



CENTRAL CHRISTIAN COLLEGE OF KANSAS

COLLEGE COUNCIL – MINUTES

Wednesday, December 22, 2021 @ 1:05 p.m., RBC-AC-20

Present: Lenny Favara, Cathy Brown, Katy Potter, Matt Malone, LeAnn Moore, Doug Vanderhoof, Enrique Barreiro, Jacob Kaufman (zoom), and Hannah Litwiller

Not Present: David Ferrell and Kyle Moody

I. Call to Order

The President called the meeting to order at 1:05pm.

II. Devotion & Prayer

In recognition of the coming holidays, the President focused on the birth of Christ and the presence of the shepherds. Like those shepherds, we have a job that we dutifully fulfill, and like those shepherds, we too care for someone else's "sheep. We should reflect on that fact that the shepherds experienced the wonder of Christmas as part of their work. They were busy – doing their work – when they were invited to "take a break" and experience the Bethlehem moment. While it is good that we work – we need to be careful to not miss a Bethlehem moment. Those detours from everyday tasks can become portals to wondrous events. So, be sure to take time to attend chapel, share a meal with students, and talk with co-workers – who knows when one of those moments will become a Bethlehem moment.

III. Acceptance of Minutes

Motion to accept the December 8, 2021 as presented. Seconded. No Discussion. Unanimous Consent.

IV. President's Report

A. Outside of normative work over the past few weeks, the office of the President has been addressing legislative concerns with Senator's Moran and Marshal.

1. Legislation related to the Build Back Better Act, has stalled in the Senate. The Pell Grant increase is imbedded in that proposal. Our office has been working with the staff of Senators Moran and Marshall to see if there is any possibility of pulling this aspect out and moving it forward.
2. The Senate did approve some much needed adjustments to VA Benefits, which were signed into law by the President. This is good for our veterans.

B. COVID-OSHA updates

1. On the 17th, the Federal 5th Circuit Court of Appeals lifted the injunction on the Biden Administration's COVID-19 vaccine mandate for employers with 100 or more employees (the OSHA mandate).

Subsequently, OSHA announced that it will not enforce any requirements until January 10, 2022 to give employers time to come into compliance. Furthermore, OSHA announced that the agency will not penalize employers for non-compliance with the vaccine and testing requirements until February 9, 2022, "so long as an employer is exercising reasonable, good-

faith efforts to come into compliance with the standard. In summary, the requirements that would have been effective 12/6/21 are now effective 1/10/21 and the weekly testing protocol for unvaccinated employees must be in place by 2/9/22.

While there is a good chance that the mandate might stall again, as states seek the input of the Supreme Court, we (CCCK) will continue its intent to comply with the mandate. Prior to the injunction the Office of the President and the Office of Human Resources created a policy in alignment with the OSHA mandate. With this recent action, the policy has been sent to legal counsel.

If after receiving input from legal counsel the mandate is still in play, CCCK will start collecting information on all employees starting on or around January 3rd. All information (vaccination status, proof of status, etc.) is needed by January 10th. Mask mandates and testing mandates by February 9th, 2022. Testing costs will be the employee's responsibility.

2. While the end of the semester went well, the recent surge in COVID (Omicron) has motivated the Office of the President to network with College Operations and Student Services to address a Return to Campus Plan. At this point, we are looking to require all students, prior to returning to campus, to take a valid COVID test and submit a negative result using CANVAS.

A CANVAS interface is being created. Student with a positive result will be asked to delay their return to campus until after an appropriate quarantine period. Student who show up with no test result will need to be tested prior to moving back into the dorm. College Operations are looking into purchasing a supply of test kits. These may be used for students, though they will be charged a premium to use.

Additionally, we will return to a modified Orange status – instituting a mask mandate across campus for the first few weeks of spring classes.

We are still looking into questions related to return to work for faculty and staff.

C. Hiring Freeze

1. The President has initiated a hiring freeze until such time as enrollment numbers show a more progressive increase.
2. A new Admissions Counselor is scheduled to begin work after the new year. Recognizing that this individual will also be working on non-athletic recruitment, Dr. Barreiro asked for a systematic protocol for faculty reaching out on leads.

V. Old Business/Action Items

- A. Refund Policy Recommendations [tabled until after the New Year]

VI. New Business

- A. No new business

VII. Constituent Reports

Constituent Reports provide an opportunity for principal liaisons to provide succinct updates that may be of importance to the collective interests of the College community. Specific matters may be discussed or tabled to ensure that there is opportunity for inclusive and transparent dialog designed to enhance the mission, vision, and core values of the institution.

A. Academic Affairs (Chief Academic Officer)

1. No Report

B. Faculty Senate (Faculty Senate President)

1. Faculty affirmed the nominations for Academe' of Achievers.
2. Faculty senate by-laws are being worked out and are more robust.
3. A graduation request from a student that will be discussed at next Faculty Senate meeting.
4. The state is looking at relaxing requirements for substitute teachers. This represents a significant window of opportunity to create an associate level degree for paraprofessionals or create a micro credential for sub teachers. Districts are desperate for aids in the school. Cathy Brown has been meeting with the CCKK interim Education chair and director of Special Ed through McPherson school districts about this very subject. They are both excited about the possibility.
5. President Favara requested that Dr. Barreiro and Dr. Kaufman start looking at a proposal for the next graduate program. Dr. Barreiro stated he would have one by the end of January 2022.

C. Institutional Research (IR Officer)

1. NSSI and SSI [student satisfactory inventory] are being evaluated.
 - a. Once the IR Officer gives the report of the subsections, each committee should address any declines in their areas and create a specific plan of action that will directly affect that data point. Enact it and then for the next SSI or NSSI report, see if the data point changes. This is a closed loop evaluation.
2. Working in Tigers surveys from Fall 21 courses.
3. Athletic Environment survey is now live.
4. IPED's are live

D. Student Government

1. No report.

E. Athletics (CSEO)

1. Made a job offer to a Director of Wrestling. Due to the forth-coming birth of a child, the response is still in limbo. Tracy Cass will continue helping with the program.

F. Operational Affairs (COO)

1. SIS Committee has a recommendation to the college to pursue necessary funding to procure a contract with Anthology as its next Student Information System. This SIS is built on top of the Microsoft 365 platform. It's mobile ready. The College can easily transition our Great Plains Accounting system to Dynamics 365 and it will be fully integrated with the SIS. This interface is customizable for both students and staff.

- a) *Cost: Annual average - \$258K; Implementation for Anthology - \$1.6 million*
- b) *Timeline: 12-18 months to finish implementation.*
- 2. This proposal will need to go to the Board Finance & Audit Committee, then to the Board of Trustees.
 - What are the draw backs to Rio? Need to know before going into this meeting. Biggest concern: have to “cobble” together different systems, so there would be additional cost. Rio – implementation for 6-8 weeks, which means more manual work on behalf of CCCK.
 - The President needs a hard proposal with statements of work from Rio and Anthology and costs, including the additional pieces.

VIII. Integrated Planning Audit

- A. 2022-2023 Budget
 - 1. BAC did first round of plugging in the requested budget number. After seeing a deficit, the committee made a request to a few areas to relook at budgets. Though still at a deficit, which is common for draft 1, the CFO asked for groups to take back to committees and make adjustments to proposed 22-23 budget.
- B. Policies & Procedures Manual
 - 1. Packets passed out to Chief Officers and Human Resource Officer. Submit changes/edits to Hannah Litwiller to get to College Council by February 14th.

IX. Oversight Responsibility

- A. HLC
 - 1. HLC Comprehensive review is for March 2024. The President’s Office will announce upcoming writing workshops. There is a new interaction with HLC and will affect assurance argument.

X. Adjournment – 2:28PM

Minutes by Mrs. Hannah Litwiller