

Status: _____

Form: _____



Central Christian College of Kansas

COLLEGE COUNCIL

Date: _____

Title of the Policy/Action: _____

Department Making Request: _____

Proposal: _____

Reasoning: _____

Proposed Start Date: _____

Actions

Date of Action

- **Overseeing Affairs Committee Approval:** _____
- **College Council**
 - **Affirmation:** _____
 - **Confer:** _____
 - **Recommendation:** _____
- **Presidential Response**
 - **Approve:** _____
 - **Refer:** _____
 - **Decline:** _____
- **Board of Trustees**
 - **Sent for Affirmation:** _____
 - **Date Affirmed:** _____

Minutes Attached Below.

Comments:

Pages 2-3 are the original proposal sent to Student Affairs by Elijah Barsness.
 Pages 4-5 are Business Affairs minutes (2/16/2023) with a recommendation to the Student Affairs Committee.
 Page 6 is the revised proposal written by Student Affairs to the College Council.
 Pages 7-8 are the minutes from the Student Affairs Committee (2/28/2023) approving the revised RA/SGA Compensation proposal.

The Director of Campus Life, Elijah Barsness, recommends that Student Government Association (SGA) members receive free room as their compensation.

SGA members currently receive a scholarship that is applied to their student account using funds from the Student Activities Account. In Fall of 2019, the SGA board transitioned to five members. Since then, \$5,000 has been reserved from the Student Activities Account for the purpose of awarding SGA members with a scholarship, which equates to \$1,000 per member. Typically, the President has received more than the others with the rest of the members receiving equal lesser amounts. Here is an example breakdown that is representative of what each member might receive for a year:

President	\$1,100
Vice President	\$975
Director of Marketing	\$975
Director of Intramurals	\$975
Chaplain	\$975

In recent years, there has been a lack of interest, applicants, and quality candidates from the student body to fill the roles on the SGA team. A major reason this is happening is due to the low compensation for serving in the role. This 2022-23 team is an exception in terms of quality candidates, but it is not an exception in terms of amount of interest and the number of applicants. One current SGA member stated, "I'm afraid you will not get any interest next year for SGA if the scholarship is not raised." The reason that is being stated this year in particular and not previous years is because of the stark contrast that has been noticed by many between the amount of time and effort that SGA puts into their roles compared to the amount of time and effort RAs put into their roles. Several RAs (at least 5-6) have told current SGA members that SGA is doing way more than RAs do, yet the difference between their compensation is approximately \$3,000. Another reason this statement is being made this year and not in previous years is because the current team is fulfilling the roles and responsibilities required of the positions – this has not always been the case. Therefore, the SGA members themselves feel the amount of time and effort required of the position to be too much compared to the amount of compensation they receive.

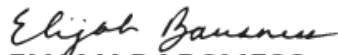
Serving on SGA requires a significant time commitment. While the position of RA has grown in interest among the student body, the roles of SGA struggle to be filled, let alone be filled amid competition for those roles. If this recommendation was implemented, the compensation between RAs and SGA members would be equivalent. Therefore, SGA would be seen as a more important role by the student body and more interest in running for presidential offices and applying for cabinet positions would likely be a result. A current RA was speaking with a current SGA member and stated the following: "I would definitely have chosen to be an SGA member over being an RA, but it just doesn't make sense for me financially to apply for SGA." An increase in SGA's compensation would allow those interested in serving on SGA to consider it as a plausible option. One positive outcome regarding this would be that those interested in SGA would be able to serve on SGA and those interested in RA would be able to serve as an RA. Right now the Student Leadership team (RAs and SGA) is made up of some students that would rather be doing the opposite role if it were plausible. This can create the problem of RAs not being fully invested in their role because they are not passionate about their role. The desires of students should be leveraged, but without an increase in compensation for SGA those students will most likely continue to choose less financial burden over something that they would really like to do.

In addition, SGA members deserve more compensation than what they currently receive because they cannot be fully devoted to the position without it. So far this year, the SGA team has put in over 100 tallied hours, which does not include prep for many events, showing up early to set up, and staying late to clean up. This also does not include a primary role of SGA that the team desires to invest in, which is formally advocating for every student's well-being. Past and current SGA members have had to work

outside of SGA to be able to pay bills, whether it's a school bill or living expense. The amount of hours that have to be put in outside of SGA is too much to where they can be committed to the position in the way it requires. Current SGA members are not seeking higher compensation because they feel entitled to it, but because they see the value that SGA brings to the student body. How much more value could be added to the student experience at Central if SGA was compensated fairly and could commit themselves to the role that is required of them? While nothing more should be expected of SGA in terms of additional commitments on top of what is already required of them, their compensation should be increased so that they are free to fully invest themselves in serving the student body through community building by events and advocating to administration on their behalf.

I propose that the 2022-23 SGA team be fairly compensated with free room, which is equivalent to the compensation of an RA, so that more interest, applicants, and quality candidates come as a result as well as the value that the SGA team is able to bring to the Central Experience. I believe increasing their compensation is a significant retention effort that must be seriously considered, not only for this year, but also for years to come.

Sincerely,



ELIJAH BARSNESS

Director of Campus Life | Kline Hall Resident Director

CENTRAL CHRISTIAN COLLEGE OF KANSAS

Christ-Centered Education for Character

Office: (620) 241-0723 Ext. 178

centralchristian.edu | ccctigers.com

**Business Affairs Committee
February 16, 2023**

Present: LeAnn Moore, Aaron Hoxie, Lyndsi Romero, Katy Potter, Michele August, and Hannah Litwiller

Not Present: Emily Mendez

The Chair, LeAnn Moore, called the meeting to order at 9:05am and Hannah Litwiller led in prayer.

Approve Minutes

Katy Potter made a motion to approve the minutes from January 31, 2023. Seconded. No further discussion. There was unanimous consent on the motion.

Memo – Faculty Required Reporting Days

The Committee formally acknowledged receiving the memo from the Chief Academic Officer. However, since it is not a decision for the Business Affairs Committee, no action was needed.

Tuition & Aid Proposal

President Favara joined the Committee and shared the Tuition & Aid Proposal. The College Council and BAC could not reach consensus on a tuition proposal, so the process was referred to the President.

The proposal answered the following questions:

- Can we address (reduce GBR) without causing significant disruption of scholarship expectations while in the same time appreciating the NAIA data concerning out-of-pocket?
- Can we leverage the model to invest into a signature sport?
- The need to average (year 1) a net tuition of \$12,000/student.

Considering these questions, the President is asking the College Council to consider:

- The institution of a GPA based Merit Grant to be stacked with performance based scholarships.
- Performance based awards for incoming students be offered at a max of \$9,500/athlete allocation, with the goal of obtaining an average net tuition of \$12,500/student.
- Investment into two athletic programs, as advised by the Comprehensive Athletics Consulting Group.
- Award Letter/Summaries begin including a \$3,000 Work student estimate
 - Starting Fall 2023, student minimum wage adjusted to \$10.00 (max of \$15/hr.) with need being used as a requisite to employment.
- Institution of an athletic fee to be determined once cost of secondary athletic insurance is determined.

The President also shared his proposal to the College Council for an increase of tuition/fees for the 23-24 school year of 3% (\$1,150).

Following President Favara's presentation of the data. The Committee met at length and discussed.

The Committee concluded that a major change to financial aid (i.e. stacking) should take affect for recruiting for the 2024-25 school year. The recommendation is to do model one as presented by the President, with a 63% GBR, while Admissions can stack for non-athletes (though a policy needs to be flushed out).

The Committee did agree with the 3% increase to tuition and fees along with the added Athletic Fee.

The Committee discussed the need to work through some of the guidelines with the stacking scholarship model, if the College were to move in that direction for the 2024-25 school year. The CFO requested that the Chief of Staff obtain a word document copy of the proposal to send out to the members of the Committee for suggestions/edits.

SGA/RA Proposal for Compensation

The Committee discussed the proposal from Student Affairs about compensation for RA's and SGA. The Committee agreed that proposals #2 and #3 were too convoluted. If having to choose, the Committee was leaning toward option #1 for RA'.

For the SGA portion of the proposal, they were not in favor. Four members of the Committee believed that SGA members should receive no compensation (stipends or room/board scholarships). Two members believed that SGA members should be compensated in some way. The Committee requested the CFO to push back to Student Affairs the idea/option to offer a credit hour each semester for work done by SGA members.

The Committee was unable to discuss 2023-24 budget due to lack of time. They will be scheduling a time in the next few weeks to discuss.

Meeting was adjourned. Meeting Minutes by Hannah Litwiller.

RA Compensation Approval

Single room; but no guarantee (current RAs will be grandfathered at 100% since that is what they currently have)

85% room for yr 1 RA

90% room for yr 2 RA

100% room for yr 3 RA

Recommendation to do what Tabor College does – If the school balance is \$0, then they can receive a check/cash (above their balance, such as a stipend).

SGA Compensation Approval

50% room with a roommate - For SGA members who live off campus, we need to have a line which states the student would receive funds instead of the room, which is not needed.

Student Affairs

February 28, 2023

12:00 p.m. in The Archer Center

Minutes

1. **Prayer – Jacob R.**
2. Attendees: Cathy Brown, Jacob Rudolph, Rick Hughes, Caleb Koerperich, Brett Janssen
3. **Institutional Drug Policy Recommendation Approval: The committee has approved and recommends the following policy to be sent to the College Council.**
4. **Athletic Drug Policy Recommendation Approval: The committee has approved and recommends the following policy to be sent to the College Council.**

5. Council of Student Athletes Description and Member List

What is Council of Student Athletes (CSA)?

It is a committee made up of student-athletes assembled to provide insight on the student-athlete experience. The CSA offers input on the rules, regulations and policies that affect student-athletes' lives. There is a CSA at the institution, conference and national levels.

Purpose of CSA

The purpose of a CSA at CCK is 4-fold:

1. Generate a student-athlete voice within the institution.
2. Review and respond to proposed institutional legislation
3. Support the campus and conference community through community outreach efforts.
4. Develop a direct line of communication between Athletic Administration and the student-athlete

The desire is that each program within the Athletics Department should have one student representative. The AD will ensure that class representation will be balanced.

Representatives should be nominated by the coach, have a GPA of 3.0 or higher, be in good standing with the Student Life Office and be a professing Christian. The AD will work with the Student Life Office and the Academic Office to check GPA and behavior.

If teams cannot be represented based on the selection criteria, it is up to the AD to ensure that the team is represented by another student from another team that meets the criteria.

This is the recommendation from the Student Affairs Committee. This committee meets monthly.

RA Compensation Approval The committee has approved

6. **6. RA Compensation Approval The committee has approved and recommends the following policy to be sent to College Council.**

Single room; but no guarantee (current RAs will be grandfathered at 100% since that is what they currently have)

85% room for yr 1 RA

90% room for yr 2 RA

100% room for yr 3 RA

Recommendation to do what Tabor College does – If the school balance is \$0, then they can receive a check/cash (above their balance, such as a stipend).

7. **7. SGA Compensation Approval The committee has approved and recommends the following policy to be sent to College Council.**

50% room with a roommate - For SGA members who live off campus, we need to have a line which states the student would receive funds instead of the room, which is not needed.