



# CENTRAL CHRISTIAN COLLEGE OF KANSAS

## COLLEGE COUNCIL – MINUTES

Wednesday, October 12, 2022 @ 12:00 p.m., RBC-AC-20

**Present:** Lenny Favara, Katy Potter, Matthew Malone, LeAnn Moore, Enrique Barreiro, Cathy Brown, Lara Vanderhoof, Doug Vanderhoof, Lyndsi Romero, Reece Warren, David Ferrell, Kyle Moody, and Hannah Litwiller

- I. Call to Order
- II. Devotion & Prayer

There are two ways that we can view the situations we find ourselves, either as victims of captivity or recipients of God's custody. Jeremiah 29 provides us with a perspective that though captivity was not part of the *original* plan that doesn't change the fact that God is still in control. Captivity may not be the choice, but God chose how the Israelites were to be put into their current situation. There is a purpose. We are exactly where God wants us to be – even if you choose to interpret it as captivity – we never are removed from His custody.

- III. Consent Agenda

- A. LeAnn Moore made a motion to approve the September 14, 2022 minutes as corrected. Seconded. The motion passed unanimously.
- B. Constituent Reports were received by unanimous consent.

- IV. President's Report

- A. The President updated the Council on modifications related to Council and Presidential Actions, which were disbursed to the Council and will be updated in the Governance Manual. There was some discussion about the meaning of terms like Support and Approve and how each relates to Faculty Senate.
- B. Presidential Actions
  - 1. Affirmed: College Council's decision to affirm the changes made to the Faculty Handbook
  - 2. Affirmed: College Council's decision to assign the SID/Associate Director and the Athletic Trainer to be included as members of the Staff Constituency.
    - a) *This has been updated in the Governance Manual.*
  - 3. Affirmed: College Council's decision to add the Human Resource Officer to the College Council.
    - b) *This has been updated in the Governance Manual.*
  - 4. Affirmed: College Council's affirmation of 2022-2023 committee assignments.
  - 5. Affirmed: College Council's decision to affirm the 2022-2023 Strategic Plan, following updates added from faculty and staff.
  - 6. Affirmed: College Council's approval of the 2022-2023 Budget.
- C. Board Meeting Updates
  - 1. 2022-23 Budget was approved.
    - a) *CFO handed out each department's budgets to College Council Directors/Chief Officers.*
  - 2. The President notified the Council that the Board has requested to begin receiving a cash budget as part of budget proposal.
  - 3. Zach Fleming shared a devotion and ownership section with the Board. They encouraged the resurrection of the summer share teams.

4. Alex Wuest shared about the new SEMP Plan. The Board was impressed with Alex Wuest's work and enthusiasm.
5. The Board affirmed the following:
  - a) *Consent Agenda*
    - (1) May 6, 2022 BOT Minutes
    - (2) 2023 List of Graduates
    - (3) Finance & Audit Task Force Minutes
    - (4) Faculty Senate Actions
    - (5) College Council Actions
    - (6) State of Work Communications (CAO, COO, CSEO, AD, COS, and Faculty Senate President)
    - (7) Strategic Plan
      - (a) *Modification of Vision Statement*
      - (b) *Mission and Core Values*
      - (c) *Outcomes & Ends*
    - (8) Corporate Resolution
    - (9) AFMEI Affiliation
    - (10) 21-22 Data Book
  - b) *Changes to Board Governance Manual*
  - c) *Affirmed renewal of Board Membership for four Board members included the Board Chair, Gary Anderson.*
  - d) *New Board member, Dr. Rodney Samuelson joined the Board*
  - e) *Dr. David Ferrell gave update from the Foundation*
  - f) *Timothy Group Consultants gave preliminary report (strong movement to giving and will give to development of health sciences to the College).*
  - g) *The Board had an extended time in Executive session and talked about future of the College. The President is working with the Board to develop more outcomes and additional measures for success as the College.*
6. The President thanked everyone for Homecoming. Late Night Basketball worked. Homecoming attendance: 230 registered and another 70 that didn't register. Homecoming committee will work with SGA on coronation next year.

#### V. Tabled Items

- A. SIS Recommendation [SIS Review Committee] – Pending

#### VI. Old Business/Action Items

- A. Director of the School of Professional Education voting member of Faculty Senate – Approved [Faculty Senate]
  1. Faculty Senate has approved membership and voting rights to the Director of the School of Professional Education.

2. The President has asked that the Faculty Senate to update their bylaws.
3. The Governance Manual will be updated to reflect this membership.
- B. Military Benefits Officer seat on Business Affairs on an “as needed basis” – Pending [BAC]
- C. Governance Manual Ratification Results
  1. Student Government – Unanimous Approval
  2. Staff Council – Unanimous Approval
  3. Faculty Senate – 10 votes in favor and 2 against
  4. Coaches: 7 votes in favor and 0 against, with 2 abstaining
  5. College Council – Unanimous Approval
- D. Facility Access Policy [Operational Affairs]
  1. **The Operational Affairs Committee presented a Facility Use Policy.**
  2. Discussion
    - a) *Policy will be housed in P&P Manual. Section 12 needs to be added to student handbook.*
    - b) *Will outside groups be aware of this policy? Yes – for those being given keys due to rental of facilities.*

**Policy Approved through Unanimous Consent.**

VII. New Business (no new business)

VIII. Integrated Planning Matrix

- A. October – Office of Institutional Effectiveness provides assessment audit to quadrennial participants.
  1. The Office of Institutional Effectiveness has initiated quadrennials for Natural Science and Sports Science. The President reminded that OIE needs to begin the non-academic department quadrennials.
- B. October – SEMP Plan Reviewed and Revised
  1. On track and completed. The President needs the SEMP plan to pass on to the Board.
- C. October – Budget Shell
  1. CFO is working on those aspects. If we need to make modifications, need to look at workload balances.

IX. Assurance Argument - Oversight Responsibility

- A. Criterion 1 – Subcomponent A
  1. President submitted to IOE for preliminary review to bring to College Council in November.

The President ended the meeting by thanking staff for coming to chapel. He encouraged staff to come down and sit among the students. This is the generation that sat on zoom and could mute and do whatever they want. Having staff/faculty around them might be helpful.

X. Adjournment

# Constituent Reports

## Office of Institutional Effectiveness

- A. Retention and transfer persistence has seen a significant decline in 2 years; online population is also seeing a decline. OIE, CSEO and CAO are working on this issue. A possible question for student government, what is causing students to not return after freshman year?
- a) *If coaches or faculty hear of students talking about leaving, make student life aware so they can start targeting those kids earlier. Let's do a good job articulating the unseen value.*
  - b) *The value is the relationships and the care. As educators, we must have an open heart and mind to critically engage. We need to engage students and ask what is going on in their lives. The President is disappointed in the attendance of Faculty and staff at Homecoming. It was noticed. Congratulate Chris Gates to be more present and people are noticing! Feedback on what to do to promote engagement.*
  - c) *Congrats to SGA events!*
  - d) *The coaches have received a list of their student athletes who have not completed the registration process.*
2. Thriving campus survey is cheaper to implement entire campus. It will go to staff/faculty, students (res/online) and reaching out to staff to get into students hands.
- a) *Retention: why are we not using withdrawal survey anymore?*
  - b) *Athletic Survey: going out today from Cathy Brown.*

## Human Resources

- Form 5500 Audits: HR about to start working on 2012-2018. 2019 and 2020 audits are completed. 2021 will be done next week.
- Insurance coming tomorrow during All Staff Meeting.

## Foundation

- Foundation Board meeting on Friday, October 21.
- The Foundation is looking at a program called Crescendo for Planned giving (FM Foundation uses it).
- Timothy Group final report will be completed in the next few weeks.

## SGA

- Working on Feedback survey.
- The President asked the SGA President to pass on that he appreciates that teams have come alongside to support each other. It adds to the culture of campus.

## Administrative Services

- Upcoming event: Nacho Bar for Staff & Families (Nov 3 @ 5-6pm; go and support Women's Volleyball team for Senior night @ 6pm).

## Business Office

- No Report.

## Faculty Senate

- No Report.

## **Student Life**

- First Year Seminar assignment was to share two things they liked about Central (cannot say their athletic team) and students mentioned teams being at games and supporting each other. Also, students shared positive feedback about the caf.
- Ordered carpet for Stoll and recarpeting. Washers and dryers for 4plex, triplex and RD's apartments.

## **Athletics**

- Men's Soccer Senior Night on Saturday @ 8pm. Women's soccer Senior Night is Friday night @ 5:30pm.
- There was a question about rental policies for facilities. The rental fee is based on the facility. COO will sit down with CFO to do that.
- Golf team leave Wednesday, 19<sup>th</sup> and get back 27-28<sup>th</sup>. Working on a regional banner made. Strategy to start displaying appearances to see the history.

## **Operations**

- There have been two interviews for Admissions and two offers, however both declined. Currently looking at a former student and former employee on a part-time basis to make calls/texting.
- Open Houses for SGS (4 individuals signed up) and November in person open house. Alex Wuest is working on letters to go out to current students who will graduate in December.
- Unofficially starting to move toward taking 3 parking spots and dedicated to visiting perspective students.

## **Academics**

- Interviews for psychology instructor and assistant registrar.
- Study Hall: This is an open study hall time with tutors in the Academic Center. This is serving as connection with students and Dr. Vanderhoof has been sharing relaxation techniques.
- Graduation/Commencement planning is underway and to have it locked in by December with no more changes.

No Reports from:  
Athletics  
Administrative Services  
Faculty Senate  
Business Office  
Student Affairs

# Academics

Prepared by Lara Vanderhoof - CAO

## 1 BADGR

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Badgr has been adopted in the free version at this point to begin developing badges for soft skills and analyze the usability and technology as a platform. This software interfaces with CANVAS. Dr. Vanderhoof will take the lead on developing the initial badges.

## 2 HLC AND ASSESSMENT:

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The work in this area continues. The Gen Ed Committee is working to evaluate their goals and streamline the work of the committee as it ties assessment to the institution and HLC criterion.

## 3 STUDY ABROAD AND ABROAD PARTNERSHIPS

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Dr. Vanderhoof is exploring Semester long and May term partnerships in Europe as well as providing training and partnership to gain additional international students to attend CCKC.

Students from the Business Department assisted Dr. Vanderhoof with the 2<sup>nd</sup> Annual McPherson Housing Conference by providing conference logistics as well as services and participation in the keynote sessions and workshops. The students learned how conferences are organized as well as how networking happens in the business sector.

## 4 STUDENT SUCCESS

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Mr. Rudolph has provided leadership to the upcoming Manufacturing Day(s) as students participate in tours of the local manufacturing companies as a career focus. The academic alerts, tutoring services are being utilized. Student Success is working to offer supportive care around stress management associated with finals and life-balance. The Briner Academic Center has seen steady usage of the facility each day.

Dr. Vanderhoof is speaking at the Association of Christians in Health and Human Services October 20-22. The conference is highlighting and promoting CCKC as a marketing and recruitment tool.

## 5 ADA/ACCOMMODATIONS:

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We have found that we have more than doubled the number of students who are in need of ADA/accommodations since last year.

Academics, Athletics, and Student Life continue to partner together to form intentional communication and programming to support students curricular and co-curricular offerings.

# Foundation Report to the College Council

Prepared by Dr. David Ferrell – Executive Director of the Foundation

## 1 PRE-CAMPAIGN STUDY

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The personal interviews conducted by The Timothy Group (TTG) have been completed. Of the 56 names we began with, 44 actually were interviewed either by phone or in person. That is a 79 percent completion rate. Normal for TTG is 75 percent. Of the 475 hard copy surveys sent out to alumni and friends about 113 were completed for a completion rate of 23 percent. This is a good rate for a request such as this. TTG will make a recommendation as to whether or not the Central BOT should pursue a campaign. A full report is being completed by TTG including recommendations on which capital projects to pursue in a campaign and other results to questions that were posed in the survey. The BOT will receive the report at their Friday, October 7, 2022 meeting.

## 2 UNRESTRICTED GIVING

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The second year of a \$10,000 pledge arrived at the end of September. We are working with this same organization for a third \$10,000 gift coming yet this fall. We will soon be ramping up our fall appeal requesting unrestricted dollars. An unrestricted estate gift will be arriving this fall.

## 3 INVESTMENT COMMITTEE

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The Investment Committee, as a subcommittee of the Foundation Board, is proposing a change in the Investment Policy Statement (IPS) to the F Board at their October 21 meeting. These changes will allow the Free Methodist Foundation, fund manager of some of our endowment and other investments to pursue some strategies the former IPS would not allow.

## 4 ENDOWMENT REVIEW

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An extensive three-year review of the endowment has been completed.

## 5 FALL TRAVEL

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Joe and Kyle have been visiting alumni and friends in various locations in Kansas including Kansas City, Wichita, Reno County, etc. in preparation for capital campaign travel. They have been warmly received.

## 6 FOUNDATION BOARD ORIENTATION PACKET

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Dr. Mary Oehlert, Foundation Board chair, has completed a Foundation Board Orientation packet and will be conducting some orientation sessions via Zoom over the next couple of weeks.



# College Council Constituent Report

## Office of Institutional Effectiveness

### Current External Reports in Progress:

- IPEDS Fall Collection
  - o Completions
  - o 12-Month Enrollment
- Equity in Athletics Survey & Report (Due November 1<sup>st</sup>)
- NAIA Return On Athletics (Due December 1<sup>st</sup>)
- KICA Comprehensive Survey (Due December 9<sup>th</sup>)

### Assessment Initiative Update

- Thriving Campus (Fall 2022)
  - o Will include all students populations, faculty & staff
- NSSE (Spring 2023)
  - o First year & senior traditional students

### Retention & Persistence Updates

#### Retention Overall Institution

FT, Ft Freshmen	Cohort Count	1st Year Ret.
2019	126	64%
2020	138	50%
2021	121	49%

#### Retention & Persistence

##### Traditional Students

FT, Ft Freshmen	Cohort Count	Retention
2019	63	60%
2020	98	51%
2021	91	49%

Transfer Persistence	Cohort Count	1st Year Pers.
2019	34	65%
2020	37	76%
2021	39	56%

#### Retention & Persistence Online Students

FT, Ft Freshmen	Cohort Count	1st Year Ret.
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2019	61	70%
2020	40	48%
2021	30	47%

	Transfer Persistence	Cohort Count	1st Year Pers.
2019		92	87%
2020		60	85%
2021		46	76%

### Staff Satisfaction Feedback

**Subject - CCCK consistently utilizes prayer as the primary means through which we seek counsel, articulate our praise, and ask for God's action and intervention.**

#### Feedback:

- Lack of participation in Thursday prayer times
- No staff spiritual development opportunities
- lack in departmental meetings
- Only witnessed prayer to start meetings, people do not turn to it when conflict arises or in everyday situations
- prayer at beginning of meetings seems perfunctory, low attendance at prayer meetings
- Prayer is a very important part of every area. We begin classes, progress review, etc with prayer.
- I'm not sure why this is low, prayer is a part of daily stuff.
- God moves when we pray. Change isn't happening, are we ready for it?
- Don't see as a complaint
- There are times I feel God has answered prayer quickly, but we have ignored that answer.
- CCCK utilizes prayer often- satisfactorily
- I don't see evidence against this.
- My department does not integrate prayer with work
- Not a problem

#### Institutional Actions

- Prayer is regularly used at the beginning of meetings.
- A weekly prayer meeting occurs every Thursday. Topics & concerns solicited every week.

#### Why institutional actions aren't working – feedback

- Didn't know I could attend by zoom
- I think these are working.
- We all come in at different times, focus is job

#### What else should be done?

- Dept. leadership has changed so this might change too?
- Send zoom link every week

### **Subject - CCKK has a great reputation in the surrounding community**

#### **Feedback:**

- City's perception is that we are weak - too religious.
- I would say it's a non-reputation. I've had conversations with people who don't know where campus is.
- I would say that the school doesn't have a good reputation. Lack of knowledge or community involvement. Not many people know about us within the community. Facilities.
- Losing athletic teams, subpar facilities (across all facets of the institution)
- Need to improve inclusive environment
- Not a bad reputation, but not a strong positive perception, or a distinctive perception ("other college in town").
- People don't know we are a four-year liberal arts college. We're referred to as "the bible college on the edge of town"
- People get us mixed up with McPherson College. Not enough involvement in the community.
- People only know about McPherson College.
- Students appear to be absent when it comes to community volunteerism, at least we don't hear about it. It is not promoted.
- The CCKK facilities, faculty and students are underutilized in the community. Opportunities for engagement and service are available and need to be pursued.
- This isn't really my cup of tea.
- "Unpaid or late invoices with community vendors
- Community feedback that our code of conduct is too strict for our students
- "
- We are an afterthought. Branding / outreach lacks. Social media lacks
- We probably don't have a bad reputation, but I don't see our name in the community like McPherson College.

#### **Institutional Actions**

- Business Drive donations increased in FY2022
- Chief Officer serve on local boards
- Graduates of CCKK are sought after by specific businesses in McPherson, such as Farmer's Alliance.
- CCKK hosts outside events.
- Heartbeat Coffee is well received in the community.

#### **Why institutional actions aren't working – feedback**

- I believe they are working, success takes time.
- "Marketing / branding.
- My daughter receives college materials, but not from CCKK."
- More students, staff, faculty ---->

- Not to general public
- Seems like things were fine.
- Students do not have a culture of service.
- This is not common knowledge & the CCKK connection is still not enough.
- Working, but continued long-lasting efforts needed.

#### **What else should be done?**

- Alumni relations to connect with local alumni beyond occasional emails.
- Coaches need to enforce expectations when representing Central, especially when in uniform.
- Community outreach as a school, not individuals. Campus-wide community service days.
- Community service projects - like senior centers
- Get our name out there. Participate in the community as much as possible. Fill the holes the Mac isn't filling.
- More community connection
- More community involvement - boards, young professionals, deals/collaborations w/businesses. More sway around town.
- More community involvement, mowing, edging, upkeep of facilities.
- More public presence, PR work.
- Opportunities for stakeholders to engage and serve are needed. Innovation.
- Promote volunteer opportunities with community & churches. Classes / teams reach out to local organizations to discover needs.

#### **Subject - CCKK promotes an environment of innovation, where our community is equipped and encouraged to serve with distinction**

##### **Feedback:**

- "Equipped, lack of resources to do so.
- Understaffed
- Need to communicate professional development availability
- Inadequate IT support"
- Faculty and staff given time and resources for research in their field. Does this exist?
- Funds available don't cover costs, don't have necessary resources.
- "Kick back when ideas are shared, especially when they can't be articulated clearly.
- Lack of funds for offerings."
- Limited funds for professional development
- Most ideas cost money or time, which we don't really have. We come back every year from conference with buzzing ideas, but know full well they won't go anywhere.
- On-going issue for faculty. No \$ to attend/interact with other professionals at conferences etc.
- This has to do with finances; faculty, facilities, resources, etc.
- Took an innovation idea for the "branding / marketing" of a dept. to find out how to move forward. Concept was met with skepticism & lack of interest.

##### **Institutional Actions**

- Professional Development funds set aside annually.

- Three staff have completed KICA leadership academy

#### **Why institutional actions aren't working – feedback**

- Because nobody knew about them, I was not told not to spend money on professional development. I suggest bringing in non-athletes so I can spend the money.
- Funds aren't enough
- I didn't know these funds were available
- KICA leadership academy might be great if it weren't so individual.
- "Need to communicate the funds are available
- What is KICA Leadership Academy? Who completed this?"
- Need to point to opportunities and make a part of class involvement in our field & environment.
- "No idea what KICA Leadership academy is, development or checkbox?"
- Not enough money for develop."
- No time to pursue PD, did not know dept. funds were available, cost was probably more than realized.
- Not available to all
- Not enough funds
- Professional development doesn't address root problem.

#### **What else should be done?**

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- Be more conscious regarding civic responsibility, looks like this is being addressed this year.
- Be supportive in helping to develop departmental branding/marketing promotion for faculty, current & prospective students.
- Increase funding
- Increase funding, and ask to be on committees in your discipline - clubs.
- Increase funds
- "Make confirmed.
- Refund for faculty/staff professional development."
- Probably more resources
- Publish that professional development funds have been set aside, I haven't heard about that.
- Start by investing in the amount of staff needed to run the school well.

#### **Subject - Information concerning campus events is easily accessible.**

##### **Feedback:**

- Academic calendar is not easy to read online.
- Anything on the G drive is a nightmare to find.
- Athletic website not consistently updated.
- "Broken digital signage
- Toby incorrect
- email lists not updated
- different communication between departments"
- Calendar is not always updated
- Confusing as to where to get information.
- Digital signage doesn't work.

- Digital signage is not regularly updated.
- Have to remember to check three different calendars to find the info.
- I'm not sure about the accessibility as much as it is advertised.
- Lack of communication to faculty/staff from SGA.
- Several calendars to track, some are hard to find. Athletic calendars can't be trusted.
- The system exists, but there have been multiple times that they have been wrong.
- We do this well

#### **Institutional Actions**

- TOBY Calendar is regularly update (as information is provided)
- TV signage is updated regularly
- The Tiger Growl highlights weekly events
- The CCCTigers.com site provides athletic schedules

#### **Why institutional actions aren't working – feedback**

- Fall athlete move-in for Fall 22 schedules & plans changed in August. This creates confusion and uncertainty.
- Hard to track campus events on all the various mediums.
- "Needs to be updated
- Most people use Toby, not website."
- Not all work

#### **What else should be done?**

- Athletic events used to be sent via email.
- Consolidate calendars. Have drop dead dates for yearly plans. Be proactive not reactive.
- Make an easy to download & print calendar on the home page. Communicate location.
- Need digital signage in BAC lobby. Communicate on website, easy access for parents.
- This past year was much better.
- Use one all-inclusive medium for communication.

# Student Government Association Information Report

Presented by Student Body President Reece Warren

## 1 PAST

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### 1.1 ALL SCHOOL PICNIC

Overall things went smooth

Focus of staff and faulty involvement

Suggestions/Feedback

- Enjoyed the brown bag Lunches (wanted a bigger sandwich)
- Dress code

### 1.2 HOMECOMING WEEK EVENTS

- Flag Decorating Competition
- Spirit Days (pajamas, non-backpack, jersey, throw back, blue & gold)
- Coronation
- Late Night Madness

(Goal is to celebrate homecoming and get students and staff involved)

## 2 UPCOMING

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### 1. EVENTS

October

- Homecoming Week Events
- Mon @ 9 – Wii Night
- Tennis intramural
- Halloween

### 2.1 GOVERNANCE

See how SGA can best represent the student body

The Strength of SGA

### 2.2 WORKING ON

- Feedback system

- Talking to involved parties to get feedback about school and events
- Create an anonymous online form
- Have SGA members go speak with
  - Staff/Faculty
  - Students
  - Parents
- Advertising School Events



# Operations

Presented by Col. Doug Vanderhoof - COO

## 1.1 ADMISSIONS

SEMP has been updated and briefed to the Board of Trustees by the Director of Enrollment. We have an offer out for a 3<sup>rd</sup> Admissions Counselor and waiting on a response. The team is also re-engaged in the KACRAO college fair circuit and will be spending a good deal of time on the road in October and November. Our first targeted mail drop with Stewart 360 should go out around October 13. In coordination with the SGS director, we established three open houses between now and December targeting the January 2023 start. Announcements of the dates have gone out over school social media sites (please re-share). Announcement to our December traditional and SPE graduates will go out shortly as well.

## 1.2 FACILITIES

We have a contract in process for the house at the corner of Ave. E and S Walnut and anticipate closing this month.

The Operations Committee re-submits to the council a recommended Facility Access Policy. In general, this policy serves to improve campus security by codifying the openness of campus and who may have access to our resources and when. As such, keys, whether mechanical or electronic, are limited to certain specified individuals. Individuals without keys are limited certain locations and only during open hours as published.

Brotherhood Mutual send an engineer to re-inspect the roofs in an effort to finalize our claim from last year's hail storm. In my discussions with the engineer, he seemed to agree that there was damage. I will continue to press in for a resolution.

## 1.3 ITS

Continuing to work on multi-function authentication measures for the campus. We are also coordinating with the Academic Office to bring badging online.

## 1.4 OTHER

The Emergency Response Planning Team is actively revising the existing emergency response plan while continuing to work on a major overhaul; anticipate this process will be complete by 10/14. This will allow constituents access to updated procedures in the meantime.

# Human Resources

Presented by Katy Potter – HR Officer

## 1 PROJECTS

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- Want everyone to have a job description and current employment agreement; I'm reaching out to employees and supervisors for a list of job duties if I don't have anything to go off of
- 5500 audits going back to 2012- in progress
  - 2021 will be done next week, 2019 and 2020 completed

## 2 BENEFITS

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- Received 2023 benefit rates- health insurance is actually going down a tad, dental and vision staying the same, going to get new cancer insurance option for anyone NOT enrolled in current company (Humana)
- Open enrollment day will be sometime in the first half of November
- Pathway Financial and BCBS will be here for the all staff meeting on 10/13/2022
- Benefit committee saw two presentations 10/4/2022 from third party administrators for TIAA: Two West and Mariner
- Partnering with Deloitte to perform retirement non-discrimination testing; should be complete by end of October

## 3 HIRING

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Open positions: assistant registrar, athletic trainer, psychology instructor, baseball grad assistant, 2 financial aid positions, maintenance tech

## 4 TITLE IX

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- Looking for:
  - Confidential employees – at least 2 females and 2 males in various areas of the college that people can report possible Title IX issues too but won't report to coordinator; will receive training
  - Advisors- available to support parties in Title IX hearings (as needed); will receive training
- Husch Blackwell building us a customized Title IX package
- Title IX committee being formed