



CENTRAL CHRISTIAN COLLEGE OF KANSAS

COLLEGE COUNCIL – AGENDA

Wednesday, February 9, 2021 @ 1:00 p.m., RBC-AC-20

- I. Call to Order
- II. Devotion
- III. Accept the January 12, 2022 minutes and January 26, 2022 minutes.
- IV. President's Report
- V. Old Business/Action Items
 - A. Refund Policy Recommendation [Business Affairs Committee] – Pending BAC review.
 - B. SIS Recommendation [SIS Review Committee] – Pending Action
 - C. Update on Graduate Program proposals and Recruiting
- VI. New Business
 - A. Dress Code Recommendation [Business Affairs Committee & Faculty Senate]
- 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. Student Affairs (Chief Student Engagement Officer)
 - B. Operational Affairs (Chief Operations Officer)
 - C. Business Affairs (Chief Financial Officer)
 - D. Athletics (Athletic Director)
 - E. Administrative Services (Chief of Staff)
- VIII. Integrated Planning Matrix
 - A. Policy & Procedures: Packets due February 14th.
 - B. Budget Update
- IX. Oversight Responsibility
 - A. Strategic Plan
 - 1. Operational Effectiveness vs. Strategy
 - 2. Civic Engagement Initiative
 - B. Governance Manual
 - C. Assurance Argument
- X. Adjournment

Dress Guidelines

Dress Code guidelines are designed to help contribute to a spirit and atmosphere of excellence, professionalism, and character on campus. The way we dress sets an example to students as a model of professional behavior. Proper dress, grooming, and personal cleanliness standards contribute to the morale of all employees and affects the business and institutional image that the College presents to students, parents, visitors, and the public. The College seeks an image that projects professionalism and competence.

Employees should maintain a neat and clean appearance that is appropriate for the workplace setting and for the work being performed. Faculty and staff, by the nature of their positions, would be expected to dress with greater formality. Other positions may warrant a more relaxed dress expectation based on the requirements to perform job duties (e.g. maintenance, IT, etc.). In these cases, we ask that the clothing reflect the needs of the position and the spirit of the position. Some positions may require uniforms and therefore are excluded from these guidelines.

Employees are expected to dress in business professional attire during professional events, outside meetings, or as the needs of the institution require. Otherwise, business casual attire is appropriate.

Definitions

- Business professional: examples include business suits, professional dresses, and sports jackets with tie or bow tie, dress pants, skirt suits or pant suits, button down or traditional business shirts or turtlenecks, and dress shoes.
- Business casual: examples include dresses, khakis/slacks or similar type pants, dress capris, skirts (no shorter than mid-thigh), shirts/blouses or golf-type shirts with collars, sweaters, vests, jacket without tie, and clean shoes.
- Relaxed casual: Fridays and blue & gold days- jeans, tee-shirts, shorts, and skirts are permissible (shorts and skirts should be at least mid-thigh) with appropriate shoes. The college encourages everyone to show their Central pride and wear CCK attire or blue & gold.
- Summer (first full week after students are gone through fall registration days)- relaxed casual dress allowed all the time

Coach Attire

Because of the nature of a coaches positions, expectations regarding attire varies:

- Professional business attire: required when representing the organization at any public function or event.
- Business casual: required when interacting in the community on behalf of the College, meeting with potential student-athletes and parents, meetings with vendors, or corporate sponsors. Shirts with school logos other than our institutional logo are not permitted in these types of instances.
- Casual: for volunteer/project days and practices or physical activities with the team.
- Unacceptable attire at any time: shorts higher than mid-thigh, tights (as pants), any clothing with holes or sweat stains, or thong style flip-flops.
- Coaches who work in professional offices on campus should make an effort to dress in business casual attire while performing non-coaching duties

Information Technology

- Business casual is appropriate most days unless working conditions require something more casual; inappropriate clothing is still not allowed

Maintenance Attire

- Clean denim (jeans, capris, shorts mid-thigh or longer) and T-shirts are acceptable; however other items listed in the inappropriate section are still not allowed.

Faculty

- Business casual or business professional; nice jeans allowed

In general, the following are considered inappropriate in the workplace:

- Thong style flip-flops and house slippers
- Spandex shorts or pants or leggings worn as pants (unless part of an outfit and the shirt or dress covers to mid-thigh)*
- Any clothing that shows undergarments
- Athletic wear or jogging suits unless associated with coaching responsibilities or while using the fitness center*
- Low-cut blouses or dresses
- Shorts, skorts or skirts worn above mid-thigh
- Ripped, torn, or disheveled clothing (light distressing ok)
- Off shoulder tops or dresses; halter tops, or tops with spaghetti-style straps unless part of an outfit that does not include a sheer top; a jacket covering these types of clothes is acceptable.
- Clothing revealing bare midriffs or back
- Clothing that has vulgar language or profanities on it
- Swimwear

*Apparel acceptable while teaching certain classes, practicums, performing demonstrations, or during any designated special events such as school picnic or service days.

Enforcement of the Dress Policy

Supervisors and HR are responsible for monitoring compliance and are encouraged to provide coaching as necessary. If a violation of the dress policy is noticed by a supervisor or HR, the first step shall be a verbal warning that the particular piece of clothing is not allowed. In some instances an employee may be sent home to change. If the code is broken a second time, the progressive discipline policy (section 6.6) in the Policy and Procedures Manual will be followed.

Nothing in this policy is intended to regulate individual choices such as beards, jewelry or hairstyles.

Non-discrimination Policy

Nothing in this policy is intended to abridge rights at law relating to non-discrimination or the Americans with Disabilities Act, or hinder the advancement of diversity at the college. We will provide reasonable accommodations unless it would cause an undue hardship to the college.