



# CENTRAL CHRISTIAN COLLEGE OF KANSAS

## COLLEGE COUNCIL – AGENDA

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Wednesday, April 27, 2022 @ 1:00 p.m., RBC-AC-20

- I. Call to Order
- II. Devotion
- III. Affirm the April 6, 2022 and April 13, 2022 minutes.
- IV. President's Report
- V. Old Business/Action Items
  - A. Refund Policy Recommendation [Business Affairs Committee] – Pending BAC review.
  - B. SIS Recommendation [SIS Review Committee] – Pending
  - C. ERISA Compliance Verification – [Business Affairs] – Pending on Auditors
  - D. Earned Income Credit [Business Affairs – Benefits Committee]
  - E. Policies & Procedures Manual
    1. PTO Policy – [Employee Benefits] – Pending
    2. GA Policy – [Business Affairs] – Pending
    3. MLK Day vs. President's Day Off - Pending
- VI. New Business
  - A. Governance Manual Reader Comments
- VII. Constituent Reports

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

  - A. Operational Affairs (COO)
  - B. Business Affairs (CFO)
  - C. Student Affairs (CSEO)
  - D. Athletics (AD)
  - E. Administrative Services (COS)
- VIII. Integrated Planning Matrix
  - A. Strategic Planning Summit and Retreat (May-June)
- IX. Oversight Responsibility
  - A. Strategic Plan: KPI 1.03: Revitalize campus culture promoting pride, trust, and loyalty within our campus community and beyond. [See attached]
- X. Adjournment

KPI 1.03: REVITALIZE CAMPUS CULTURE PROMOTING PRIDE, TRUST, AND LOYALTY WITHIN OUR CAMPUS COMMUNITY AND BEYOND

	Action Steps	Measure(s)	Progress
2021-2022	Improve levels of Satisfaction and Engagement (2%)	Staff Satisfaction Survey, Alumni Survey, SSI	
	Launch employee moral program (High Five)		
	Ratify Governance Structure and publish Governance Manual		
	Launch Assurance Argument Process		
	Operationalize HR	Assign HR to an essential personnel	Completed & Progressing
	Launch Governance Web Site		Completed
2022-2023			
	Launch annual <i>focus reunion</i> for sub-groups	Data Book	
	Improve levels of Satisfaction and Engagement (2%)	Staff Satisfaction Survey, Alumni Survey, SSI	
2023-2024			
		Data Book	
	Improve levels of Satisfaction and Engagement (2%)	Staff Satisfaction Survey, Alumni Survey, SSI	
2024-2025			
		Data Book	
	Improve levels of Satisfaction and Engagement (2%)	Staff Satisfaction Survey, Alumni Survey, SSI	

IDEAS/STRATEGIES – SANDBOX

- Refocus our processes and culture to encourage a more student-focused approach to our learning and teaching activities and support structure.
- Undertake workforce planning to enhance staffing and capability to meet current and future needs.
- Review policies, processes and systems with a significant focus on reducing administrative burdens and minimizing *Sacred Cows* and *Pain Points* for staff and students.
- Invest in professional development for our staff with a particular focus on synergy, partnership, and self-development.
- Facilitate the bringing together of students, faculty and staff in both formal and informal settings by expanding the portfolio of shared experiences.
- Create safe places for mentoring and discipleship: Coffee shop, rework lobbies or each division have a lobby for small community gatherings.

MILESTONES	ROADBLOCKS
<ul style="list-style-type: none"> <li>• Divisions: United “Academic Division” houses both Student Success and Library for stronger communication between two offices. 11-20-20</li> <li>• Ramping up HR Department</li> <li>• Launched First-hand Fridays</li> <li>• Resurrected the Tiger Growl</li> </ul>	<ul style="list-style-type: none"> <li>• Conflicts with city fund raising events i.e. United Way</li> <li>• Budget competition</li> <li>• COVID – All events are difficult with state regulations limiting group activity (11-20-20)</li> <li>• Turnover of employees</li> </ul>