



CENTRAL CHRISTIAN COLLEGE OF KANSAS

COLLEGE COUNCIL – MINUTES

Wednesday, April 12, 2023 @ 12:04 p.m., RBC-AC-20

Present: Lenny Favara, LeAnn Moore, David Ferrell, Matt Malone, Kyle Moody, Enrique Barreiro, Cathy Brown, Lara Vanderhoof, and Hannah Litwiller (recorder)

Not Present: Doug Vanderhoof, Katy Potter, Lyndsi Romero, and SGA Representative.

I. Call to Order

- A. In lieu of a devotional message, the President shared a draft communication he is preparing to share with the campus community. The content of that communication is meant to address the anxiety surrounding the number of campuses announcing closure. The President asked that we make the communication and the sense of anxiety a focus of prayer. Members of the Council led in prayer.

II. Consent Agenda

- A. The March 8, 2023 minutes were approved by unanimous consent.
- B. The Constituent Reports were received by unanimous consent.

III. Tabled Items

- A. SIS Recommendation [SIS Review Committee] – **Pending**
- B. RA/SGA Compensation Proposal [Student Affairs]
 1. The Chair sought the Council's desire to pursue this issue, in light of the fact that there is no consensus with the standing committees. The Business Affairs Committee did not agree with the proposal and had given recommendations to Student Affairs. The CSEO was open to having further discussion with the Business Affairs Committee.
 2. The Chair cautioned that the Council should be careful that in taking action before standing committees have completed processes, it could be interpreted that the Council is superseding the work of a standing committee. There may be times this is warranted, but the Council should be hesitant to take such a step, under very special circumstances.
 - a) By unanimous consent, the College Council removed the topic from the College Council agenda.

IV. Old Business/Action Items

- A. Post Season Play Drug Testing Proposal [Student Affairs] – **Progressing**
 1. There is no consensus in All Athletics Council.
 2. As the All Athletics Council is a sub-committee of the Student Affairs Committee, the Student Affairs Committee can take up the matter.
 - a) The AD presented to the All Athletics Council and feedback had been given. The comments need to be given to the CSEO for the Student Affairs Committee to move forward.
- B. Institutional Drug Test Policy [Student Affairs] – **Progressing**

1. Student feedback was requested for the Institutional Drug Testing Policy. The Chief Student Engagement Officer polled student leaders (current SGA & RA's) on campus, sixteen out of the twenty-two leaders responded. The comments were submitted to the College Council, with a majority in favor of the policy.
2. This policy was also waiting on approval by the All Athletics Council. The minutes for that approval were provided to the College Council as part of the agenda.
3. On motion from the Student Affairs Committee, the Student Affairs Committee is seeking approval of the Institutional Drug Testing Policy.
 - a) Discussion followed.
 - (1) The policy was reviewed and approved by the All Athletics Council and Council of Student Athletes.
 - (2) General student feedback was supportive.
 - (a) **The Institutional Drug Testing Policy was approved unanimously.**
 - (i) *The policy will be added to the Student Handbook.*

C. Increase of Lost Key Fees [President/COO] – **Pending**

1. The COO had provided the key policy to be added to the Policies and Procedures Manual. The Operational Affairs Committee had been given ample time to comment and provide feedback on the last updated policy from January. Due to being unable to meet or receive an electronic vote from Operational Affairs, this policy is not on motion.
2. The College Council discussed the policy and the process of billing.
3. **Lara Vanderhoof made a motion to approve the updated key policy. Seconded. Approval by Unanimous Consent to be added the Policies and Procedures Manual.**

D. Lifestyle Covenant – **Progressing**

1. The CSEO shared there was not as many changes this time. The College Council discussed the latest round of edits to the Lifestyle Covenant.
 - a) A section on Restorative Principles and Practices was amplified.
 - b) A more detailed list was provided in the accountability initiatives.
 - c) Still discussion about the name.
 - d) The changes have not been vetted through the Student Affairs Committee. While the Chair recognizes the need to move this for Board review, the Chair was reluctant to supersede a standing committee.
 - (1) The Chair asked the Council if they would be comfortable asking the CSEO to have a special vote with Student Affairs, provide the results to the Chair, and if in the affirmative, have the College Council vote electronically to approve and allow the policy to move forward.
 - (a) **By unanimous consent the College Council asked the CSEO to have the Student Affairs Committee consider the revisions to the Lifestyle Expectations (amplified policy document), and if approved by the Student Affairs Committee, provide the results to the Chair of the College Council, so that the College Council can electronically consider and vote to approve or refer the policy.**

E. Athletic Student Council addition to Governance Structure – Tabled

1. Upon request of the College Council, this process was halted until such times as clarity was provided in light of Title IX.
 - a) The Athletic Director shared that the SAC is putting together a Task Force for a conference council for student athletes. The AD is on that council as an athletic director liaison. They will be meeting April 20th. This topic will be addressed and may provide an answer to the question of unequal male and female representation on the Council of Student Athletes.
 - b) Topic Tabled.

V. New Business

A. Institutional Calendar

1. The Chair communicated a concern that there is a perceived disparity between Spring Break in the Academic Calendar and that of USD 418. Recognizing that faculty and staff may have school age children, the request was for the College to consider aligning the two, which might also help students that are interning in local schools (providing them a break).
2. Recognizing that the academic calendar is an aspect of the 10+1, as stipulated in the Governance Manual, the Chair asked the Faculty Senate President to bring the matter to the Faculty Senate for initial consideration and possible action.

B. Policies & Procedures

1. The College Council reviewed proposed modifications in the Policies and Procedures, represented in Draft 5. Each policy point was discussed, followed by the Chair asking consent/dissent.
 - a) 2.1 Denominational Distinctive **[Approved by Unanimous Consent]**
 - b) 2.2 Vision & Mission **[Approved by Unanimous Consent]**
 - c) 2.5 Statement of Faith and Beliefs **[Approved by Unanimous Consent]**
 - d) 3.8 Children in the Workplace **[Approved by Unanimous Consent]**
 - e) 3.9 Parking Permits **[Approved by Unanimous Consent]**
 - f) 4.1 Code of Conduct **[Approved by Unanimous Consent]**
 - g) 4.1.1 Lifestyle Expectations **[Approved by Unanimous Consent]**
 - h) 4.4.1 Employee Related Complaints, Crimes, & Convictions **[Approved by Unanimous Consent]**
 - i) 4.15 Drug, Alcohol, & Tobacco Free Workplace **[Approved by Unanimous Consent]**
 - j) 4.15.1 Tobacco **[Approved by Unanimous Consent]**
 - k) 4.15.6 Definitions **[Approved by Unanimous Consent]**
 - l) 5.2.1 Personnel Requisitions & Job Descriptions **[Approved by Unanimous Consent]**
 - m) 5.6 Guidelines Regarding Office Doors and Windows **[Approved by Unanimous Consent]**
 - n) 5.7 Dress Code Policy **[Approved by Unanimous Consent]**
 - o) 5.17 Amorous Relationships **[Approved by Unanimous Consent]**
 - p) 6.1.12 Tuition Benefits **[Approved by Unanimous Consent]**
 - q) 6.8.3 Work Obligation **[Approved by Unanimous Consent]**

C. Budget Process

1. The Chair shared that the Budget provided to the Council for review was no longer a valid topic for consideration. Since the approval of the proposed budget by the BAC, online enrollment has continued to decrease obligating to the President to have to revise budgetary projections. This has caused the proposed budget to become unbalanced.
 - a) The President briefly highlighted some of the modifications, but could not provide a truly updated proposal to the Council.
 - b) Recognizing that this budget needs work, but we are also facing a deadline for getting the proposed (preliminary) budget to the Board for approval, the President was requesting special privilege to work with the administrative team to address budget deficiencies in light of decreasing enrollment.
 - (1) Discussion.
 - (a) Dr. Ferrell made the motion to empower the President to work with the Administrative Team to present an acceptable budget to the Board, with the President's commitment to preserve new faculty hires. Seconded.
 - (i) *Discussion: Balanced budget is due to the Board by next Friday. Everyone is invited to provide thoughts to the President's Office, ASAP.*

(a) Motion approved by unanimous consent.

D. GA Suspension Proposal

1. The Business Affairs Committee submitted a motion to suspend the GA program for two program starts (aligning with the Master's Program), allowing for a minimum of five paying enrollees, allowing the program to support the presence of GA's. Discussion Followed
 - a) The Athletic Director shared that this proposal could be devastating to coaches who are working on getting GA's for next school year.
 - b) A concern was raised about the possibility of enrolling an International Student, since they create complex legal issues and financial commitments. The CFO would have to reach out to legal counsel to address specific concerns. .
 - c) Do we have data that truly demonstrates that using the GA program is more expensive than hiring part-time assistant coaches? This would need investigation to determine.
 - (1) **Consensus was to table the issue until more data can help inform the decision.**

VI. President's Report

- A. The President affirmed the decision of the College Council to approve the Athletic Drug Test Policy.

VII. Governance Structure

A. Governance Manual and Faculty Handbook Approval Chart

1. The Academic Affairs and Assessment Committee reported a discrepancy between the Governance Manual and Faculty Handbook in regards to the Approval Chart.
2. The Chair asked the Faculty Senate President to clarify if the Faculty Senate was addressing this or providing a recommendation to bring the charts into alignment. The Faculty Senate President affirmed that the AAAC recognized the discrepancy, but the issue has not been addressed by the Faculty Senate.
 - a) AAAC provided the insight to the College Council, but no formal recommendations were made.

- (1) The Chief of Staff affirmed that this is a recognized factor and that some preliminary work has already begun to bring the two into alignment. Much of the disparity is associated with terms, not so much process.
 - (a) The Faculty Senate President can report that the concern was received and is being addressed.

B. Voting for Committee Members

1. The Chair reminded all constituent groups about the importance of voting on members of committees before leaving for the summer. These committees should be set and ready to go in August.

VIII. Integrated Planning Matrix

1. No update.

IX. Assurance Argument - Oversight Responsibility

1. No update.

X. Adjournment @ 2:55pm.