



METROPOLITAN COMMUNITY COLLEGE

DISTRICT STAFF COUNCIL MEETING AGENDA AND NOTES

DATE: November 19, 2024

GROUP PURPOSE (Can be sourced directly from charter)	INSTITUTIONAL VALUES
	<p>Excellence – We deliver our very best as an employer, community partner, educator and workforce training provider for all of Kansas City.</p> <p>Learning – We promote personal, professional and lifelong learning opportunities that positively impact lives and shape the Kansas City workforce.</p> <p>Equity – Our institutional infrastructure fosters equity in employment and student learning and eliminates barriers to success for anyone.</p> <p>People – People serve as the cornerstone of what we do and why we do it. We invest in employee development, intentionally recruit and retain a workforce that represents the communities we serve and embrace individuals of all walks of life as valued members of the MCC Wolf Pack.</p> <p>Integrity – We conduct ourselves transparently, ethically and in ways that honor the trust placed in us by our students, employees, and communities we serve</p>

DSC Executive Officers

President	President elect	Secretary	Parliamentarian	Treasurer
Marti Adams	Susan Thompson	Tracy Leeper	Kelly Lipovitz	Amanda Elliott

2024-2025 DSC Delegates	President	At-Large	At-Large	At-Large
AC	Sue Mannebach	Kurt Kerby	Tumelo Musimali	Kim Sides-Steiger
BR	Susan Thompson	Kat Painter	Tracy Leeper	Holly Andachter, Kieren Wilson
LV	Victoria Rice	Andrea Henderson	Jennifer Nuss	Maureen Kelly, Margaret Berter
MW	Melody Lloyd	Lydia Authier	Alicia Gray	Amy Boehm, Crimson Taylor
Online	Jenna Miller	Becca Collins	Bralyn Wilson	Luna George, Josh Turk
PV	Alex Johnson	Meg Jordan	Kelly Lipovitz	Ryan Husted

Time Allotted	Item and Presenter	Item Description and Action Desired Inform, Solicit Input, Decide, Other	Item Outcome	Institutional Value Alignment
3:07	<i>Marti Adams</i>	Bring meeting to order & welcome.		
	<i>Marti Adams</i>	Call for motion to approve September 2024 DSC Minutes	Motion – Kelly Lipovitz Second – Kim Sides-Steiger Motion passes	Integrity
	<i>CAO – Marti Adams</i>	<p>Discussion at CAC –</p> <ul style="list-style-type: none"> There was a lot of discussion about the CAO position, what the demands are for it and what it will look like after Dr. Meyer's retirement. The CAO is responsible for overarching services over all campuses. District office roles are responsible for developing and maintaining policies which are extended out to all campuses and the campuses figure out how to implement those policies. There is some concern that the CAO/Online President and AVC Student Services/BR President positions are constantly shifting focus between the district and the campus. An option may be to realign them at BR/Online President and AVC/CAO. Dr. Beatty is concerned with the equity between EC positions without creating any additional EC positions. This discussion is ongoing, and we are requesting your SA presidents gather any feedback, suggestions or concerns from their staff. <p><i>Solicit Input</i></p>	<ul style="list-style-type: none"> Feedback requested from staff to be given to their SA presidents. 	People Integrity
	<i>FIFA 2026 Impact</i>	<ul style="list-style-type: none"> Currently we are only in the planning phase Each campus should be having discussions with their staff to talk about potential issues. Those issues should be brought to your SA presidents then to me and CAC. Because we are planning now and determining how those months will look for employees and students, it is important to speak up now. 	<ul style="list-style-type: none"> Feedback is important (Ex: internet, if you work downtown, if you work downtown but need to drive somewhere during your workday.) 	Excellence People

		<i>Solicit Input</i>		
	<i>Shared Governance Training</i>	<ul style="list-style-type: none"> This has been in the works for quite a while, we discussed it as part of the Shared Governance Institute in 2022-23 when we where we updated the Shared Governance white paper and the district council structure. We decided at that time to create this Shared Governance training to foster some consistency in how councils are facilitated and attended. 	<ul style="list-style-type: none"> At this point we are not sure who would be required to do the trainings. 	Learning
	<i>Institutional Learning Outcomes</i>	<ul style="list-style-type: none"> Feedback request from Chris Shobe, staff should be receiving an email from their SA President. ILO's are located here: https://mcckc.edu/assessment/outcomes.aspx 	<ul style="list-style-type: none"> Need feedback by Dec 4th. 	Learning People
	<i>FLSA</i>	<ul style="list-style-type: none"> Information about the potential FLSA January 2025 Overtime rule changes from Fred Wise on Monday. On Friday, Nov. 15th, 2024, it was reported that a Texas-based injunction (that was initially just for state of Texas) has been now expanded to include (or meaning exclude the rest of the U.S. from the change in Overtime rules) other organizations as well. If that is confirmed – and it looks like it will be – then that would mean, there will be no changes (at large) to those MCC employees who were considered exempt but would have had to become non-exempt on Jan. 1 under that FLSA rule. 		People
	<i>Committee Updates</i>	Professional Development fund – Susan Thompson <i>Inform</i>	<ul style="list-style-type: none"> We've had 22 applications for a total of \$15,177.80 and still have \$14,822.20 left. 2 applications were removed, and 1 isn't eligible until Feb. 1, 2025. 	People Equity

		CPRC – Meg Jordan <ul style="list-style-type: none"> • Dr. Beatty presentation, a policy board. • Policies reviewed <i>Inform and Solicit input</i>		People Integrity Equity
		Total Rewards <ul style="list-style-type: none"> • Insurance – <ul style="list-style-type: none"> ○ Annual Enrollment results, 319 enrolled in the \$1500 PPO, 391 enrolled in the \$4000 HDHP, 14 waived medical for 2025. ○ Complete Quizzify by 11/27 to qualify for Ins. Disc. • Employee Learning & Development – no report <ul style="list-style-type: none"> ○ No Report <i>Inform</i>		Learning People
		District Diversity & Equity <ol style="list-style-type: none"> 1. Our new VP of Equity and Inclusion, Dr. Mary Clark, is starting Nov 25. 2. We have the last in our series of virtual DEI sessions. 3. The district DEI Council is welcoming three community representatives to join as regular members. <ol style="list-style-type: none"> a. Anna Mungia, Director of Community Outreach at Big Brothers Big Sisters b. Dr. Wes Parham, former MCC adjunct instructor and leader of the Urban Scholastic Center. c. Reda Ibrahim, owner and CEO of RK Contractors. <i>Inform</i>		Integrity Equity People
		District Technology – Marti <ul style="list-style-type: none"> • The self-service password reset went live in Sept. 		Excellence Learning

		<ul style="list-style-type: none"> • There have been some fraudulent student applications, IT is working on this. • MACS at MW & PV are to be replaced before spring. • InfoEx is no longer live after Dec. 9 • Kauffman Grant will purchase 200 laptops for loaner laptops, 50 to each campus • Working on Missouri Dept. of Econ. Dev. Grant to increase loaner laptops & hotspots. 30 laptops & hotspots would be going to WED & 200 laptops & hotspots would be going to TRIO. • For more detail on these updates please go to the DTCC SharePoint to see the minutes of the meeting. <p>Inform</p>		
		<ul style="list-style-type: none"> • Resource Stewardship – no report • District Strategic Planning – no report 		
	<i>Staff Satisfaction Survey Taskforce Reports</i>	<ul style="list-style-type: none"> • Value & Belonging – Kim Sides-Steiger & Crimson Taylor <ul style="list-style-type: none"> ○ Met twice so far with a couple of people missing. Trying to talk with staff to get a definition of value and belonging and reaching out to other companies for their definition. • Workload & Training/Professional Development – Lydia Authier <ul style="list-style-type: none"> ○ The three biggest themes the taskforce took away from the survey results are: <ul style="list-style-type: none"> ▪ A need for a knowledge transfer process ▪ A need for a smooth and clear onboarding process ▪ A need for a shortened hiring timeline ○ The committee recognizes that the ERP implementation will make many of the current resources outdated. 		People Integrity Equity

		<ul style="list-style-type: none"> ○ The committee is seeking input from HR on how to they can best assist HR. ● Bullying & Conflict in the Workplace – Meg Jordan & Tracy Leeper <ul style="list-style-type: none"> ○ <i>What can we do about this</i> We should attempt to focus on specific areas in our organization where role stress and role ambiguity can be heightened. For example, with the transition to Banner, a different online data system, that can create role stress. ○ We should try to find a way to minimize that impact in a thoughtful and proactive way, and for role ambiguity, our group questioned: how can we make things clearer for what is expected from each job position? One solution proposed was creating better training and role guides. ○ In the line of accountability and performance review processes our team is going to advocate for the implementation of 360-degree reviews. This would be where a person would be reviewed by their supervisor, their peers, and employees that have folks that report to them are reviewed by their direct reports. ○ Finally, we thought about implementing a Bully-Free campaign, such as the one by the Staff Association at CUNY https://psc-cuny.org/issues/anti-bullying/ to create a social environment around anti-bullying behaviors and to 		
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		<p>reduce the stigma of speaking out about hostility at work.</p> <ul style="list-style-type: none"> ○ Confronting bullying requires a large collective action and therefore the campaign would work to create that community while also addressing the culture at MCC, to ensure that bullying is universally unacceptable and that our colleagues feel empowered and not ashamed. ○ The first step in creating this campaign will be to establish a set of norms and practices that should be adopted by all staff and leadership. These should call on all of us to “nurture a work environment that is respectful and free from discrimination, harassment or bullying” through a set of commitments that we make to each other and apply to our everyday working lives. ● Benefits & Compensation/Socioeconomics – Jenna Miller & Amanda Elliott <ul style="list-style-type: none"> ○ A lot of research to still do. The big goal is to figure out the structure of raises. <p><i>Inform</i></p>		
	<i>Campus Reports</i>	<p>AC –</p> <ul style="list-style-type: none"> ● Corebridge Financials will be on campus Nov 19th. ● Dining options at PV extended till May 2025 with FOODA as well as Chick-fil-a. An RFP will go out after the first of the year to try and find a more permanent food option, long-term goal is to reopen cafeterias ● Elected a new Secretary Tumelo Musimali (Baily transferred to LV) 		People Excellence Equity

		<ul style="list-style-type: none"> • We collected feedback for Dr. Lee for putting wellness rooms at AC and BP • We are adopting a family through Operation Breakthrough for the holidays and collecting funds for PV Student emergency fund • Holiday activity – decorating gingerbread houses, Tuesday Nov 19th • Bake sale Dec 3rd and 4th, SA fundraiser. • Holiday office/cube decorating planned for December • Dec 11th – Holiday Luncheon and ugly sweater contest. • Blood drive scheduled <p>BR –</p> <ul style="list-style-type: none"> • Boo Grams were a huge success again this year! • BR hosted the Chancellor’s Veteran’s Day Breakfast; it was well attended. • BR Admissions hosted a Counselor Luncheon for our service area high school counselors. • BR Admissions participated in the Independence School District’s Freshman Career Fair. • As a campus, we are “adopting” two single-parent students and their families for the holidays. • We are holding a gently used toy drive to benefit MOC BOD, a queer-owned and staffed shop which is LGBTQ+ and Ally friendly. Gently used toys may be given to Tess Roam who will hold and deliver to MOC BOD. • All campus holiday party will be held on Dec 12. • Fall Fire Academy graduation on December 16. 		
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		<ul style="list-style-type: none"> • Fall Police Academy graduation on December 18. • Student Government Association new initiative called “Office Hours”, students can come in and talks to SGA officers, ask questions, etc. Currently Office Hours on Tuesday and Thursday; may change in Spring. • Our faculty are in the process of bringing to life a Faculty Learning Center. <p>LV –</p> <ul style="list-style-type: none"> • We are still in the process of hiring our new Vice President and hosted an open forum with the candidate on 10/31 • We invited Dr. Crider to our October meeting to discuss the LV data from the Staff Satisfaction Survey • We are still exploring options for a recognition program on our campus • Save the Date for Flights of Fancy: Sunday, April 27 <p>MW –</p> <ul style="list-style-type: none"> • The Agricultural Building construction is nearing completion, with plans to begin using it in the Spring Semester. • The Honk and Howl event was a huge success, with over 1,000 attendees. • December will be a busy month with multiple significant events, including welcoming Dr. Crowe as the official president, celebrating scholarship recipients, and enjoying a campus-wide holiday celebration. <p>ON –</p>		
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		<ul style="list-style-type: none"> • Online's Admin for the VP, Casey McGinnis has resigned. His position will not be posted until after the holidays. • Online welcomed new employee, Counselor, Leslie Tracey, on 11/18. • Online's holiday party is planned for 12/6. • Online Administration is still working through layout design options with the architects for our new space, as we've thoroughly grown out of our current spaces. <p>PV –</p> <ul style="list-style-type: none"> • Thank you to everyone who supported our first Boo Grams PV Staff Association fundraiser! • PV's Phi Theta Kappa (PTK) Honor Society students are holding a toy drive for the KC Children's Mercy Hospital. Donations can be dropped off outside of Office 004 in the Enrollment Center anytime between now and December 19th. For more details, email Julie Smith at Julie.Smith@mccckc.edu. • December 6th is the last day of the 2024 "Show Your Art Here" exhibit at the Carter Arts Center. For details, visit Carter Center for Visual Arts and Imaging Technology. • PV's Holiday Party is scheduled for December 12th from 11:00 AM – 2:00 PM at ATSI. <p><i>Inform</i></p>		
	<i>Reminders</i>	<ul style="list-style-type: none"> • Complete Quizzify incentive by November 27th to qualify for incentive • From Payroll to opt in to paperless W-2s and print off any old Peoplesoft W2s needed or paychecks. Peoplesoft will shut down after the first of the year. • HR compliance and IT cybersecurity training must be completed by January 31st. 		



		<i>Inform</i>		
	<i>Open Floor</i>			People
4:03	<i>Marti Adams</i>	Adjourned		
		Upcoming Events: December 23-January 6 – Holiday Break January 17, 2025 – next DSC meeting Inform		People