



CENTRAL CHRISTIAN COLLEGE OF KANSAS

COLLEGE COUNCIL – MINUTES

Wednesday, April 13, 2022 @ 1:00 p.m., RBC-AC-20

Present: Lenny, Favara, Natalie Vines, Cathy Brown, Katy Potter, Matt Malone, LeAnn Moore, David Ferrell, Doug Vanderhoof, Jacob Kaufman, Kyle Moody, Steven Smith (Faculty Senate Rep), Enrique Barreiro, and Hannah Gitwiller

I. Call to Order

A. The Chair called the meeting to order at 1:08 pm. Devotion and prayer followed.

II. Approval of Minutes

A. A motion was made to table approval of the meeting minutes from April 6, 2022 until next meeting. Motion seconded. Unanimous consent.

III. President's Report

A. Attended the virtual Higher Learning Conference.

1. There was significant discussion and focus on Diversity and Inclusion – to be expected. However, I was intrigued by this call for improvement, but not necessarily through direct staffing. This is reminiscent of our discussion about campus ministries a number of years ago, related to the fear that having an individual oversee spiritual formation might reduce investment from other members of the campus community. Diversity and Inclusion issues are an all of us issue.

a) Civic Engagement was a significant concern.

B. Met with KICFA – Addressed bond issues and prepared for the next round of RAN Notes.

C. Met with the Timothy Group consultants to review progress in preparation for the Board Meeting.

D. First Lady returned from her tour through Oregon, Idaho, and Washington.

E. Attended the annual meeting with our OPM: Keypath. It was not encouraging. Meeting with a marketing agency later this week to explore other options.

F. Attended a webinar concerning the role of Rural-Serving Institutions.

G. Received word that our BASE Grant request was not approved. Only one approval in McPherson County and it went to a project in Moundridge.

IV. Old Business/Action Items

A. Refund Policy Recommendation [Pending on BAC]

B. SIS Recommendation [Pending]

C. ERISA Compliance Verification – [Business Affairs]

1. HR and CFO has a meeting with NAIA rep and following up on options. Will present to Benefits Committee at next meeting. The group would take ~~all~~ some fiduciary responsibility off of the College. Has more options for retirement funds, not only TIAA.

- 36 D. Earned Income Credit – [Business Affairs]
- 37 1. Still in review with auditors.
- 38 E. Policies & Procedures Manual
- 39 1. PTO Policy – [Employee Benefits]
- 40 2. GA Policy – [Business Affairs]
- 41 3. MLK Day
- 42 a) President and SGA President discussed earlier in the week. The President would like
- 43 to sit down with a group of African American students to have the discussion.
- 44 4. Comments & Questions & Updates
- 45 a) Discussion of Shared Governance process and these comments been helpful to the
- 46 process.
- 47 (1) Chair reviewed the comments and actions taken:
- 48 (a) Definition of President and Office of the President added
- 49 (b) Definition of Supervisor added
- 50 (c) Clarification of the Grievance Process if there is a grievance
- 51 against the President. New language added
- 52 (d) Request to clarify position classification for exempt employees.
- 53 Human Resources will look into. New language added – seeking
- 54 insight from HR.
- 55 (e) Clarification of job descriptions and who defines. Human
- 56 Resources and President met in regards to job descriptions.
- 57 Language updated.
- 58 (f) Clarification of performance review and performance
- 59 remuneration Human Resources will review. Language added.
- 60 (g) Clarification on who selects the Hiring Manager. Human
- 61 Resources will review. Language revised
- 62 V. New Business
- 63 A. Master of Science in Human Resource and Organizational Management.
- 64 1. As this is a 10+1 issue, the Chair reminded the committee of their role. Though, in the
- 65 case of a new program, in which the College must seek Commission sanction, it would
- 66 be appropriate for the College Council to both approve and affirm.
- 67 2. The Faculty Senate President answered questions in regards the proposal.
- 68 a) How does this affect SHRM certification?
- 69 b) Does the student body know about graduate programs? The SGA President felt that
- 70 students do know about CCK's graduate programs.
- 71 c) When to start marketing and for what term? The start date of Fall 2022 is to get the
- 72 ball running – operationally it may later.

73 (1) The proposal comes with the power of a second. By unanimous consent
74 the College Council affirms the decision of the Faculty Senate and
75 approves the Master of Science in Human Resource and Organizational
76 Management, with permission to make minor modifications as
77 necessary.

78 VI. Constituent Reports

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

82 A. Academic Affairs (CAO)

- 83 1. Academic Office is working on the Voluntary Department of Defense compliance audit.
84 Due April 18th.
- 85 2. Graduation and Baccalaureate preparation; combining Baccalaureate and Ivy Cutting
86 this year.
- 87 3. The Chair requested a registration ratio for retention. Intent to return is showing a
88 current retention rate of 66%.

89 B. Faculty Senate (CSEO)

- 90 1. Faculty Senate President has submitted a letter for the May Board meeting, addressing
91 the updated Bylaws.
- 92 2. Faculty Senate has approved the new graduate program.
- 93 3. Freedom of Speech is with the Faculty Senate. If it is approved, it will be included into
94 the handbook and syllabi.
- 95 4. Faculty Handbook is updated and approved.

96 C. Foundation (Executive Director)

- 97 1. Mailed a packet to a potential donor.
- 98 2. Hosting a Goran Medved next week (Mon-Thurs). He is a graduate of CCKK, 1991-93,
99 soccer player. Central was a time of reflection for him and he became more focused
100 on Christ. He is back in his home country of Croatia and translating the Bible, leading
101 Bible studies. He will be on campus, sharing in chapel on April 20th.
- 102 3. Hall of Fame – Alumni Relations and Foundation meeting with Coaches about Hall of
103 Fame and their attendance, ticket situation and setup/tear down.

104 D. Student Government (SGA President)

- 105 1. Upcoming events open to staff, faculty and families: \$3 Movie Night @ 9pm; 24th – Slip
106 and Slide @ 2pm, 25th – smoothies and jazz @ heartbeat (free drink), 27th – Blood Drive
107 in North Gym, Late Night Breakfast on May 1st and another \$3 movie night on May 3rd.
108 The Chair requested: Represent goal of every faculty to attend – to make connections.
109 Coaches – challenge to go.
- 110 2. Senior Gift – finding a way to incorporate a scanner for chapel; for students to track in
111 CANVAS.

112 3. The CSEO did communicate that Lyndsi Romero, Charlotte Anderson, Reece Warren
113 (new SGA President), Eryn Turner, International student, and Cathy Brown will be
114 having a fish bowl meeting. All Students are invited to attend and if they have any
115 concerns they can go to one of these representative. There are other discussions to
116 resurrect the Multi-Cultural club. Also, working with caf to do a food festival to
117 highlight different cultures.

118 E. Institutional Research (Institutional Effectiveness Analyst)

- 119 1. Annual Reports to NCES is complete.
- 120 2. Working on the equity study for faculty and staff based on a three year trend. External
121 – KICA and internal – those scored close to each other.
- 122 3. KICA Reports coming up.
- 123 4. Staff Satisfaction Surveys going out this week.

124 F. Admissions

- 125 1. Report discussed.
- 126 2. Tricia Roots and Lizzie Caron are traveling to Illinois for a school closure.
- 127 3. Discussion of Music Ministry Team traveling over the summer and the needs for
128 Admissions.

129 G. Athletics

- 130 1. The Athletic department is in need of coverage on April 15th @ 2 pm (Jake Kaufman –
131 softball), April 21st need camera at 3pm and 5pm for softball and April 29th at 2pm and
132 4pm for Softball.
- 133 2. NAIA Conference (AD)
- 134 a) Big emphasis on student mental health and how to address transgender athletes.
135 Big divide among NAIA schools.
- 136 (1) The Chair reiterated that CCK aligns with the FMC because we are a
137 denominational college. We will continue to operate with respect and
138 dignity to any individual seeking to be a steward of heart, mind, soul and
139 strength. AFMEI has already started talking about it. NCCAA has kept
140 quiet.
- 141 b) The NAIA has been discussing the possibility of reducing the influence of the FAR
142 and moving to a Compliance Officer.

143 VII. Integrated Planning Matrix

- 144 A. The Chair reviewed the College's progress thus far, making note that the primary concern is with
145 the completion of the academic assessments. Some discussion was had with the OIE and CAO to
146 determine a better way to track progress.

147 VIII. Oversight Responsibility

- 148 A. The Chair reviewed progress on KPI 1.01 & KPI 1.02:
- 149 B. Governance Manual

150 1. No movement. Waiting on readers to return comments.

151 C. HLC Comprehensive Visit – March 3-5, 2024

152 IX. Adjournment

153 The Council was adjourned at 2:59PM.

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155 **Minutes recorded and submitted by Mrs. Hannah Litwiller**

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