certificate programs

Selective admission programs

FINANCIAL AID AND SCHOLARSHIPS



JCCC Institutional Aid

During the 2023-2024 financial aid year the JCCC Financial Aid Office awarded:

\$3,043,155

in student scholarships (aid year includes Fall 2023, Spring 2024, and Summer 2024 semesters)

\$1,372,763

in institutional scholarships/aid

\$1,670,392

awarded by the JCCC Foundation

\$26,984,335

from various external sources (sources include federal and state financial aid, external scholarships, and grants acquired by JCCC)

6,364 Pell Grants disbursed, totaling \$14,538,983

1,057 Federal Supplemental Opportunity Grants disbursed, totaling **\$336,400**

External scholarships for **541** students, totaling **\$1,171,362**

Awarded 20 students STEM scholarships, totaling \$150,500

Awarded 18 students Child Care CCAMPIS grants, totaling \$112,830

Awarded **280 students** Kansas Promise scholarships, totaling **\$621,612**

College Financing Night

In November, JCCC held "College Financing Night," an event for prospective college students (regardless of the school they plan to attend) to prepare to file the 2025-2026 Free Application for Federal Student Aid (FAFSA). The inaugural event brought 85 prospective college students and their families from across the Kansas City Metro to learn about options to pay for college.

"How to Pay for College" Info Sessions

Every Tuesday and Thursday during the Fall semester, the Financial Aid Office hosted "How to Pay for College" info sessions for JCCC students and the public. During these sessions, students could get help with the 2023-2024 FAFSA and learn about scholarships and grants available to college students.



NEW IN ACADEMIC SUPPORT







Areas of Interest

This year, JCCC implemented a new system to help students explore, choose, plan, and complete degree programs in line with their academic and career goals.

Degree and certificate programs are organized into seven areas of interest:

- Arts & Design
- Business, Hospitality & Professional Services
- Communication & Language
- Education, Humanities & Social Sciences
- Healthcare, Public Safety & Wellness
- Industrial Trades & Transportation
- Science, Technology, Engineering & Math (STEM)

By grouping similar academic and career fields, students can first explore careers, then choose a program and create an academic plan.

Presenting the careers and opportunities within a general field helps students test out different specialties and choose a program that will prepare them for a post-grad job they value or transfer their credit hours to a four-year school without unintended excess credits—saving time and money.

Plan My Classes

In the Spring of 2024, JCCC piloted a new tool called Plan My Classes (PMC). This online platform helps students:

- Explore different majors and what-if scenarios
- View degree requirements
- Plan future class schedules
- Track their progress toward their goals

JCCC students and their advising team use PMC to map a full-program academic plan, communicate as needed, and monitor degree/certificate progress.



NEW IN STUDENT SUPPORT





New Student Orientation

As of August 2024, JCCC now requires all first-time college students to participate in mandatory new student orientation. The all-online campus orientation aims to:

- Help students clarify their educational objectives
- Prepare for advising and enrollment
- Learn about JCCC's resources and technology

Since its launch, more than 1,400 students have completed JCCC's online new student orientation, and over 1,200 students have provided positive feedback on the experience. Students surveyed say the new platform is convenient to complete, easy to navigate, and highly informative.

Success Coaching

In August 2024, JCCC launched a new success coaching program. Success Coaches meet with first-time college students after they complete JCCC's online orientation to:

- Answer questions
- Assess their placement needs
- · Discuss courseload
- · Recommend resources as needed

Success Coaches provide students with college success tips and support throughout the year in one-on-one sessions, newsletters, and skill-development pop-up events and workshops.



STANDOUT STUDENT ORGANIZATIONS

In 2024, JCCC students conducted revolutionary scientific research, traveled the world, and helped pave the way for future learners.

JCCC's Chlorella Cavaliers

In July, the JCCC Chlorella Cavaliers student research team was named as one of fifteen finalist teams in the U.S. **Department of Energy (DOE) AlgaePrize**. The students are developing a novel strain of Chlorella algae—introducing a plastic-eating enzyme to Chlorella and aiming to create a solution to plastic pollution of water ecosystems. In April 2025, they will travel to the National Renewable Energy Lab in Golden, Colorado, to present their findings and compete for a grand prize of \$25,000 against 14 other teams.



Model United Nations

In May, the Model United Nations (UN) team represented at the Midwest Model UN Conference in St. Louis. The team took home the overall **Distinguished Delegation Award** for their portrayal of South Africa and the overall Honorable Mention Award for their portrayal of Gabon.



Latinos United Now and Always (LUNA)

In January, the Latinos United
Now and Always (LUNA) student
organization was awarded the Cambio
para Cambio (Change for Change)
Fundraiser Award by The Greater
Kansas City Hispanic Development
Fund (HDF). The 50-member student
organization raised \$14,647 to
support scholarships for incoming
undocumented students at JCCC.

STUDENT STORIES



Against the Odds: Former Foster Student Earns Degree

In 2024, more than 23,000 children aged out of the U.S. foster care system. Only around 3% will obtain a college degree—and JCCC graduate **Spencer Nemecek** is one of them.

After aging out of the foster care system, Nemecek enrolled at JCCC. "I didn't want to be another statistic," he said. "I didn't want to be another

person lost in the numbers of people who age out of foster care that don't end up living a life that is fulfilling and living up to our potential."

Through the local organization FosterAdoptConnect, he was paired with a mentor, now-retired JCCC counselor Dave Ellis, who helped Nemecek acclimate to college life and find opportunities to get involved, which was key to his success.

Nemecek graduated in May of 2024 with an Associate of Arts degree in Liberal Arts and plans to work as a youth minister, eventually hoping to start a foster care ministry to care for children in need.

Non-Traditional Student to Travel Nurse

Kristina Davidson was a single parent working as a Certified Nurse Assistant and server when she decided to enroll in JCCC's Licensed Practical Nursing (LPN) Program. With JCCC's flexible class scheduling options, Davidson could take her LPN prerequisite classes online. She also received multiple JCCC scholarships, which made it possible for Davidson to spend more time focusing on her studies.

After graduating with her LPN, Davidson decided to further her education and enrolled in JCCC's LPN to Registered Nurse Bridge program. With the LPN credential, she was able to bypass the first year of classes and graduate as a Registered Nurse in only a year.

Now, Davidson is a travel nurse and recently self-published a book about her experiences. She hopes to one day be able to provide a scholarship to help other hardworking mothers pursue their academic goals.





2024 was a record-setting year for all seven of JCCC's

award-winning sports teams: baseball, softball,

men's and women's basketball, men's and women's soccer, and women's volleyball—plus the Golden Girls Dance Team.



Women's Basketball

- Reached the NJCAA Division II National Championship undefeated
- Finished season 34-1, runner-up finish at the championship game
- Set the longest-ever home-court winning streak (71 games)



Baseball

- Qualified for the NJCAA D-I World Series for a second straight year
- Awarded the No. 1 seed in the World Series (a first in program history)
- Placed sixth in the World Series (the program's highest finish ever)

Men's Basketball

- Won Region 6 Championship
- Qualified for the NJCAA Division II National Tournament for the third time in four years

Softball

- Secured KJCCC D-II conference championship
- Received one of the first at-large bids to compete in the NJCAA D-II World Series
- Placed fifth in the World Series







Golden Girls Dance Team

- Region VI champion for the ninth consecutive year
- Took first place in all categories at the Region VI competition (jazz, pom, team performance, and hip-hop)
- Jazz performance was the highest-scoring routine in the entire competition



Women's Soccer

- Won conference and region titles
- Runner-up finish at the NJCAA D-II National Championship
- Set Kansas Jayhawk Conference and NJCAA D-II record with 15 straight wins during the season



Volleyball

- Qualified for the NJCAA D-II National Tournament for the 13th time
- Runner-up finish at the NJCAA D-II National Tournament



Men's Soccer

- Runner-up finish in both conference and regional tournaments
- Finished season 14-4-0

BREAKDOWN OF THE TAX DOLLAR

STATE OF KANSAS \$0.01

SPECIAL DISTRICTS

(fire, townships, etc.) \$0.03



SPECIAL ASSESSMENTS

(wastewater, etc.) \$0.04



JCCC \$0.07



CITIES \$0.17



JOHNSON COUNTY

(includes libraries, parks and rec.) \$0.21



UNIFIED SCHOOL DISTRICTS \$0.47





JCCC REVENUE AND EXPENSES



GENERAL FUND TOTAL REVENUE \$186,210,368

FISCAL YEAR 2023-24

Property Taxes	\$121,085,135	65 %
Tuition & Fees	\$27,340,801	15%
State Aid	\$27,885,269	15%
Other Income	\$9,899,163	5%
TOTAL REVENUE	\$186,210,368	

GENERAL FUND TOTAL EXPENSES \$160,328,274

TOTAL EXPENSES	\$160,328,274	
Debt Service	\$3,651,596	2%
Capital	\$2,579,068	2%
Operating	\$28,426,251	18%
Salaries + Benefits	\$125,671,359	78 %



WORKFORCE DEVELOPMENT & CONTINUING EDUCATION



Through the Workforce Development and Continuing Education (WDCE) division,

JCCC provides open enrollment workforce training, re-certification opportunities, and life and leisure courses to more than 16,500 students each year.

WDCE is also the largest provider of adult basic education in Kansas through the Johnson County Adult Education (JCAE) program. In 2024, WDCE received international recognition for Lifelong Learning programming from the Learning Resources Network.

Course offerings range from professional, personal, and workforce skill development in fields like:

- Healthcare
- Business
- Computer science and information technology
- Commercial Driver's License (CDL) training
- Financial wellness

Languages and communication

CONTINUING EDUCATION BY THE NUMBERS

16,795

Students served

1,975

Courses offered

2,781

Certificates and certifications awared

95%

Student satisfaction rate

\$748K

Awarded in CE training

\$757K

by KC Scholars/Great Jobs KC

1,464

Total Johnson County Adult Education (JCAE) participants

157

GEDs earned

984

Total English as a Second Language (ESL) students

COMMERCIAL DRIVER'S LICENSE (CDL) DRIVING RANGE





In October 2024, JCCC celebrated the grand opening of Workforce Development and Continuing Education's (WDCE) new Commercial Driver's License (CDL) driving range and classroom facility in Edgerton, Kansas. Before opening the new driving range, JCCC offered CDL training at two off-site locations.

636 students completed the CDL Training Program in 2023, but with this new facility, JCCC can train more than **1,000 students** to become licensed drivers each year.

"This facility is a significant addition to the program," said Nicholas Gonzales, JCCC CDL Coordinator. "It will enable us to train more students and increase the number of trained truck drivers available to join the workforce."

JCCC's construction partner, JE Dunn, broke ground on the project in February 2024. The project was made possible by a private grant from the Sunderland Foundation and a grant from the Kansas Department of Commerce. "There's a deep need for truck drivers throughout the Midwest and a great deal of interest in our program."

Nicholas Gonzales, JCCC CDL Coordinator







Regional employers of all sizes can work with JCCC's Business Solutions team to develop customized corporate training in hundreds of subject areas, including leadership, healthcare, safety, skilled trades, transportation, and more.



Business Solutions specialists help area employers identify and define their needs and goals, build training programs for their employees, and execute the training on-site at JCCC's main campus in Overland Park, or in a hybrid format.

For more information or to contact the Business Solutions team, visit jccc.edu/customizedtraining.





In 2024, the Business Solutions division:

Served **3,205** employees from **90** local and national organizations, companies, and businesses

Taught **400+** training classes, more than half to returning clients

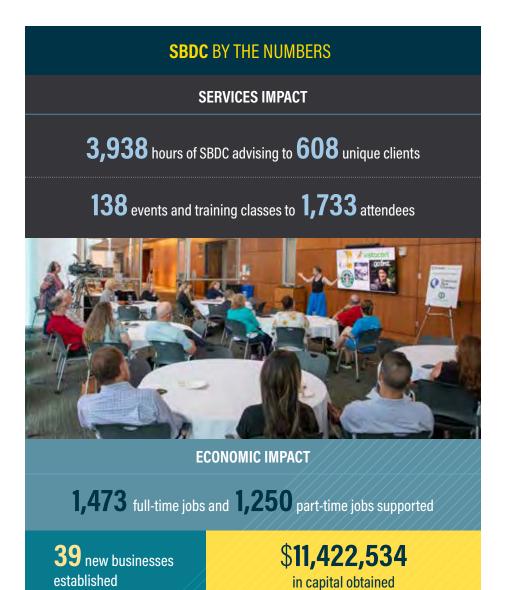
KANSAS SMALL BUSINESS DEVELOPMENT CENTER





JCCC is home to one of Kansas' eight Small Business Development Centers. The Kansas Small Business Development Center network is a statewide, inter-institutional program to

enhance economic growth in Kansas by providing management, marketing, and technical assistance to small businesses.



Kansas APEX Accelerator

This program helps Kansas business owners to find and secure government contracts. Through individualized advising and training, the Kansas APEX Accelerator can help business owners identify government agencies to purchase their product/service, prepare and review bids and proposals, and understand governmental contract solicitations, language, and standards.

2024 Bridging the Capital Gap Lender Summit

In September JCCC's SBDC hosted Bridging the Capital Gap: A Kansas SBDC Lending Summit to connect and support small businesses, entrepreneurs, local chambers, entrepreneurial support organizations, bankers, and non-traditional lending partners interested in learning from and networking with each other.

- 1 keynote speaker
- 2 panel sessions
- 5 breakouts
- 33 speakers
- 20 sponsoring organizations
- 115 attendees



The JCCC Foundation is the fundraising arm of the College—supporting JCCC students through scholarships.

Some Enchanted Evening

In November, the JCCC Foundation hosted the 38th annual Some Enchanted Evening Gala, welcoming hundreds of attendees from local businesses, foundations, chambers of commerce, and loyal donors.

The Foundation exceeded the fundraising goal for Some Enchanted Evening, raising \$1.16 million, the Gala's highest-ever total, to make a lasting impact on the lives of learners in the Johnson County community.



Photo by Rita Clark / Heirloom Photo Company

Summer Sips and Scholarships

In June, the JCCC Foundation hosted the second annual Summer Sips and Scholarships event, bringing together more than 200 women to support student scholarships. Guests heard from recent JCCC graduate and scholarship recipient Jedidiah Kapapula.





An Evening of 1960s Fashion

In September, the Foundation launched a campaign to help preserve and improve the storage location of JCCC's Historical Fashion Collection—more than 1,600+ historical garments that date back to the 1850s.

In collaboration with the Johnson County Museum, the Foundation hosted a '60s-fashion-inspired event that raised nearly \$10K to update the JCCC Historical Fashion Collection facility, purchase museum-standard garment preservation tools, and create future opportunities for student and public access.



Harvest Dinner

In August, the Foundation hosted its annual Harvest Dinner in collaboration with JCCC's Open Petal Farm. The 2024 guest chef was JCCC culinary program graduate **Vincent Paredes** from

The Farmhouse KC.
The Foundation is very thankful for all Harvest Dinner supporters, especially event sponsors Huhtamaki and Evergy.

In 2024, JCCC received over \$3.8 million in grant awards to support a wide variety of projects and student needs.



Course-Based Undergraduate Research (CURE) Grant Projects

In FY 2023, JCCC received a grant from the National Science Foundation (NSF) for faculty to integrate a research topic or question into an existing science course. 14 JCCC professors developed CURE project on a variety of research topics—from monarch butterfly migration patterns to Southern flying squirrel activity in Johnson County. Fall 2024 was the first semester that JCCC students could enroll in one of these courses.

Louis Stokes Alliance for Minority Participation (LSAMP) Grant

In the fall, JCCC was named a sub-awardee of the NSF LSAMP grant in collaboration with the University of Kansas (KU), Kansas City Kansas Community College, Pittsburg State University, the University of Nebraska—Lincoln, and Southeast Community College—Lincoln.

This five-year grant will develop regional partnerships between higher education institutions to collaborate on research, establish transfer pathway agreements, and increase the completion of science, technology, engineering, and math (STEM) degrees nationwide.

Over the next five years, up to 50 JCCC STEM students will earn stipends to participate in high-impact educational practices like research with STEM faculty and community internships.



Full-Tuition Scholarships for Veterans to Get Their CDL

In September, JCCC received a grant from the U.S. Department of Transportation's Federal Motor Carrier Safety Administration. This grant supports a full-tuition scholarship for veterans, their spouses, or their children to earn a Commercial Driver's License (CDL) through JCCC's Training Program. This the eighth time the College has received this grant award.

NERMAN MUSEUM OF CONTEMPORARY ART

The Nerman Museum of Contemporary Art at JCCC has one of the top collections of emerging and established artists today.

The museum presents many of the region's most important exhibitions of leading-edge contemporary art and has received national and international acclaim for its permanent collections. With **more than 100,000 visitors** annually, the museum is regarded as one of the region's most significant cultural destinations.

In 2024, the Nerman Museum focused on expanding dynamic and diverse educational programming to students of all ages from both JCCC and the surrounding community.



Free Digital Guide

Plan and enhance the onsite visitor experience with the Nerman Museum's new mobile guide—now available for download. After your visit, dive deeper into your favorite works at home—or anywhere, anytime! The Nerman Museum joins hundreds of international museums, galleries, and cultural spaces on the free Bloomberg Connects app.



Young Artists Retreat

In October, the Nerman Museum hosted the second annual Young Artists Retreat. Johnson

County and Kansas City Metro region high school seniors joined local artist and educator Harold Smith and other area arts professionals for a day of talks and interactive learning opportunities about skills related to careers in the arts.

"I think this event is very smart," said a student participant. "It makes sense that young artists should be exposed to artists and careers in their early years."





Next Gen Series

In 2024, MTC launched the Next Gen series—a partnership with the **Opus 76 Quartet** and the Youth Symphony of Kansas City for a series of classical performances by emerging musicians.

MTC Series Artists Visit JCCC Classrooms

This year, MTC partnered with JCCC faculty and a variety of MTC Series performance artists to bring world-class artists into JCCC classrooms. Visits included:

- Author Dasha Kelly Hamilton
 (Makin' Cake) visited a JCCC Creative
 Writing Workshop course
- Playwright Susanna Hamnett visited JCCC Acting courses
- Various artists from NORTH: The Musical visited the Introduction to Theatre, Stage Direction and Management courses, and more

Winterlude Jazz Festival

In February 2024, MTC hosted the Winterlude Jazz Festival, two days of jazz in Yardley Hall and the Polsky Theatre including live jazz performances by various local musicians.

MTC **ARTS EDUCATION** BY THE NUMBERS

In addition to its annual series, MTC presents performances for local elementary and middle school groups, students, and teachers. Tickets for Arts Education performances are discounted to \$5 or less per student, and schools with limited resources can apply for free tickets and bus services through MTC.

21,885

Local individuals served through Arts Education programming

71

Performances

337

Workshops

PRESIDENTIAL SEARCH



In September, JCCC launched its nationwide search for the College's next president. Over the summer, the College's Board of Trustees unanimously selected Academic Search to lead efforts to find the next President.

The firm, Academic Search, has conducted more than 2,400 successful searches for college presidents, chancellors, provosts, vice presidents, and deans in a variety of disciplines.

In the fall, Academic Search consultants visited JCCC's campus to hold a series of listening sessions to develop a "Search Profile" for the President position, seeking input on the characteristics, accomplishments, and experiences the ideal candidate should bring to the role.

During the Spring 2025 semester, the Presidential Search Committee will evaluate the candidate pool, conduct first-round interviews, and invite finalists to JCCC's campus—with the goal of having the new leader in place no later than July 1, 2025.

Learn more at jccc.edu/presidentialsearch





STRATEGIC BRIDGE PLAN



JCCC adopted its current Strategic Plan in 2021 to guide the College's goals and plans through June 30, 2025. To allow the new President time to settle into their position and learn about the College, JCCC's Board of Trustees and Cabinet will create a twoyear Strategic Bridge Plan.

Learn more at jccc.edu/trustees

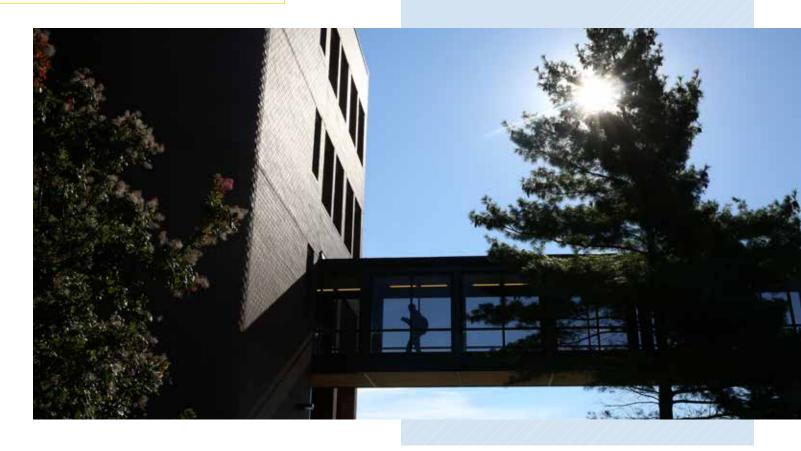
This plan will connect the last phase of JCCC's current Strategic Plan to a new strategic plan to be initiated by JCCC's next president in 2027.

The Bridge Plan consolidates the four goals from the 2021-2025 Strategic Plan into three, the College's inclusion and belonging priorities reflected in each.

- 1. Student Success
- 2. Employee Engagement
- 3. Community Connections

In February and March of 2025, the Board of Trustees and Cabinet will review feedback from JCCC students, faculty, and staff and finalize the Strategic Bridge Plan, with the goal of voting on the proposed plan at the April JCCC Board of Trustees meeting.

The public is welcome to attend meetings of the Board of Trustees and standing committees in person.





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JCCC.EDU



SCAN to join the mailing list



OUR MISSION

JCCC inspires learning to transform lives and strengthen communities.

OUR VISION

JCCC will be an innovative leader in equitable student access, learning, and success.

NOTICE OF NONDISCRIMINATION: JCCC is an equal opportunity, equal access institution and affirmative action employer. JCCC does not discriminate on the basis of sex, race, color, national origin, ancestry, disability, age, religion, marital status, parental status, military status, veteran status, sexual orientation, gender identity, genetic information or other factors that cannot be lawfully considered in its programs and activities, which includes employment and admissions, as required by all applicable laws and regulations. Inquiries concerning JCCC's compliance with its nondiscrimination policies (including Title IX, Title VI and Section 504 inquiries) may be referred to a Title IX Coordinator (TitleIX@jccc.edu), or Director of Human Resources, or the Dean of Students and Learner Engagement at Johnson County Community College, 12345 College Blvd, Overland Park, KS 66210, 913-469-8600; or to Office for Civil Rights Kansas City Mflice II.S. Department of Education. Dne Petricoat Lane. 1010 Walnut Street. Suite 320. Kansas City M0 64106. Telephone: 816-268-0556. Facsimile: 816-268-0559. Famility. 90:CR Kansas City Weed, oz.