



Employee Culture and Learning Council (ECLC)

MEETING AGENDA

September 19, 2025 LOCATION: Via Teams –[Join the meeting now](#)

MEETING PURPOSE			INSTITUTIONAL VALUES	
<p>This Council will be charged with an ongoing analysis of the learning and development programs at MCC, which will support a positive, employee-focused culture.</p> <p>The ECLC will provide recommendations to the CHRO for continuous improvement of programs to promote personal growth, leadership, and professional development of MCC employees.</p> <p>Meeting Goals – Friday, September 19, 2025</p> <ul style="list-style-type: none"> • Review Membership Roster • Meeting frequency/schedule discussion • Review/discuss charter draft and membership comments and feedback • Sub-committee work • Members – Open Comments 			<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>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>	
Time Allotted	Item	Item Description and Action Desired <small>Inform, Solicit Input, Decide, Other</small>	Item Outcome	Institutional Value Alignment
2:30	Welcome and Introductions			
2:45	Review of current Membership Roster	Inform	To provide members with new membership roster. A list by campus of ECLC members will be shared.	People
2:50	Confirmation of Meeting Schedule	Inform	Members will be aware of schedule for upcoming meetings	Integrity
3:00	Discussion of Council Charter	Solicit Input	Receive member feedback and create final draft of Charter document	People Excellence Learning
3:15	Discussion of Sub Committee interim work	Solicit Input	https://online.flippingbook.com/view/48395774/ See Training and Development page 6 on the newsletter. In addition to Vector Compliance Training, the Essential Supervisor Series and Clifton Strengths workshops, with more to come! <u>Sub Committee CAN include</u> <ul style="list-style-type: none"> • Culture • Learning and Professional Development • New Employee Experience 	People Learning
3:25	Members – Open Comments	Solicit Input		People



ECLC Meeting Minutes – September 19, 2025

Members in Attendance: Amy Peak, Chair and Members: Ed Foley, Ruthanne Ingersoll, and Tatia Shelton.

Meeting convened at 2:30pm

Welcome and Introductions

Amy Peak, Chair, welcomed the ECLC members to the first meeting of the 25-26 Academic Year. We had four members in attendance and began with a brief check-in to see how the beginning of the new semester has been for everyone.

Amy also shared that she is excited to begin a new year with our newly merged council – a joining of the ELDC and the Culture Champions. Looking forward to the work of the council to analyze learning, professional development, and culture initiatives, and make recommendations to Fred Wise, CHRO.

Review of current Membership Roster

Amy shared the ECLC Roster, which included the meetings for the 25/26 AY. Ruthanne advised that her name was misspelled, and Amy agreed to correct and update the roster.

Ruthanne and Tatia advised that Andrea Kolkmeier, TF, is no longer with MCC. Members agreed to remove Andrea from the 25/26 roster.

A brief discussion began about the process for adding new members to our Council. Ed Foley advised that it might make sense to ask Amie Kendall or Sydney Stewart, both who are in IR, if one of them would agree to step down, to allow other units/department the opportunity to represent from across the District. Ed offered to reach out to Amy and/or Sydney to gauge their interest and agreement in stepping down for these reasons stated. Amy thanked Ed for reaching out to them and keeping her updated.

It was also determined that we need to invite additional members. The process will include a mixture of soliciting recommendations from ECLC members, and also reaching out to the leadership groups of the FAC, ADM, and STAFF Councils.

Confirmation of Meeting Schedule

Amy shared the ECLC 25/26 Meeting Calendar, which included the meetings for the entire year. Due to the very light attendance at this opening/first meeting of the year, there was general discussion that late in the afternoon on a Friday may not be a preferred day/time, given that many employees may not be available due to time off, or other obligations at week's end. Ed inquired as to why don't we look at other days of the week, such as Tuesdays or Thursdays. Amy stated she had not realized these days were available within the SG meeting calendar model.

General discussion ensued about the considerations as we make the decision on what day to move to – considerations include the other SG meeting schedules, how a move may affect our ability to meet in



reviewing the District holiday and closure calendar, etc. It was decided we would move to either Tuesday or Thursday and earlier in the month to avoid campus closure dates, etc.

Discussion of Council Charter

Amy opened the discussion on updating and finally finalizing the ECLC Council Charter. She will send out the current draft charter and solicit comments and edits over a weeklong period. After the feedback is complete, Amy and Angie will work to finalize Charter per the ECLC member's feedback.

The outcomes as stated will include three core areas:

- Culture
- Learning and Professional Development
- The New Employee Experience

Discussion of Sub Committee interim work

Angie Carr asked Amy to share the HR newsletter, Training page, from The Human Resources – September issue.

Amy shared the following:

<https://online.flippingbook.com/view/48395774/> See Training and Development page 6 on the newsletter. In addition to Vector Compliance Training, the Essential Supervisor Series and Clifton Strengths workshops, with more to come!

Amy then asked member to voice their interest in Sub Committee work – which Amy advised will include work in three core areas:

- Culture
- Learning and Professional Development
- The New Employee Experience

Members – Open Comments

No additional comments.

Meeting adjourned at 3:30pm