

# Cloud County Community College

## BOARD OF TRUSTEES

### October 22, 2019

**Present:** Greg Askren, Ellen Anderson, Larry Henry, Patricia Macfarlane, Jesse Pounds, Tom Tuggle (by ZOOM); President Adrian Douglas, VP Amber Knoettgen, VP Pedro Leite, Diane Leif, Clerk.

**Others Present:**

Attorney-Justin Ferrell; Jim Lowell - Blade Empire; Toby Nosker - KNCK; Matt Bechard, Gwen Carnes, Bruce Douglas, Susan Dudley, Kristina Frost, Paul Gardner, Dwayne Johnson - Integrated Consulting Engineers, Inc., Jessica LeDuc, Todd Leif, Tristen Leiszler, Hannah Owens, Brent Phillips, Tom Roberts, Beth Whisler, Mark Whisler, Chris Wilson, Caesar Wood, Jennifer Zabokrtsky;

**Student Leadership & Academic Groups:**

*Ambassadors:* Macy Cringan, Kennedy Doherty, Paige Eggleston, Habtamu Geta, Kelsie Kelly, Megan Olson, Noah Olson, Kelee Siebold, Trevor Stevens and Taylor Zamrzla.

*PTK Concordia Campus:* President, Hannah Owens; Exec. VP of Scholarships & 5 Star, Lakin Ekwall; VP of Fund Raising & Service, Marina Pereira; VP of Hallmark Programs, Fernanda Rossetti.

*PTK Geary County Campus by ZOOM:* President, Maram Soden, VP of Fellowship & Communication, Tati'Yana Holder.

*Student Senate Representatives Concordia:* Vice President, Souleymane Adam; Sec/Treas, Marlyssa Morris Student Activities Leader, Tia Gardner; Comm/Media, Sophie Jbose; Soph Rep, Michael Dorer; Soph Rep, Alizea McClanahan; Fresh Reps, Taylor Griffith, Olivia Nobert, Bruno DaSilva; Lakya Leslie; Kelee Siebold; Johan Cobena; and Sierra Portenier.

*Student Senate Representatives Geary County Campus:* Vice President Kenedy Obrecht; Secretary, Jasmine Engle; Student Activity Leader, Danielle Godley.

- I. The meeting was called to order by Chairman Larry Henry at **5:00** pm in Room 257 of the President's Addition.
- II. **Pledge of Allegiance**
- III. **Adoption of the Agenda** – Greg Askren moved and Ellen Anderson seconded to approve the amended agenda to include 3 expenditure items to the A List. Motion passed.
- IV. **Guest Comments:** *Beth Whisler, Instructor of Psychology* gave a strong endorsement of Dr. Adrian Douglas as President of Cloud County Community College. Beth recognized the President for her community presence and high visibility throughout College events. She went on to explain Dr. Douglas as being an inspiration to all in the way she opens not only the college to all students but her home as well. She concluded by saying the College is a better place because of Dr. Douglas and she would hate the thought of not having her in the leadership role. *Mark Whisler, Chairman of Mathematics Department* seconded Beth's comments by reiterating the strong leadership we have in Dr. Douglas. *Beth Whisler* returned to the podium to then endorse the high need and demand for a full time psycho-therapist/mental health counselor for our student body at the College. As an instructor of Psychology and the Title IX Coordinator, Beth explained her depth of knowledge with her educational credentialing and her years of mental crisis positions. Beth went on to inform us of the demand being

placed on our part-time mental health counselor Aubrey. Currently, Aubrey is booked weeks out with appointments, so being readily available for an 'on the spot' counseling session is becoming harder and harder. Beth would like to see us be able to provide for walk-ins. *Keela Andrews – GCC* through ZOOM also endorsed the need for a full time mental health counselor, maybe even two. The need is great, the cases are high. *Kristina Frost, Instructor of Social Sciences* came to the podium stating, as an advisor, Title IX Officer and a Social Science instructor, rarely a day passes by that she does not send a student on for mental help. Kristina also explained her wealth of experience to identify serious mental issues. These kids need professional help. *Caesar Wood, Director of Auxiliary Services* endorsed both the worthy job Dr. Adrian Douglas is doing as President for the College and the need for the mental health counselor. He explained, he's only been here since August but has seen first-hand the upright job the President is attempting to do. The Board does not begin to understand the lengths our staff go through for the good of our students. The hours spent on weekends holding the hands of students in need of mental counseling is astounding. Wood stated the great need for professionals to work with these kids. We are not trained to deal with the issues these kids have today. The issues are only going to get worse. *Gwen Carnes, Instructor of Mathematics* voiced her concern for our students. She agreed the students have problems and the College must provide a means of help. She cited the international students in particular have no support, they have no family to turn to. She concluded by saying a full time counselor is critical for these kids.

#### V. **Introductions and Highlights:**

Britni Tremblay, Director of Enrollment Management introduced herself and her Admissions Counselors, Stephanie Lichtenauer and Molly Greene. Britni explained, as the first face of the College, Admissions play a huge role in bringing students to Cloud by going out to high schools recruiting and attending CPC's. The Ambassadors came forward for introductions.

Dr. Bruce Douglas introduced members of Concordia PTK chapters of Concordia & GCC and members of the Student Senate from both campuses.

- VI. **Consent Agenda** - Tom Tuggle moved and Greg Askren seconded to remove 6D-Personnel from the Consent Agenda and move it to Item 8 for Discussion. Motion passed. Greg Askren then moved and Pat Macfarlane seconded to adopt the Consent Agenda to include the approval of the Minutes of the September 24 Board meeting; the Treasurer's Report; and the Purchasing and Payment of Claims. Motion passed.

#### VII. **Reports:**

- A. *President Dr. Adrian Douglas* thanked Chairman, Henry and members of the Board, she reminded everyone of the Colleges' mission and guiding values.
1. *College* – October 11, 2019, 15 students at GCC were inducted and pinned into our two Phi Theta Kappa chapters. Dr. ADouglas thanked GCC advisors Dr. Mitch Stimers & Cindy Lamberty along with Dr. Bruce Douglas for coordinating the ceremony. Congratulations to our newest PTK members. Dr. A Douglas thanked and congratulated Violette Kjeldgaard for an outstanding fall production of *Tartuffe*, she also recognized Chris Langsford on his directorial debut at Cloud. Chris and his musicians presented the Fall Music Concert featuring the first ever Rolling Thunder Drumline, the Concert Band, Community Chorale and the Jazz Band. Kudos to the arts at CCCC.
  2. *Employees* – An All Staff In-Service was held October 17. Staff were updated on various topics including HLC, Strategic Planning, Institutional Review Board and Title

IX. Other departmental and committee meetings occurred throughout the afternoon.

3. *Foundation* – The Employee Giving Campaign went very well. With 73% staff participation (8% increase) they raised \$36,000 (\$1000 increase). We will break ground for the new Ag Facility on Thursday, October 24 at 10:30 AM beginning in the Welcome Center. This project is funded by multiple sources including the Sunderland Foundation, The Dane G. Hanson Foundation, The Community Foundation for Cloud County, County Commissioners, the College and the Foundation. Cloud County Co-op Elevator will be donating most of the equipment and fencing to the facility. Stupka Construction is the contractor.
4. *Community* – The College was well represented at Fall Fest with many groups walking in the parade. The College will be serving as part of a Complete Count Committee for the census. All students need to be counted where they are attending school. This includes international students. The count is critical as it dictates how much funding the county will receive for various programs for the next 10 years. The next intergovernmental meeting will be held November 1 at City Hall. The invitation and full agenda have already been sent. On December 4, the College will host a Legislative Summit. Legislators have been invited from our service area. Leaders from all Concordia entities are also invited to attend to share their legislative agenda issues that legislators need to be on the lookout for during the upcoming session.

B. *Vice President for Academic Affairs & Student Success, Pedro Leite* – opened his report announcing the ACEN Board of Commissioners has granted continuing accreditation to our Nursing program and scheduled the next evaluation visit for the spring of 2027! With no follow-up, we are good for 8 more year! Congratulations Stefanie Perret and her nursing staff.

1. *Academic Affairs* – the strategic plan input is due October 23 and the strategic planning committee is being formed. The final version of the performance agreement from AY17-18 has been submitted. It was actually due May 2018. We have not met 3 of the 6 indicators. The Junction City Tech Ed meeting was held at the Chamber of Commerce on September 24. There are serious talks in partnering with the Geary County Community Hospital, JC Chamber and MATC. Talks continue with Junction City High School regarding welding, OSHA and hospitality management. Pedro recently met with JC area leaders about hospitality training. Pedro is currently reviewing procedures for section D.
2. *Student Success* - Beth Whisler, Kristina Frost and Dr. Bruce Douglas spoke and delivered training on Title IX at the all college in-service. Dr. Crystal Davis will be joining the Title IX team on the Geary County Campus. Training is also being provided to all students and Athletic Department. The Title IX team will be attending the Campus Safety Summit in Overland Park November 13-14 and an online Title IX Coordinator training. Pedro is reviewing procedures for section E. Our current counselor on campus see an average of 12-15 student per week. The GCC counselor began Oct 2 and had 3 walk-ins the first day. We expect all seven time slots/week to be filled. Faculty deals with an average of 3-5 students/week needing counseling. There is definitely a demand for a full time counselor. The committee is ready to start reviewing resumes and setting up interviews.

3. *GCC* – hosted 30 students from Junction City Middle school advancement Via Individual Determination (AVID) program on October 11. GCC hosted their annual open house on October 18. Jennifer Zabokrtsky plans to attend the Nation Academic Advising (NACADA) annual conference in Kentucky October 20-23. Cloud will be represented as a Tech Ed partner at JCHS Pathway Practicum event October 22, members of our faculty and administration plan to attend. GCC staff members are attending the JC Middle School Fair this evening.
4. *HLC* – the site visit to our Composites Lab is scheduled for November 6 from 12-4:30. We had our first meeting with consultant, Dr. Sue Darby. Our first draft is due October 31. Pedro reminded everyone of the HLC visit on October 26-27, 2020. A detailed agenda will be provided closer to the visit.

C. *Vice President for Administrative Services Amber Knoettgen* –

1. *Financials* – Tuition and fees are down slightly. Enrollment for winter term, spring and summer has started so we are hopeful we can make up some hours there.
2. *Facilities* - The Foundation will host a ground breaking ceremony for the Ag facility this Thursday at 10:30 in the Welcome Center. The bid opening for the outside staircase was October 16, we are bringing this project for Board approval tonight. The Library ventilation project is also on the agenda for board approval tonight. The Bookstore is working with RedShelf to move to digital books for next year. Housing is 98% full.
3. *IT* – we are in the early stages of Jenzabar EX upgrade. We are working to fill an open position and looking to schedule an IT Retreat.
4. *Athletics* – Our new Assistant Softball coach, Tristen Leiszler was brought forward for introduction. The Women’s Soccer is ranked 18<sup>th</sup>. They have been named KJCCC West Champions for the 3<sup>rd</sup> time in 4 years. We are hosting the 1<sup>st</sup> round of the Region 6 Tournament on Saturday at 1 pm out at the campus soccer field against Johnson County. The Men’s soccer team finished 2<sup>nd</sup> in the KJCCC West. They defeated #6 ranked Barton last week. We are hosting the 1<sup>st</sup> round of the Region 6 Tournament at 2 pm Sunday at the Harold M. Clark stadium against KCK. Cross Country Men are ranked #1 in the country. Both the men and the women will be competing in the Region 6 Championship on Saturday at Allen County. Men will start at 10 am and the women at 11 am. The Basketball teams and Wrestling are now practicing for their upcoming seasons starting in November. Women’s basketball will scrimmage Bethany tomorrow. The season home opener is November 3 at 2:00 against Doane College, the men’s home opener is November 5 at 8 pm against Sterling College. Wrestling kicks off their season in Laramie, WY at the ‘Cowboy Open’ on November 2. Baseball had a successful alumni weekend. They played an inter-squad world series. Former Thunderbirds were back for the event from as far away as Texas and Virginia. Volleyball is currently ranked #11 in the nation. They have a triangular scheduled for this Friday.
5. *Student Senate Representatives* – VP Souleymane Adams reported the student senate is busy hosting many events. With 14 members, more events and projects are scheduled. Their goal is transparency with the student body and better communication amongst the senate members. Student Senate meetings are held

monthly at 8:00 am and open to the public. Minutes are posted on the bulletin board in the Student Union.

- E. *Meetings the Board Members attended - Jesse Pounds attended the Strategic Doing meeting and Larry Henry attended the Cloud Corp meeting.*

**VIII. Discussion Items:** Tom Tuggle requested to discuss Item 6D-Personnel of the Consent Agenda: the Coordinator of Student Retention and Academic Support position. Tom questioned why a new position was being created. He voiced concern that a Vice President's position was eliminated to save money and wanted to know why we would create something new. Dr. Douglas explained, it was not a new position, the position was a replacement position vacated by Kim Wagner. Tuggle then asked for the salary and wanted to discuss the resume included in the packet. Attorney, Justin Ferrell interrupted saying those were Human Resource matters not to be discussed in open session. Jesse Pounds moved and Ellen Anderson seconded to move the Personnel item – Coordinator of Student Retention and Academic Support to Item 9 as Action Item F to be voted on later this evening. Motion passed.

**IX. Action Items:**

Jesse Pounds moved and Ellen Anderson seconded the approval of 2019-2020 Master Contract. Motion passed.

Ellen Anderson moved and Jesse Pounds seconded to approve a salary increase of 2.5% to the base salary of each full-time administrative employee (excluding the President) who were in their current position or have not received a compensation adjustment since April 1, 2019. These salary increases are effective July 1, 2019. Motion passed.

Jesse Pounds moved and Pat Macfarlane seconded to approve a wage increase of 2.5% to the wage of each full-time support staff employee and approve that no wage for full-time support staff employees be below \$11 per hour for those support staff employees who were in their current position or have not received a compensation adjustment since April 1, 2019. These wage increases are effective July 1, 2019. Motion passed.

Ellen Anderson moved and Jesse Pounds seconded to approve the bid of Hood Heating, Air, Plumbing and Electric in the amount of \$74,028.97, which includes a 15% contingency. Motion passed.

Jesse Pounds moved and Pat Macfarlane seconded to approve the bid of Peltier Foundry in the amount \$80,500.00, which includes a 15% contingency. Motion passed.

Jesse Pounds moved and Ellen Anderson seconded the approval of the appointment of Dr. Crystal Davis to the full-time, KPERS-covered position of Coordinator of Student Retention and Academic Support effective on November 1, 2019. Motion passes.

**X. Executive Session: NONE**

Jesse Pounds moved and Pat Macfarlane seconded to adjourn the meeting at **6:30 pm**. Motion passed.

**IX. Study Session**

A study session was held following the meeting to discuss Tuition & Fees for AY2020-2021

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Diane Leif, Clerk of the Board  
Cloud County Community College  
Board of Trustees