



CENTRAL CHRISTIAN COLLEGE OF KANSAS

COLLEGE COUNCIL – MINUTES

Wednesday, February 9, 2022 @ 1:00 p.m., RBC-AC-20

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

I. Call to Order

- The Chair called the meeting to order at 1:05pm.
- The Chair shared a devotion from 2 Peter Chapter, building on the educational perspective of scaffolding. The passage finds its foundation in the embrace of FAITH, out of which can grow GOODNESS, which can drives us to grow in KNOWLEDGE, practicing SELF CONTROL, as we learn. As self-control is practiced, one must PERSEVERE, which guides us in GODLINESS (HOLINESS). In this passage, BROTHERLY KINDNESS and CHARITY is not the outcome of just love, but of PERFECT LOVE.
- Prayer.

II. Accept the Minutes

Motion to accept the January 12, 2022 and January 26, 2022 minutes, with no corrections. Seconded.

Unanimous Consent.

III. President's Report

- A. Delayed – Allowing the President to address a topic related to the Strategic Plan.

IV. Old Business/Action Items

- A. Refund Policy Recommendation [Pending on BAC]

- B. SIS Recommendation

1. Updated on Pricing: Doug Vanderhoof shared the differences between Sales Force Rio and Anthology. Sales Force with Rio (\$200K/yr.) with \$150K implementation cost. It would take 6 weeks – 3 months to implement.
2. Anthology is priced at around \$250K/yr. with a \$1M implementation. With 18 month implementation process in sections. Anthology does more in their implementation process.
3. The SIS Committee has recommended Anthology. The committee believes a longer implementation process will avoid mistakes and data being overlooked.
4. Foundation is looking at a different nonprofit platform; awaiting quote.
5. President has requested a cost analysis for the two platforms. Due to financing, this may be something we need the Board to weigh in on, not so much the actual program, but the financing.

- C. Update on Graduate Programs

1. Dr. Barreiro and President Favara are discussing graduate program proposals. Dr. Barreiro has presented some options, based on research and market outlooks.

V. New Business

A. Dress Code Recommendation [Business Affairs Committee & Faculty Senate]

1. The BAC has referred a dress code policy to the Council. The impetus of the policy was in response to multiple requests (concerns) made to the Office of the President over the last 2-3 years. The primary purpose of the policy is to provide a guide for supervisors who may need to address issues. Additionally, the policy empowers the HR Officer or Supervisor to approach staff or faculty – focusing on policy.
 - a) *Recognizing that the policy came with the power-of-a-second, the Chair invited comment. A concern was raised that some members may want extra time to review, which led to an extended conversation about committee work.*
 - (1) The system of shared governance, currently in use, assumes that members are taking material to their constituent groups to be vetted and discussed, which should result in policies coming to the College Council that have been reviewed and ready for consideration. The fact that the faculty representative of the BAC took this policy to the Faculty Senate, but other constituent representatives may not have sought to collect input, is a point of possible concern.
2. **The Chair asked if the policy might be tabled until such time as each member had time to review. Consensus.**
3. The Chair thanked the Business Affairs Committee for their work on the policy.

VI. 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)

- CSEO is working with Valerie Byron in the Mailroom, to get every kid a COVID test through the mail from the government.
- Student Affairs Committee sent a GPA recommendation (no proposal/policy given) to Faculty Senate, for accepting transfer GPA. The Chair recommended that the Faculty Senate and Student Affairs read up on HLC accreditation policies. The Registrar will have to create the policy before Faculty Senate make any decisions.

B. Operational Affairs (Chief Operations Officer)

- COVID: 1 student coming out of isolation today/tomorrow; 1 student waiting for test results.
- Received test kits that were ordered in December.
- IT
 - Wi-Fi devices have been taken to Kline Hall to two students that are still having WIFI issues.
 - EdConnect has a mandatory update to software last night, however, ran into problems working with CPS.
- Maintenance
 - Doug Vanderhoof resubmitted list of shingle request due to backorder issues.
 - Kelly Pauls and Doug Vanderhoof met yesterday to discuss summer projects. If any council meeting has any burning items, let Doug Vanderhoof know. They are looking at deferred maintenance list, for example, try to re-engage Stoll entry way (\$30-35K to repair).
 - Renewal to Dude Solutions in June.

- No recycling on campus. In discussion on getting some cans out for recycling.
- Admissions
 - Hit numbers for Apps/Admits for the month
 - Have not hit goal for Deposits (4 short for the month)
 - Received mockup of mesh signage and have sent to marketing for review. No update on timeline of construction.

C. Business Affairs (Chief Financial Officer)

- BAC will be looking at Refund Policy next meeting. With the budget process pushed out current fund expenses without salary wages to see pure operating expenses. The group is looking at a threshold by amount or percentage; then we will push back to the departments to give opportunity to reevaluate or give reason why their budget increased.
- Negotiations with Keypath have continued to where there will be an adjustment in the ratios related to student population with a requirements of being paid up and continue to be paid up. This would allow us to reinstitute the new ratios. No specifics right now, but about 15% shift toward the college, which would include ALL students for online.

D. Athletics (Athletic Director)

- Wrestling Senior Night tonight
- The Athletic Director received notification from the Sooner Athletic Conference for basketball 2022 season. SAC wants to know if CCCC will possibly host the conference basketball games at the end of the fall semester during finals week. There is no current policy, though baseball and softball have played during finals in the spring in the past. This has not gone to the Council of Presidents. The President will meet with the Council of Presidents, so if any council member have any feedback, please let the President know.
- Hiring Process
 - Director of Wrestling: Phillip Hatfield is interviewing today and tomorrow. He is a current recruiter and high school wrestling coach.
 - 2 candidates for Women's Soccer coming in for interviews mid-February.

E. Administrative Services (Chief of Staff)

- The Chief of Staff is working with the CFO on a graduate assistant policy based on the current need of the institution and with it being a new program, we need an actual policy. This will go to Employee Benefits Committee to work through before going to BAC and College Council.
- Spring Board Meeting prep has started in the President's Office. Chief Officers and Directors need to be aware that the Chief of Staff will start requesting reports for the Board Meeting.
- All Staff Meeting is Monday, February 14th. Chief Officers and Directors need to be prepared to bring a report during the meeting.

VII. Integrated Planning Matrix

- A. Policy & Procedures: Packets due February 14th.
- B. Budget Update [during Business Affairs contingent report]

VIII. Oversight Responsibility

- A. Strategic Plan
 - 1. Project X

Five years ago, the President (Provost at the time) was asked to develop a plan for sustainability that would provide CCK with a niche market in alignment with its heritage and mission. Since that time, the President has been working that plan, developing a conceptual approach, which he now feels ready to begin unveiling to allow for broad based input and improvement.

In its initial stages, the focus of Project X was to find a way to solidify the Character based outcomes associated with the vision. The modification from the Fit-Four to the CORE4 emerged from some of the work being done with Project X.

As time went on, a new concept emerged that aligned with the Christ-Centered approach and Character-based outcomes. It helped answer the questions – Why are we here? What are we supposed to produce? How do we make character tangible? What does our Wesleyan heritage have to say about our existence?

That is when the concept of Community Engagement and Organizational Leadership came to mind, because it allowed me to see the purpose of providing a Christ-Centered educational experience, with a focus on the development of good character – so that we produce citizens that are prepared to enter local communities, churches, and industries – with a Wesleyan perspective of Life-Giving Holiness, Love-driven justice, Christ-Compelled Multiplication, Cross-Cultural Collaboration, and God-Given Revelation.

What might we look like if every student here was **intentionally** challenged, to discover and engage his or her role as a member society?

Citing from the report submitted to the Council, Dr. Favara quoted:

“Civic engagement means working to make a difference in the civic life of our communities and developing the combination of knowledge, skills, values and motivation to make that difference. It means promoting the quality of life in a community, through both political and non-political processes....

A morally and civically responsible individual recognizes himself or herself as a member of a larger social fabric and therefore considers social problems to be at least partly his or her own; such an individual is willing to see the moral and civic dimensions of issues, to make and justify informed moral and civic judgments, and to take action when appropriate.”

Of particular note, highlighted by Ehrlich, is the interplay between civic engagement and moral character. While civic engagement is largely focused on governance, the underlying values are found in the elemental values that define both a functional faith and a functioning church culture. These include:

- Trusting and respecting each other, while focusing on the greater needs of the community over self.
- Creating agency and power in people, particularly those who need justice the most;
- Nurturing and fostering optimism and hope, through the use of an extravagant application of grace, charity, and dutifulness
- Engaging community members, looking toward the needs of one another
- Promotion of transparency and participation

The confluence of these values, as it relates to community, provides a dynamic and fertile area of exploration that can provide both the church and community with citizens that are ready to invest. The ability to help students capture the perspective of civic engagement can become a powerful vehicle for bringing about environmental and behavioral changes that will improve the health of the community and its members.

The dual focus of Central Christian College of Kansas that seeks to promote a Christian Education and the development of Christian Character is uniquely positioned to address these obstacles.

In many ways, it is the role of higher education to prepare students to help shape a civil society. Perhaps even more critical is the role higher education plays in helping a student shape a civil identity. It is during this transition from high school to vocation that many students' "concepts of civic development expand from a focus on obedience and support of the status quo, to a more critical appraisal" of their role and responsibility. The same might also be applied to church membership, which is assumed herein as a significant aspect of civic engagement. Advancing this point a little further, it is during the college years that the development of good character might find its most fertile soil as young men and women are seeking answers and developing habits that define a lifetime.

Many students enter college at a moral crossroads. The adolescent moral compass is largely influenced by the presence of authority figures and a reliance on these figures for support. However, as reliance shifts away from authority based relationships, individuals have the opportunity to discover a *moral self*. Equipped with emerging philosophical reasoning skills, students are free to wrestle with ethical reasoning. Conformity to a code shifts from obedience born out of submission to individuals, to allegiance to a deeper epistemological legitimacy.

Consequently, an argument can be made that the development of character is a core root out of which sound and effective civic engagement flourishes. Of course, we would argue even further that a Christ-Centered focus on Christ-Like Character provides a more firm foundation.

We can think of the development of citizenship as rings of circles that expand outwards. In its simplest form, the core of citizenship, refers to members of the public who are honest, unselfish, and behave responsibly towards others. Seen in this way, we might recognize that the development of character plays a fundamental role in the development of a civically engaged individual (either for good or bad).

Expanding out from that core, being a good citizen requires additional competencies. Social competence entails an understanding of how people can ensure social well-being, and it is equally important to understand social practices and recognize cultural issues related to society. Other competencies include critical thinking, creativity, philosophy, faith, and many other aspects that we might recognize as core to the Liberal Arts. The main skill of these competencies is to communicate and collaborate constructively in different environments.

Building on Fudges concept that citizenship is built on rings that expand outwards, I would challenge is to envision the following:

- The journey begins in the soul, where values take root and grow into disciplines. (SOUL)
- Social competencies are developed, leaning on the integrity of the individual and the ability to collaborate with others, demonstrating grace and respect. (HEART)

- Knowledge and skills, stemming from the liberal arts and a focus on creative communication allow for greater levels of engagement and collaboration. (MIND)
- The health and vitality of the individual (holistically viewed) provides the resilience, grit, and vitality needed for sustained engagement. (STRENGTH)

As Central Christian College of Kansas looks to define its unique role and shape its programming in alignment with its mission, the need for a civically engaged populace – grounded in Christ and influenced through good character – may provide an uncommon, yet practical and profitable focus.

a) *The President would like feedback/brainstorm creative ideas of what it would look like to frame our Christ centered education of character to raise up community and civically engaged individuals. Ideas might include amplifying the general education courses, i.e., a social problem course, then add in components of what we already do. Ideas on how chapel and convocation might be used. Discussion of minors, associate degrees, however, all students would be involved. Possible requirement for graduation for civic engagement, ex, volunteer at schools, the YMCA, etc. Continued discussion of badging and career development. Etc.*

- (1) Dr. Barreiro shared an experience from today's Professional Ethics course. Hi students have been discussing the foundation of morals, virtues and natural law through a span in situational aspects. One difficult topic today was slavery. Students were very set in what they believed, our population of students lack the understanding of what it means to be civic and socially sound. In order to speak to topic, individuals need to know both sides.

b) *The President wants to generate feedback from the council. The President is open for council members to take to their committees. He is still working through a white paper.*

B. Governance Manual

1. The President is working toward an early spring revision of the manual, reflecting some of the modifications employed this year. The goal is to continue the discussion and revision process, with the ultimate ambition of having campus wide ratification of the document.

C. Assurance Argument

1. Awaiting HLC to complete the transition to CANOPY.

IX. Discerning no other business, the Council was adjourned at 2:58PM.

Minutes submitted by Mrs. Hannah Litwiller