

BOARD OF TRUSTEES REGULAR MEETING
CLC 104 (West Classroom of Cessna Learning Center) 6:00 p.m.
September 13, 2018

AGENDA

I. ROUTINE

- | | | |
|---|--------|-----------|
| A. Call to Order | | |
| B. Approval of Agenda | Action | |
| C. Welcome Guests | | |
| D. Pledge of Allegiance | | |
| E. Mission Statement – Independence Community College serves the best interests of students and the community by providing academic excellence while promoting cultural enrichment and economic development. | | |
| F. Vision Statement – To be a community college that provides an exceptional educational experience by cultivating intellect, encouraging creativity and enhancing character in a student and community centered environment. | | |
| G. Approval of August 13, 2018 Minutes | Action | Section 1 |

II. INSTITUTIONAL OPERATIONS

- | | | |
|---|------------|-----------|
| A. Discussion of Strategic Planning Process – Dan Barwick | Discussion | Section 2 |
| B. CP2 Report – Rebekah Peitz and Brittany Thornton | Report | Section 3 |
| C. Allow Payables | Action | Section 4 |
| D. President's Update – Dan Barwick | Report | Section 5 |
| • 2018-2019 Departmental Operational Plans | | |

III. CONSENT AGENDA

Action

- | | | |
|---|--|-----------|
| A. Financial Report (acknowledge receipt) | | |
| B. Personnel Report (acknowledge receipt) | | Section 6 |
| C. Grant Progress Report | | Section 7 |

IV. Employer-Employee Negotiations. I move that we recess for an executive session for the purpose of discussing *(insert subject to be discussed)*, pursuant to the employer-employee negotiation exception, K.S.A. 75-4319(b)(3). Open Session will resume at *(insert time)* in CLC 104 of the Cessna Learning Center. Those invited to attend are: *(list attendees)*.

V. EXECUTIVE SESSION – Non-elected Personnel. I move that we recess for an executive session for discussion of *(insert subject to be discussed)*, pursuant to the non-elected personnel exception, K.S.A. 75-4319(b)(1). Open Session will resume at *(insert time)* in CLC 104 of the Cessna Learning Center. Those invited to attend are: *(list attendees)*.

VI. EXECUTIVE SESSION – Attorney/Client Privilege. I move that we recess for an Executive Session for consultation with the College attorney regarding *(insert subject to be discussed)*, pursuant to the attorney/client privilege exception, K.S.A. 75-4319(b)(2). Open Session will resume at *(insert time)* in CLC 104 of the Cessna Learning Center. Those invited to attend are: *(list attendees)*.

VII. ADJOURN

Action

PUBLIC PARTICIPATION AT BOARD MEETING

Items on the Agenda

Members of the public wishing to appear before the Board concerning an item which is on the agenda must fill out one of the cards provided and present the card to the Board Clerk. There are three opportunities for public comment during regular meetings.

First, the public may comment on any item on the agenda during a period at the beginning of meetings, with a total comment period of ten minutes and individual comments limited to two minutes. This comment period may be extended by Board vote.

Second, prior to each Board vote, the public will be invited to speak directly to the issue being voted upon.

Third, any member of the public may make a lengthier presentation on agenda items, provided that a request for such a presentation is made in writing in advance of the meeting. Permission to make such presentations, and their length, is at the discretion of the Board Chair.

Information to the Audience

The Board members receive the complete agenda along with background material that they study individually before action is taken at the meeting. Any member of the Board may remove items from the consent agenda at the time of the meeting.

Examples of Motions for Executive Session

Remember that a motion to move into executive session needs to state the subject, provide justification, and state a time and place for return to open session

EXECUTIVE SESSION: Non-Elected Personnel

Sample Subjects: Employee job performance; employee evaluations; or annual review of probationary employees.

I move that we recess for an executive session for discussion of *(insert subject to be discussed)*, pursuant to the non-elected personnel exception, K.S.A. 75-4319(b)(1). Open Session will resume at *(insert time)* in CLC 104 of the Cessna Learning Center. Those invited to attend are: *(list attendees)*.

EXECUTIVE SESSION: Negotiations

Sample Subject: Faculty and Board proposals.

I move that we recess for an executive session for the purpose of discussing *(insert subject to be discussed)*, pursuant to the employer-employee negotiation exception, K.S.A. 75-4319(b)(3). Open Session will resume at *(insert time)* in CLC 104 of the Cessna Learning Center. Those invited to attend are: *(list attendees)*.

EXECUTIVE SESSION: Possible Acquisition of Real Estate

Sample Subject: For future expansion.

I move that we recess for an executive session for discussion of *(insert subject to be discussed)*, pursuant to the preliminary discussion on acquisition of real estate exception, K.S.A. 75-4319(b)(6). Open Session will resume at *(insert time)* in CLC 104 of the Cessna Learning Center. Those invited to attend are: *(list attendees)*.

EXECUTIVE SESSION: Attorney/Client Privilege.

Sample Subjects: Ongoing litigation; a settlement proposal; or a claim made against the College.

I move that we recess for an Executive Session for consultation with the College attorney regarding *(insert subject to be discussed)*, pursuant to the attorney/client privilege exception, K.S.A. 75-4319(b)(2). Open Session will resume at *(insert time)* in CLC 104 of the Cessna Learning Center. Those invited to attend are: *(list attendees)*.

BOARD OF TRUSTEES REGULAR MEETING
CLC 104 (West Classroom of Cessna Learning Center) 6:00 p.m.
August 13, 2018

MINUTES

Members Present

Val DeFever
Mike Wood
Terry Clark
Norman Chambers
Jana Shaver joined the meeting via conference call at 7:00 p.m.
Cynthia Sherwood joined the meeting at 7:05 p.m.

Others Present

Daniel Barwick, President
Tammie Geldenhuys, Vice-President for Athletics/Student Affairs/Admissions
Kara Wheeler, Vice-President for Academic Affairs
Beverly Harris, Executive Assistant/Board Clerk
Keli Tuschman, Vice-President for Operations
Taylor Crawshaw, Associate Dean for Tutoring and Accessibility Services
Wendy Isle, Chief Business Officer
Brad Henderson, Director of Marketing
Brittany, Director of Enrollment/Retention Management
Jared Wheeler, Director of On-line
Jessica Morgan-Tate, Compliance Officer/Title IX
Melissa Ashford, Professor of Computer Technology
Laura Schaid, Program Developer
Jim Correll, Fab Lab Manager
John Eubanks, Professor of Business/Accounting
Ben Seel, Professor of Political Science
Kris Kippenberger, Director of Maintenance
Nyssa Crompton, Associate Professor of Chemistry
Beau Ratzlaff, Maintenance
Mike Houck, Maintenance

Guests

Taina Copeland, Reporter
Andy Taylor, Montgomery County Chronical
Jeff Chubb, College Legal Counsel
Twenty-two Community Members
Kristen Torrey, ICC Student

I. ROUTINE

- A. Call to Order – Val DeFever called the meeting to order at 6:00 p.m.
- B. Approval of Agenda – Terry Clark moved to approve the agenda. Mike Wood seconded the motion and the motion carried 4-0.
- C. Welcome Guests – Val DeFever welcomed the guests and provided an overview of options for public comment on items pertaining to the agenda.
- D. Pledge of Allegiance – Val DeFever led the group in recitation of the Pledge of Allegiance.
- E. Mission Statement – Terry Clark read the College Mission Statement.
- F. Vision Statement – Norman Chambers read the College Vision Statement.
- G. Approval of July 26 and July 31, 2018 Minutes – Mike Wood moved to approve the minutes of the July 26, 2018 meeting. Norman Chambers seconded the motion and the motion carried 4-0. Norman Chambers moved to approve the minutes of the July 31, 2018 meeting. Terry Clark seconded the motion and the motion carried 4-0.

II. INSTITUTIONAL OPERATIONS

- A. President's Update – Dr. Barwick moved the enrollment update forward on the agenda in consideration of Brittany Thornton's presentation.
- Enrollment Update – Brittany Thornton informed the group that headcount was 658 at 5:35 p.m.; however, that number will grow when around 215 ICC NOW (concurrent enrollment) students are enrolled between now and Friday.
 - President's Update – Dan Barwick provided an update of the Fab Lab build and noted that most of the exterior work is done and interior work is in progress. Dr. Barwick also provided an update of progress on the practice field.
 - Accreditation Status Report – Dr. Barwick referred to the documents included in the Board Agenda packets and highlighted progress made in the various areas; he noted that tasks will be completed during the remainder of the fall semester. A report which identifies how the HLC concerns regarding program review and data driven budget and strategic planning were addressed will be sent to the Higher Learning Commission (HLC) during the spring semester. Dr. Barwick informed the group that a monthly progress report is distributed to all staff, the Board of Trustees, and the HLC. It was noted that Last Chance U will return during the fall semester, as they exercised their option to extend the original contract. Dr. Barwick noted that three separate surveys were administered following the end of Season 3 filming, and the overall response was very good. We are required by the Kansas Jayhawk Community College Conference to live stream home games; Valnet is being considered as an option for this service.
- B. On-line Program Report – Jared Wheeler, Online Program Director, noted that online courses are currently only supplemental courses to on-ground students and shared plans to expand program offerings for incorporation of modular scheduling. Cohort-based learning initiatives and an agreement with Fort Hays State University were also shared.
- C. 2018-2019 Cost Increases/Budget Reductions – Wendy Isle provided a detailed review of the 2018-2019 cost increases and budget reductions. Wendy Isle, Dr. Barwick, and Val DeFever answered questions from the audience.
- D. Public Hearing – The meeting was opened for public hearing; however, Chair DeFever shared that Trustee Shaver would be calling in to the meeting and that Trustee Sherwood would arrive late due to a scheduling conflict. Andy Taylor referred to the cash shortfall discussed at previous Board meetings and requested that more details regarding the shortfall be shared with the public prior to the hearing process. Val DeFever acknowledged the cash shortfall and invited Dr. Barwick's further clarification. Dr. Barwick informed the group of the modest shortfall over preceding years and shared that was primarily because the budget has not reflected uncollected account receivables. Dr. Barwick shared that in addition to the uncollectible accounts, this past year a significant enrollment drop was experienced, as well, resulting in a larger revenue shortfall. Dr. Barwick stated that most College expenses are fixed costs such as employee health insurance, dorm and lease payments, and utility bills. In addition, relatively few discretionary expenses makes it difficult to recover from a revenue shortfall within any given year; therefore the shortfall must be aggressively addressed in future years. Dr. Barwick ended the clarification by reminding the group of the Board's strategic goal of recovering from the cash shortfall. David Bales, Nyssa Crompton, Scott Null, Fred Schultz, Mina Watts, and Time White spoke against various aspects of the published 2018-2019 budget. Val DeFever thanked everyone for their input, clarified why several steps were taken when developing the 2018-2019 budget, and noted that for every \$100,000 one's home is worth that taxes will increase \$15. The public hearing portion of the meeting was closed.
- E. Approval of 2018-2019 Budget – Cynthia Sherwood moved to approve the 2018-2019 budget which was published in the newspaper for public comment. Mike wood seconded the motion and the motion carried 4-2, with Trustees Terry Clark and Norman Chambers voting no.
- F. Allow Payables – Norman Chambers moved to allow payables. Terry Clark seconded the motion and the motion carried 6-0.

- III. CONSENT AGENDA – Trustee Sherwood pulled approval of the Great Western Dining contract extension from the consent agenda for further discussion. Dr. Barwick shared that a noticeable improvement in food service offerings has been seen, and surveys reflect a 90% approval rate in food offerings at this time. Trustee Sherwood suggested considering a different timeframe for food service contract renewal options, as the decision for students' room and board charges are made in November. Following further discussion, Cynthia Sherwood moved to approve the extension of the Great Western Dining Services contract at a 2.1% increase. Mike Wood seconded the motion and the motion carried 5-0-1 with Jana Shaver abstaining.

Norman Chambers moved to approve the Consent Agenda which included receipt of the financial, personnel, and grant progress reports. The personnel report included: employment of Sheena Brubaker in the position of Assistant Cheer and Stunt Instructor at an annualized salary of \$25,500 plus College support toward employee participation in ICC's group health insurance plan; the separation of Matt Carter from the position of Instrumental Music Instructor; and, the separation of Upesh Patel from the position of Custodian. Also included in the Consent Agenda was approval of Jarred, Gilmore & Phillips Auditors for: the ICC year ended June 30, 2018 audit at a proposed fee not to exceed \$15,000; and, for the ICC Foundation year ended June 30, 2018 audit at a proposed fee not to exceed \$4,500. Payment in the amount of \$5,000 to Maxient for annual maintenance fees was also included in the consent agenda. Terry Clark seconded the motion for approval and the motion carried 6-0.

- IV. Employer-Employee Negotiations. It was noted that no action would be taken following Executive Session. Cynthia Sherwood moved the Board go to into Executive Session for the purpose of discussing ongoing negotiations pursuant to the employer-employee negotiation exception, K.S.A. 75-4319(b)(3). Open Session would resume at 8:05 p.m. in CLC 104 of the Cessna Learning Center. Those invited to attend were: Dr. Barwick, Jeff Chubb, and Keli Tuschman. Terry Clark seconded the motion and the motion carried 6-0. The Board entered Executive Session at 7:50 p.m. The Board returned to Open Session at 8:05 p.m.
- V. EXECUTIVE SESSION – Non-elected Personnel. This Executive Session was not necessary.
- VI. EXECUTIVE SESSION – Attorney/Client Privilege. This Executive Session was not necessary.
- VII. ADJOURN – Mike Wood moved that the meeting adjourn. Terry Clark seconded the motion and the motion carried 6-0. The meeting adjourned at 8:05 p.m.

Beverly Harris
Board Clerk

Independence Community College is committed to a policy of nondiscrimination on the basis of race, sex, national origin, religion, age, and handicap in admissions, educational programs or activities, and employment, all as required by applicable laws and regulations under the Title VI Civil Rights Act of 1964, Title IX regulations of 1972, Section 5 of the Social Rehabilitation Act of 1973, and the Americans With Disabilities Act of 1990.

Strategic Planning Process Proposal



Why do we need a strategic planning process?

- Current Strategic Plan ends this year
- Current Strategic Plan calls for the creation of new plan
- Expectation of accreditors and other stakeholders that college will engage in long-term planning

What has been done so far?

- Cabinet held public discussion and brainstorming session August 21
- Open forum held August 22
- Synopsis of both discussions created
- Personal visits/discussions with 11 stakeholders both inside and outside of the college

What are the main themes that have emerged from the discussions?

- Must be inclusive process
- Must encourage fundamentally new ideas
- Avoid a final product that only reflects the views of the people who scream the loudest
- Consider outside facilitator
- Use data
- Adopt best practices

Recommendations to Board STRUCTURE

- 4-7 Subcommittees developed:
 1. Mission and Vision
 2. Student Success
 3. Community Support and Accountability
 4. Investing in Employee Success
 5. Resource Development
 6. New Directions

Recommendations to Board STRUCTURE

- Facilitator used for overall project, including engagement surveys
- Subcommittees also use facilitator from volunteer pool
- Draft created for substantial period of public review/comment
- Process used for revising draft is result of best practice study conducted by ad hoc committee
- Final draft approved by Board

Recommendations to Board TIMELINE

- September end: Board considers process proposal
- October end: Facilitators chosen
- November end: committees formed and meeting
- January end: First drafts created
- February end: Feedback on draft received
- April end: Board approves final plan

Thank you!

Questions?

Memo

To: Independence Community College Board of Trustees

From: Daniel W. Barwick, PhD
President

Date: September 5, 2018

Re: CP2 Update

Rebekah Peitz and Brittany Thornton will provide an update on the CP2 Program.

2018-19 PROJECTED MONTHLY CASH FLOW

INDEPENDENCE COMMUNITY COLLEGE

August 31, 2018

		July	August	September	October	November	December	January	February	March	April	May	June
1. Cash On Hand													
2017-18 (Bank balances)		\$2,658,950.86	\$1,798,977.41	\$2,077,651.24	\$1,631,999.58	\$1,540,087.74	\$725,128.83	\$427,248.70	\$3,795,447.17	\$2,902,791.50	\$2,950,859.73	\$762,759.72	\$1,148,683.94
2018-19 (Bank Balances) as of 1st day of month		\$2,044,874.96	\$1,789,773.46	\$1,789,773.46	\$2,054,707.84	\$1,253,131.61	\$539,668.11	\$137,816.89	\$3,505,960.62	\$2,355,154.05	\$2,758,778.17	\$1,768,703.09	\$783,372.14
2018-19 Bank Balances (Bluffstone)													
2. Cash Receipts													
Monthly Cash Deposits				\$1,623,685.87	\$348,744.16	\$320,356.90	\$353,725.17	\$4,615,917.37	\$159,760.10	\$1,506,026.25	\$119,453.70	\$223,755.64	\$2,686,925.27
3. Total Cash Receipts		\$0.00	\$0.00	\$1,623,685.87	\$348,744.16	\$320,356.90	\$353,725.17	\$4,615,917.37	\$159,760.10	\$1,506,026.25	\$119,453.70	\$223,755.64	\$2,686,925.27
4. Total Cash Available		\$2,044,874.96	\$1,789,773.46	\$3,413,459.33	\$2,403,452.00	\$1,573,488.51	\$893,393.28	\$4,753,734.26	\$3,665,720.72	\$3,861,180.30	\$2,878,231.87	\$1,992,458.73	\$3,470,297.41
5. Cash Paid Out													
2017-18 Payables				\$535,635.74	\$948,245.35	\$523,665.83	\$189,352.85	\$504,520.44					
2018-19 Payables (Projected for future months)				\$497,145.33	\$388,150.17	\$398,828.24	\$97,364.44	\$657,407.99	\$762,761.28	\$541,252.78	\$479,915.87	\$487,402.62	\$258,682.66
Outstanding Checks													
Student Refunds				\$316,982.41	\$219,108.65	\$55,935.45	\$37,099.17	\$26,014.00	\$0.00	\$0.00	\$33,857.93	\$75,016.37	\$57,033.90
Payroll Expenses (Taxes, etc.)				\$544,623.75	\$543,061.57	\$579,056.71	\$621,112.78	\$564,351.65	\$547,805.39	\$561,149.35	\$595,754.98	\$646,667.60	\$574,646.02
Subtotal		\$0.00	\$0.00	\$1,358,751.49	\$1,150,320.39	\$1,033,820.40	\$755,576.39	\$1,247,773.64	\$1,310,566.67	\$1,102,402.13	\$1,109,528.78	\$1,209,086.59	\$890,362.58
6. Total Cash Balance													
End of Month Total Bank Balance		\$2,044,874.96	\$1,789,773.46	\$2,054,707.84	\$1,253,131.61	\$539,668.11	\$137,816.89	\$3,505,960.62	\$2,355,154.05	\$2,758,778.17	\$1,768,703.09	\$783,372.14	\$2,579,934.83
Less Reserve (Based on 8%) Funds 11, 12, 13				\$862,422.38	\$862,422.38	\$862,422.38	\$862,422.38	\$862,422.38	\$862,422.38	\$862,422.38	\$862,422.38	\$862,422.38	\$862,422.38
Less Reserve for Enbridge Valuation				\$1,022,043.00	\$1,022,043.00	\$1,022,043.00	\$1,022,043.00	\$1,022,043.00	\$1,022,043.00	\$1,022,043.00	\$1,022,043.00	\$1,022,043.00	\$1,022,043.00
7. Total Unrestricted Available Balance		\$2,044,874.96	\$1,789,773.46	\$170,242.46	-\$631,333.77	-\$1,344,797.27	-\$1,746,648.49	\$1,621,495.24	\$470,688.67	\$874,312.79	-\$115,762.29	-\$1,101,093.24	\$695,469.45

INDEPENDENCE COMMUNITY COLLEGE
2018-2019
Unaudited
BudgetSummary-Revenue
For The Month End: 8/31/2018

	2018-19	2018-19	2018-19	Estimated
	Published	Operating	Current YTD	% Budget
	Budget	Budget	Revenue	Recorded
General Fund (11)				
Student Revenue				
Tuition	(\$1,191,212.00)	(\$1,191,212.00)	(\$245,933.50)	20.65%
Fees	(1,768,300.00)	(1,768,300.00)	(285,113.00)	16.12%
	(2,959,512.00)	(2,959,512.00)	(531,046.50)	17.94%
Local Income				
Real Estate Distribution	(5,462,550.00)	(5,462,550.00)	0.00	0.00%
Motor Vehicle	(531,717.00)	(531,717.00)	0.00	0.00%
Rec Vehicle/Watercraft	(9,311.00)	(9,311.00)	0.00	0.00%
Delinquent Taxes	(103,260.00)	(103,260.00)	0.00	0.00%
Other	0.00	0.00	0.00	0.00%
	(6,106,838.00)	(6,106,838.00)	0.00	0.00%
State of Kansas				
State Operating Grant	(1,410,162.00)	(1,410,162.00)	(705,081.00)	50.00%
State Grants and Contracts	0.00	0.00	0.00	0.00%
Technology Grant - other	(16,573.00)	(16,573.00)	0.00	0.00%
	(1,426,735.00)	(1,426,735.00)	(705,081.00)	49.42%
Federal Income				
Indirect Costs	(44,690.00)	(44,690.00)	(4,592.81)	10.28%
Other				
ICC Foundation	(60,000.00)	(60,000.00)	0.00	0.00%
Interest	(3,275.00)	(3,275.00)	0.00	0.00%
Sales Tax Payable	0.00	0.00	8,916.24	0.00%
Misc.	(20,000.00)	(20,000.00)	5,177.33	(25.89%)
Fees (non-course fees)	(18,465.00)	(18,465.00)	(1,932.69)	10.47%
	(101,740.00)	(101,740.00)	12,160.88	(11.95%)
Transfers, Allowances and Carry-overs	0.00	0.00	0.00	0.00%
Total General Fund	(10,639,515.00)	(10,639,515.00)	(1,228,559.43)	11.55%
Postsecondary Technical Education (12)				
Student Revenue				
Tuition	(346,923.00)	(346,923.00)	(8,156.00)	2.35%
Fees	(267,443.00)	(267,443.00)	(8,775.00)	3.28%
	(614,366.00)	(614,366.00)	(16,931.00)	2.76%
Other				
State of Kansas PTE	(553,446.00)	(553,446.00)	(292,140.00)	52.79%
State of Kansas SB155	(110,775.00)	(110,775.00)	0.00	0.00%
Cosmetology	(26,626.00)	(26,626.00)	(506.00)	1.90%
Other	(151,000.00)	(151,000.00)	0.00	0.00%
	(841,847.00)	(841,847.00)	(292,646.00)	34.76%
Transfers, Allowances and Carry-overs				
Total Postsecondary Fund	(1,456,213.00)	(1,456,213.00)	(309,577.00)	21.26%
Adult Education/GED (13)				
Other Income	(15,000.00)	(15,000.00)	0.00	0.00%
Non-mandatory Transfer	0.00	0.00	0.00	0.00%
	(15,000.00)	(15,000.00)	0.00	0.00%
Total Funds, 11, 12,13	(12,110,728.00)	(12,110,728.00)	(1,538,136.43)	12.70%
Auxiliary				
Bookstore				
Sales	(596,601.00)	(596,601.00)	(20,775.82)	3.48%

Non-mandatory Transfer	(4,361.00)	(4,361.00)	0.00	0.00%
	(600,962.00)	(600,962.00)	(20,775.82)	3.46%
Meals				
Student Sources	(904,000.00)	(904,000.00)	(465,526.00)	51.50%
Other Sources	(13,895.00)	(13,895.00)	(352.67)	2.54%
Non-mandatory Transfer				
	(917,895.00)	(917,895.00)	(465,878.67)	50.76%
Dorms				
Student Sources	0.00	0.00	0.00	0.00%
Student Sources- Dorms/Bluffstone	(760,040.00)	(760,040.00)	(16,390.00)	2.16%
Student Accident Insurance	0.00	0.00	(13,930.00)	0.00%
Non-mandatory Transfer	0.00	0.00	0.00	0.00%
	(760,040.00)	(760,040.00)	(30,320.00)	3.99%
Inge Center/Festival				
Inge Center	(20,000.00)	(20,000.00)	0.00	0.00%
Inge Festival	(81,800.00)	(81,800.00)	(8,356.00)	10.22%
Non-Mandatory Transfer	0.00	0.00	0.00	0.00%
	(101,800.00)	(101,800.00)	(8,356.00)	8.21%
Transfers, Allowances and Carry-overs	(4,361.00)	(4,361.00)	0.00	0.00%
Total Auxiliary	(2,385,058.00)	(2,385,058.00)	(525,330.49)	22.03%
ICC Foundation				
Scholarship Support	0.00	0.00	0.00	0.00%
Total ICCFoundation	0.00	0.00	0.00	0.00%
Plant Funds				
West Main				
Capital Outlay	0.00	0.00	0.00	0.00%
Foundation Support	0.00	0.00	0.00	0.00%
Total Plant Funds	0.00	0.00	0.00	0.00%
Federally Funded Programs				
Upward Bound	0.00	0.00	(130,886.83)	0.00%
Student Support Services	0.00	0.00	(22,056.93)	0.00%
Carl Perkins	0.00	0.00	(3,687.70)	0.00%
Total Federally Funded Programs	0.00	0.00	(156,631.46)	0.00%
Total College Operations	(14,495,786.00)	(14,495,786.00)	(2,220,098.38)	15.32%

INDEPENDENCE COMMUNITY COLLEGE

2018-2019

Unaudited

Budget Summary-Expenditures

For Month End:8/31/2018

	2018-19	2018-19	2018-19	Estimated
	Published	Operating	Current YTD	% Budget
	Budget	Budget	Expenses	Recorded
General Fund (11)				
Academic Instruction				
11-1100 General Instruction	\$292,564.00	\$292,564.00	\$203.16	0.07%
11-1140 Online Instruction	29,134.00	29,134.00	0.00	0.00%
11-1141 Health & Wellness	0.00	0.00	1,482.88	0.00%
11-1150 Theatre	234,135.00	234,135.00	32,701.13	13.97%
11-1151 Music	176,197.00	176,197.00	26,248.04	14.90%
11-1152 Foreign Language	0.00	0.00	0.00	0.00%
11-1154 English	232,447.00	232,447.00	55,055.42	23.69%
11-1155 Art	3,000.00	3,000.00	0.00	0.00%
11-1156 Communications/Journalism	72,393.00	72,393.00	12,419.97	17.16%
11-1160 Workforce Development	2,700.00	2,700.00	0.00	0.00%
11-1161 Community Education	0.00	0.00	0.00	0.00%
11-1173 Social Sciences	266,271.00	266,271.00	56,701.85	21.29%
11-1174 Physical Science	70,487.00	70,487.00	12,904.49	18.31%
11-1175 Chemistry	83,965.00	83,965.00	11,295.28	13.45%
11-1176 Biology	148,625.00	148,625.00	20,206.39	13.60%
11-1177 Math	191,325.00	191,325.00	24,317.86	12.71%
11-1187 Accounting	60,344.00	60,344.00	10,104.73	16.75%
11-1188 Business	0.00	0.00	0.00	0.00%
11-1223 Fab Lab/Entrepreneur	181,889.00	181,889.00	27,812.84	15.29%
Total Academic Instruction	2,045,476.00	2,045,476.00	291,454.04	14.25%
Academic Support				
11-4100 Library	96,445.00	96,445.00	12,330.94	12.79%
11-4200 Academic Affairs	271,579.00	271,579.00	31,261.93	11.51%
11-4210 Online Administration	65,225.00	65,225.00	9,019.91	13.83%
11-4220 ICC West	54,169.00	54,169.00	11,491.53	21.21%
11-4230 Academic Advising	0.00	0.00	0.00	0.00%
11-4240 Online Administration	1,500.00	1,500.00	0.00	0.00%
11-4250 Tutoring	21,530.00	21,530.00	1,067.46	4.96%
Total Academic Support	510,448.00	510,448.00	65,171.77	12.77%
Total Instruction	2,555,924.00	2,555,924.00	356,625.81	13.95%

Postsecondary Technical Education (see detail below)

Student Services

11-5200 Financial Aid	161,202.00	161,202.00	21,050.64	13.06%
11-5300 Admissions	178,922.00	178,922.00	24,737.20	13.83%
11-5310 Navigators	259,647.00	259,647.00	49,779.00	19.17%
11-5400 Registrar	54,079.00	54,079.00	11,381.58	21.05%
11-5500 Athletic Administration	395,730.00	395,730.00	168,934.84	42.69%
11-5510 Football	394,441.00	394,441.00	75,788.76	19.21%
11-5520 Men's Basketball	147,002.00	147,002.00	26,438.55	17.99%
11-5530 Volleyball	97,183.00	97,183.00	19,333.99	19.89%
11-5540 Women's Basketball	128,987.00	128,987.00	19,152.96	14.85%
11-5560 Softball	105,652.00	105,652.00	12,915.13	12.22%
11-5580 Baseball	0.00	0.00	0.00	0.00%
11-5590 Cheer & Dance	99,444.00	99,444.00	17,637.08	17.74%
11-5595 Athletic Training	124,129.00	124,129.00	18,956.10	15.27%
11-5600 ICC NOW	16,726.00	16,726.00	15.32	0.09%
11-5700 Student Life	84,132.00	84,132.00	10,571.21	12.57%

Total Student Services	2,247,276.00	2,247,276.00	476,692.36	21.21%
Institutional Support				
11-6000 Board of Trustees	21,025.00	21,025.00	17,973.50	85.49%
11-6100 President's Office	274,495.00	274,495.00	37,873.68	13.80%
11-6110 Human Resources	162,358.00	162,358.00	24,950.70	15.37%
11-6200 Financial Services	286,181.00	286,181.00	46,251.84	16.16%
11-6300 Public Relations - Marketing	151,445.00	151,445.00	21,899.62	14.46%
11-6310 Recruiting-International	4,500.00	4,500.00	24.51	0.54%
11-6420 Institutional Research	79,992.00	79,992.00	10,395.53	13.00%
11-6500 Institutional Support	1,778,172.00	1,778,172.00	187,379.20	10.54%
11-6510 Compliance	77,960.00	77,960.00	10,144.00	13.01%
11-6600 Computing Department	386,525.00	386,525.00	122,161.61	31.61%
11-8900 Grant Writing	0.00	0.00	0.00	0.00%
Total Institutional Support	3,222,653.00	3,222,653.00	479,054.19	14.87%
Scholarships				
11-8100 Scholarships	1,039,941.00	1,039,941.00	905.00	0.09%
Total Scholarships	1,039,941.00	1,039,941.00	905.00	0.09%
Transfers				
11-9200 Transfers and Carryovers	383,162.00	383,162.00	0.00	0.00%
Operations and Maintenance				
11-7100 Repairs & Maintenance	495,090.00	495,090.00	77,914.41	15.74%
11-7200 Transportation	150,100.00	150,100.00	17,706.01	11.80%
11-7300 Grounds-Security	48,500.00	48,500.00	3,379.19	6.97%
11-7500 Campus Improvements	519,669.00	519,669.00	114,979.43	22.13%
Total Operations and Maintenance	1,213,359.00	1,213,359.00	213,979.04	17.64%
Transfer PTE Indirect Costs	0.00	0.00	0.00	0.00%
Total Fund 11 (does not include PTE amount above)	10,662,315.00	10,662,315.00	1,527,256.40	14.32%
Postsecondary Technical Education (12)				
Indirect Costs	0.00	0.00	0.00	0.00%
12-1200 General Instruction	13,766.00	13,766.00	0.00	0.00%
12-1220 Vet Tech	232,207.00	232,207.00	21,587.18	9.30%
12-1221 Culinary	35,095.00	35,095.00	325.00	0.93%
12-1222 Automotive Technology				
12-1268 Engineering	0.00	0.00	0.00	0.00%
12-1272 Administrative Office Management				
12-1273 Cosmetology	183,788.00	183,788.00	23,934.58	13.02%
12-1274 Early Childhood Development	0.00	0.00	0.00	0.00%
12-1276 Mid-Management/Economics	0.00	0.00	0.00	0.00%
12-1277 Micro Computers	195,224.00	195,224.00	27,790.32	14.24%
12-1287 EMT	85,023.00	85,023.00	9,891.29	11.63%
12-1288 Allied Health/Long Term Care	74,293.00	74,293.00	8,414.64	11.33%
Total Fund 12	819,396.00	819,396.00	91,943.01	11.22%
Adult Education				
Fund 13				
13-1301 ABE/GED	50,320.00	50,320.00	0.00	0.00%
Total Fund 13	50,320.00	50,320.00	0.00	0.00%
Total Funds 11, 12 and 13	11,532,031.00	11,532,031.00	1,619,199.41	14.04%
Auxiliary				
16-9300 Bookstore	786,488.00	786,488.00	59,847.87	7.61%
16-9500 Dorms	652,760.00	652,760.00	13,372.37	2.05%
17-9500 Dorms-Bluffstone	456,865.00	456,865.00	18,201.69	3.98%
16-9600 Meals	788,501.00	788,501.00	141,259.21	17.91%
34-1100 Inge Center	20,000.00	20,000.00	1,693.97	8.47%
34-1200 Inge Festival	255,714.00	255,714.00	24,956.99	9.76%
48-4800 Technology	54,800.00	54,800.00	0.00	0.00%

48-4800 Student Athlete Fee	25,000.00	25,000.00	0.00	0.00%
Total Auxiliary	3,015,128.00	3,015,128.00	259,332.10	8.60%
Plant Funds				
61-1271 Capital Outlay, Culinary Program	0.00	0.00	0.00	0.00%
61-9900 Capital Outlay, ICC West payment	0.00	0.00	0.00	0.00%
Total Plant Funds	0.00	0.00	0.00	0.00%
Foundation				
36-6120 Foundation Expenses	0.00	0.00	9,382.64	0.00%
36-8100 Foundation Scholarships	0.00	0.00	693.50	0.00%
Total Foundation	0.00	0.00	10,076.14	0.00%
Federally Funded Programs				
31-8500 Upward Bound	0.00	0.00	78,944.07	0.00%
32-8300 Student Support Services	0.00	0.00	72,035.30	0.00%
39-1269 Carl Perkins	0.00	0.00	0.00	0.00%
Total Federally Funded Programs	0.00	0.00	150,979.37	0.00%
Total College Operations	14,547,159.00	14,547,159.00	2,039,587.02	14.02%

Independence Community College Account Summary

As of August 31, 2018

<u>Account Number</u>	<u>Account Type</u>	<u>Account Title</u>	<u>Interest Rate</u>	<u>Balance</u>	
xxx213	Checking	Petty Cash	na	\$1,000.00	
xxx248	Checking	Accts Payable	na	\$23,120.25	
xxx264	Checking	Credit Card	na	\$2,833.62	
xxx620	Checking	Federal Funds	na	\$1,000.00	
xxx976	Checking	ICC Payroll	na	\$1.00	
xxx826	Money Market		0.43%	\$63.53	
xxx396	Money Market	Reserve	0.43%	\$1,761,755.06	
xxx440	Savings	Restricted	0.25%	\$0.00	Closed
				\$1,789,773.46	

Securities Pledged	Amount	Market Value	Maturity Date
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\$0.00

Letters of Credit	Amount	Expiration Date
FHLB #50508	\$3,000,000.00	12/28/18

\$3,000,000.00

Guaranty Bonds	Amount	Origination Date
	\$0.00	
	\$0.00	

Total Pledged	\$3,000,000.00
FDIC Insurance	\$250,000.00
Total Coverage	\$3,250,000.00
Overage/Shortage	\$1,460,226.54

Independence Community College Account Summary

18-Jan-2013

<u>Account Number</u>	<u>Account Type</u>	<u>Account Title</u>	<u>Interest Rate</u>	<u>Balance</u>
19976	Checking	ICC Payroll	na	\$1,000.00
17248	Checking	Accts Payable	na	\$2,924,031.30
17213	Checking	Petty Cash	na	\$4,929.91
17264	Checking	Credit Card	na	\$1,000.00
17620	Checking	Federal Funds	na	\$1.00
703826	Money Market		0.22%	\$1,099,849.47
840440	Savings	Restricted	0.10%	\$862,182.84
				\$10,439.64

Securities Pledged	Amount	Market Value	Maturity Date
31359MRG0	\$100,000.00	\$100,915.00	3/15/2013
376191AW2	\$140,000.00	\$144,032.00	12/1/2015
440848CK3	\$100,000.00	\$100,208.00	12/1/2020
485428ZT6	\$100,000.00	\$108,131.00	5/1/2015
259133GD2	\$100,000.00	\$103,518.39	9/1/2017
569065BS3	\$155,000.00	\$159,109.88	9/1/2018
726814AU0	\$270,000.00	\$270,000.00	8/15/2023
		\$985,914.27	

Letters of Credit	Amount	Expiration Date
FHLB #30497	\$3,200,000.00	3/29/13
FHLB #30652	\$1,500,000.00	3/29/13
	\$4,700,000.00	

Guaranty Bonds	Amount	Origination Date
	\$0.00	
	\$0.00	

Total Pledged	\$5,685,914.27
FDIC Insurance	\$250,000.00
Total Coverage	\$5,935,914.27
Overage/Shortage	\$5,925,474.63

Independence Community College

Accounts Payable Ending July 31, 2018

CheckNumber	VendorName	Description	TRXDATE	Amount	Account
0006265	ICC Student	Student Refunds	8/1/2018	\$57.57	11-0000-203-000
0006266	ICC Student	Student Refunds	8/1/2018	\$420.00	11-0000-203-000
0006267	Stride INC.	Pens for Resale, 5-displays	8/2/2018	\$358.65	16-9300-740-000
0006268	Sandbagger Golf Cars	fuel filter for hustler super z mower-rear discharge	8/2/2018	\$30.00	11-7300-649-000
0006269	Building Controls and Services, Inc.	Fine Arts RTU #1 motor needs replaced	8/2/2018	\$1,382.40	11-7100-825-000
0006270	Scrip - Safe	Diploma paper for graduates	8/2/2018	\$1,558.88	11-5400-708-000
0006271	Independence Rotary Club	Dues & Ks Food Bank	8/2/2018	\$43.00	11-6100-681-000
0006271	Independence Rotary Club	Meals	8/2/2018	\$156.00	11-6100-602-000
0006272	Fastenal	2 pairs work gloves for Doug H.	8/2/2018	\$6.32	11-7100-719-000
0006273	Ecolab Inc.	Seal SFT 5/8 HBRT	8/2/2018	\$96.00	11-7100-649-000
0006274	Four State Maintenance Supply, Inc.	IPC Hydro Tube Filter kit	8/2/2018	\$66.52	11-7100-719-000
0006275	Kansas Assoc Comm Coll Trustees	2018-2019 Membership Dues	8/2/2018	\$10,480.00	11-6000-681-000
0006276	Lee's Cooling & Heating, Inc.	trouble shoot ICC West Vet Tech HVAC---faultry thermostat	8/2/2018	\$75.00	11-7100-824-000
0006276	Lee's Cooling & Heating, Inc.	trouble shoot ICC West Vet Tech HVAC---faultry thermostat	8/2/2018	\$209.25	11-7100-824-000
0006277	Ane Maes Coffee And Sandwich Shop	Breakfast catered daily average 4.00/person	8/2/2018	\$2,180.00	37-1223-602-002
0006278	Shanks Oil Company LLC	314.4 gallons fuel @ 2.619/gallon	8/2/2018	\$863.36	11-7200-721-000
0006278	Shanks Oil Company LLC	469.8 gallons fuel @ 2.499 per gallon	8/2/2018	\$1,174.03	11-7200-721-000
0006278	Shanks Oil Company LLC	469.8 gallons fuel @ 2.499 per gallon	8/2/2018	\$1,347.21	11-7200-721-000
0006279	Great Western Dining Service , Inc.	student meal charges	8/2/2018	\$14.64	16-9600-602-000
0006279	Great Western Dining Service , Inc.	employee and guest meal charge	8/2/2018	\$86.25	16-9600-602-000
0006279	Great Western Dining Service , Inc.	management fee	8/2/2018	\$900.00	16-9600-602-000
0006279	Great Western Dining Service , Inc.	Summer board	8/2/2018	\$8,965.44	16-9600-602-000
0006280	ICC Student	Student Refunds	8/2/2018	\$395.00	11-0000-203-000
0006281	Bluffstone: The Villas at Independence LLC	Student Housing Refunds	8/2/2018	\$160.00	11-0000-203-000
0006281	Bluffstone: The Villas at Independence LLC	Student Housing Refunds	8/2/2018	\$385.00	11-0000-203-000
0006281	Bluffstone: The Villas at Independence LLC	Student Housing Refunds	8/2/2018	\$395.00	11-0000-203-000
0006281	Bluffstone: The Villas at Independence LLC	Student Housing Refunds	8/2/2018	\$395.00	11-0000-203-000
0006281	Bluffstone: The Villas at Independence LLC	Student Housing Refunds	8/2/2018	\$395.00	11-0000-203-000
0006281	Bluffstone: The Villas at Independence LLC	Student Housing Refunds	8/2/2018	\$395.00	11-0000-203-000
0006281	Bluffstone: The Villas at Independence LLC	Student Housing Refunds	8/2/2018	\$595.00	11-0000-203-000
0006281	Bluffstone: The Villas at Independence LLC	Student Housing Refunds	8/2/2018	\$595.00	11-0000-203-000
0006281	Bluffstone: The Villas at Independence LLC	Student Housing Refunds	8/2/2018	\$595.00	11-0000-203-000
0006282	ICC Student Housing	Student Housing Refunds	8/2/2018	\$630.00	11-0000-203-000
0006283	D & A Electrical Systems LLC	Down Payment	8/2/2018	\$4,140.00	11-7500-820-000
0006284	Meadows, Erica	Football - emboidery fiel for football logo	8/2/2018	\$20.00	71-5500-285-001

0006285	Smith, Joanne	Quarterly Bill/VIL project management	8/7/2018	\$9.41	37-1223-700-002
0006285	Smith, Joanne	Quarterly Bill/VIL project management	8/7/2018	\$3,950.00	37-1223-661-002
0006286	Cable One, Inc.	Student Union	8/7/2018	\$135.87	11-6500-636-000
0006287	City Of Independence	Pract/Field 2	8/7/2018	\$21.54	11-6500-632-000
0006287	City Of Independence	Cessna Buiding	8/7/2018	\$82.96	11-6500-632-000
0006287	City Of Independence	ICC WEst	8/7/2018	\$85.74	11-6500-632-000
0006287	City Of Independence	Admin Building	8/7/2018	\$156.91	11-6500-632-000
0006287	City Of Independence	ICC West- Trash	8/7/2018	\$200.00	11-6500-679-000
0006287	City Of Independence	Pract/Field 1	8/7/2018	\$524.51	11-6500-632-000
0006287	City Of Independence	Main Campus	8/7/2018	\$2,295.52	11-6500-632-000
0006288	Computer Works of Chicago - Booklog	annual Service Fee	8/7/2018	\$2,328.90	16-9300-646-000
0006289	IMA Insurance, Inc	excess renewal	8/7/2018	\$547.20	11-6500-622-000
0006289	IMA Insurance, Inc	commercial package renewal	8/7/2018	\$1,444.40	11-6500-622-000
0006289	IMA Insurance, Inc	renewal educators legal liabil	8/7/2018	\$1,624.20	11-6500-622-000
0006289	IMA Insurance, Inc	auto renewal	8/7/2018	\$4,792.82	11-6500-622-000
0006289	IMA Insurance, Inc	cyber liability	8/7/2018	\$4,876.00	11-6500-622-000
0006289	IMA Insurance, Inc	risk and consulting fee	8/7/2018	\$6,000.00	11-6500-622-000
0006289	IMA Insurance, Inc	renewal commercial property	8/7/2018	\$19,639.00	11-6500-622-000
0006290	Indy Print Services	July managed services	8/7/2018	\$1,500.00	11-6500-646-000
0006290	Indy Print Services	Black and color clicks	8/7/2018	\$1,552.05	11-6500-646-000
0006291	DEPCO Enterprises, LLC	Corel draw 50 pack 1 yr	8/7/2018	\$1,000.00	11-6600-850-000
0006292	National Assoc Of College Stores	Membership Dues 2018-19	8/7/2018	\$300.00	16-9300-681-000
0006293	Atmos Energy	ICC West	8/7/2018	\$91.81	11-6500-633-000
0006294	INDEPENDENCE COMMUNITY COLLEGE	Upward Bound Bridget Student Tuiton Payment to ICC	8/7/2018	\$3,423.00	31-8501-600-000
0006295	Unitas Global Kansas City, Inc	Unitas Backup	8/7/2018	\$2,313.16	11-6600-646-000
0006296	Taylor & Francis Group LLC	Textbooks for the Loan Program	8/7/2018	\$275.40	16-9300-743-000
0006296	Taylor & Francis Group LLC	Textbooks for the Loan Program	8/7/2018	\$367.20	16-9300-743-000
0006297	Agosto, Carrie	STEM teacher prep hours	8/7/2018	\$400.00	37-1223-661-002
0006297	Agosto, Carrie	STEM camp teacher pay	8/7/2018	\$2,700.00	37-1223-661-002
0006298	Charter, Shelly L.	STEM Camp teacher hours	8/7/2018	\$400.00	37-1223-661-002
0006298	Charter, Shelly L.	STEM teacher pay	8/7/2018	\$2,700.00	37-1223-661-002
0006299	First Student, Inc.	second payment for 2 busses for 3 weeks	8/7/2018	\$3,000.00	37-1223-601-002
0006300	Twister Design Company	Cups, Tumblers, and koosies for resale	8/7/2018	\$598.20	16-9300-740-000
0006301	Williams, Malinda	STEM camp prep hours	8/7/2018	\$400.00	37-1223-661-002
0006301	Williams, Malinda	STEM teacher pay	8/7/2018	\$2,700.00	37-1223-661-002
0006302	Westar Energy	ICC West Sign	8/7/2018	\$75.54	11-6500-635-000
0006302	Westar Energy	ICC West	8/7/2018	\$3,229.42	11-6500-635-000
0006303	Missouri Book Service	Used Textbooks for the Loan Program	8/7/2018	\$296.49	16-9300-743-000

0006303	Missouri Book Service	Used Textbooks for the Loan Program	8/7/2018	\$1,923.20	16-9300-743-000
0006304	Ane Maes Coffee And Sandwich Shop	Week 2 STEM camp breakfast	8/7/2018	\$2,255.00	37-1223-602-002
0006304	Ane Maes Coffee And Sandwich Shop	Breakfasts/Lunch	8/7/2018	\$2,995.00	37-1223-602-002
0006305	Ubben, Connie D.	Graduation Signing Services	8/7/2018	\$70.00	16-9300-740-000
0006306	Pearson Education	Online Code for Resale	8/7/2018	\$134.16	16-9300-740-000
0006307	Joe Smith Company	Food and Drinks for Resale	8/7/2018	\$215.04	16-9300-740-000
0006308	Great Western Dining Service , Inc.	student meal charges	8/7/2018	\$20.70	16-9600-602-000
0006308	Great Western Dining Service , Inc.	Employee and guest meal charge	8/7/2018	\$56.25	16-9600-602-000
0006308	Great Western Dining Service , Inc.	management fee	8/7/2018	\$900.00	16-9600-602-000
0006308	Great Western Dining Service , Inc.	summer board 23 students	8/7/2018	\$1,328.71	16-9600-602-000
0006309	Kelley, William	STEM Prep/Teacher	8/7/2018	\$400.00	37-1223-661-002
0006309	Kelley, William	STEM teacher pay	8/7/2018	\$2,700.00	37-1223-661-002
0006310	Decker Construction	Fab Lab expansion	8/7/2018	\$46,549.80	37-1223-820-001
0006311	ICC Student	Student Refunds	8/13/2018	\$50.00	11-0000-203-000
0006312	ICC Student	Student Refunds	8/13/2018	\$35.73	11-0000-203-000
0006313	ICC Student	Student Refunds	8/13/2018	\$112.00	11-0000-203-000
0006314	ICC Student	Student Refunds	8/13/2018	\$648.00	11-0000-203-000
0006315	ICC Student	Student Refunds	8/13/2018	\$648.00	11-0000-203-000
0006316	ICC Student	Student Refunds	8/13/2018	\$648.00	11-0000-203-000
0006317	ICC Student	Student Refunds	8/13/2018	\$648.00	11-0000-203-000
0006318	ICC Student	Student Refunds	8/13/2018	\$91.00	11-0000-203-000
0006319	ICC Student Housing	Student Housing Refunds	8/13/2018	\$315.00	11-0000-203-000
0006319	ICC Student Housing	Student Housing Refunds	8/13/2018	\$315.00	11-0000-203-000
0006319	ICC Student Housing	Student Housing Refunds	8/13/2018	\$315.00	11-0000-203-000
0006319	ICC Student Housing	Student Housing Refunds	8/13/2018	\$350.00	11-0000-203-000
0006319	ICC Student Housing	Student Housing Refunds	8/13/2018	\$515.00	11-0000-203-000
0006319	ICC Student Housing	Student Housing Refunds	8/13/2018	\$515.00	11-0000-203-000
0006319	ICC Student Housing	Student Housing Refunds	8/13/2018	\$515.00	11-0000-203-000
0006319	ICC Student Housing	Student Housing Refunds	8/13/2018	\$515.00	11-0000-203-000
0006319	ICC Student Housing	Student Housing Refunds	8/13/2018	\$515.00	11-0000-203-000
0006319	ICC Student Housing	Student Housing Refunds	8/13/2018	\$515.00	11-0000-203-000
0006320	Bluffstone: The Villas at Independence LLC	Student Housing Refunds	8/13/2018	\$395.00	11-0000-203-000
0006322	Commerce Trust Company	Administration Fee	8/15/2018	\$500.00	16-9500-761-000
0006323	Wood, Michael	Accompaniment for Les Mis	8/15/2018	\$500.00	11-1150-661-000
0006324	Toyota Financial Services	03 0412 BZ057 Lease Payment	8/15/2018	\$363.95	11-7200-645-000
0006324	Toyota Financial Services	03 0412 CD841 Lease Payment	8/15/2018	\$621.76	11-7200-645-000
0006325	IMA Insurance, Inc	umbrella excess install. 2 of8	8/15/2018	\$312.68	11-6500-622-000
0006325	IMA Insurance, Inc	Install 2 of 8 commercial pkg	8/15/2018	\$825.38	11-6500-622-000
0006325	IMA Insurance, Inc	inst. 2 of 8 educat. leg. liab	8/15/2018	\$928.12	11-6500-622-000

0006325	IMA Insurance, Inc	install 2 of 8 commer. auto pk	8/15/2018	\$2,738.74	11-6500-622-000
0006326	George Lay Signs, Inc.	Part # MG24N	8/15/2018	\$134.50	11-6300-615-000
0006327	Butler County Community College	Jayhawk League Scrimmage	8/15/2018	\$75.00	11-5530-601-000
0006328	Montgomery County Chronicle	Budget Hearing Notice	8/15/2018	\$294.00	11-6200-701-000
0006329	Wofford College	Football - shoulder pads for football / equipment	8/15/2018	\$750.00	11-5510-698-000
0006330	Inceptia	Verification july, 29 students	8/15/2018	\$797.50	11-5200-646-000
0006331	Jocks Nitch	Football - Laundry loops for summer	8/15/2018	\$194.64	11-5510-698-000
0006331	Jocks Nitch	Football - Tees/Short Sets for summer (Inv.	8/15/2018	\$371.83	11-5510-698-000
0006332	KJCCC	Football - Media Day Fee	8/15/2018	\$2,736.00	11-5510-626-000
0006332	KJCCC	Football - Media Day Fee	8/15/2018	\$10,944.00	11-5500-626-000
0006333	Nelnet	Monthly Hosting and Maintenanc	8/15/2018	\$782.70	11-6500-695-000
0006335	Farthing, Jr., Donald B.	Private lessons	8/15/2018	\$500.00	11-1151-661-000
0006336	CableOne Advertising	COMMERCIAL - CABLE ONE PRODUCT	8/15/2018	\$300.00	11-6300-615-000
0006337	Pitney Bowes	Lease of Equipment	8/15/2018	\$1,340.10	11-6500-646-000
0006338	Riddell/All American Sports Corp	Football - reconditioning of helmets	8/15/2018	\$7,573.29	11-5500-850-000
0006339	Xerox Corporation	VMA-649733	8/15/2018	\$38.96	11-6500-646-000
0006339	Xerox Corporation	A2M-629707	8/15/2018	\$160.48	11-6500-646-000
0006339	Xerox Corporation	A2M-646423	8/15/2018	\$165.07	11-6500-646-000
0006339	Xerox Corporation	A2M-649144	8/15/2018	\$191.87	11-6500-646-000
0006339	Xerox Corporation	A2M-646501	8/15/2018	\$195.87	11-6500-646-000
0006339	Xerox Corporation	A2M-646473	8/15/2018	\$196.09	11-6500-646-000
0006339	Xerox Corporation	EX9-307645	8/15/2018	\$231.10	11-6500-646-000
0006339	Xerox Corporation	EX9-305852	8/15/2018	\$253.33	11-6500-646-000
0006340	Great Western Dining Service , Inc.	Student Meal Charges	8/15/2018	\$21.71	16-9600-602-000
0006340	Great Western Dining Service , Inc.	Employee and Guest Meal Charge	8/15/2018	\$23.10	16-9600-602-000
0006340	Great Western Dining Service , Inc.	Employee and Guest Meal Charge	8/15/2018	\$67.50	16-9600-602-000
0006340	Great Western Dining Service , Inc.	management fee	8/15/2018	\$900.00	16-9600-602-000
0006340	Great Western Dining Service , Inc.	Summer Board 195 stu 11 coa	8/15/2018	\$24,579.92	16-9600-602-000
0006341	Upward Bound Student	Upward Bound Student Stipend	8/20/2018	\$200.00	31-8501-540-000
0006342	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00	31-8501-540-000
0006343	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00	31-8501-540-000
0006344	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00	31-8501-540-000
0006345	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00	31-8501-540-000
0006346	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00	31-8501-540-000
0006347	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00	31-8501-540-000
0006348	Upward Bound Student	Upward Bound Student Stipend	8/20/2018	\$200.00	31-8501-540-000
0006349	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00	31-8501-540-000
0006350	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00	31-8501-540-000

0006351	Upward Bound Student	Upward Bound Student Stipend	8/20/2018	\$200.00 31-8501-540-000
0006352	Upward Bound Student	Upward Bound Student Stipend	8/20/2018	\$200.00 31-8501-540-000
0006353	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00 31-8501-540-000
0006354	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00 31-8501-540-000
0006355	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00 31-8501-540-000
0006356	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00 31-8501-540-000
0006357	Upward Bound Student	Upward Bound Student Stipend	8/20/2018	\$200.00 31-8501-540-000
0006358	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00 31-8501-540-000
0006359	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00 31-8501-540-000
0006360	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00 31-8501-540-000
0006361	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00 31-8501-540-000
0006362	Upward Bound Student	Upward Bound Student Stipend	8/20/2018	\$200.00 31-8501-540-000
0006363	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00 31-8501-540-000
0006364	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00 31-8501-540-000
0006365	Upward Bound Student	Upward Bound Student Stipend	8/20/2018	\$200.00 31-8501-540-000
0006366	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00 31-8501-540-000
0006367	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00 31-8501-540-000
0006368	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00 31-8501-540-000
0006369	Upward Bound Student	Upward Bound Student Stipends	8/20/2018	\$200.00 31-8501-540-000
0006370	ICC Student	Student Refunds	8/21/2018	\$51.20 11-0000-203-000
0006371	ICC Student	Student Refunds	8/21/2018	\$648.00 11-0000-203-000
0006372	Cable One, Inc.	Cable TV @ ICC West	8/23/2018	\$200.39 11-6500-636-000
0006372	Cable One, Inc.	ICC West internet	8/23/2018	\$900.00 11-6500-636-000
0006372	Cable One, Inc.	internet/ main campus	8/23/2018	\$2,250.00 11-6500-636-000
0006373	Sandbagger Golf Cars	fuel pump for rear discharge mower	8/23/2018	\$25.60 11-7300-649-000
0006374	NASFAA	Annual Membership Renewal	8/23/2018	\$99.00 11-6510-681-000
0006374	NASFAA	Annual Membership Renewal	8/23/2018	\$901.00 11-5200-681-000
0006375	Independence Chamber Of Commerce	Annual Golf Classic/platinum sponsor	8/23/2018	\$250.00 11-6100-693-000
0006375	Independence Chamber Of Commerce	TedEx Event unused grant	8/23/2018	\$6,000.00 11-0100-484-000
0006377	TLC Groundskeeping, LLC	Treat football field (old soccer) with talstar for pest control	8/23/2018	\$185.00 11-7300-649-001
0006378	NJCAA Region VI	Athletic Dept. - NJCAA Membership dues for all sports	8/23/2018	\$2,165.00 11-5500-646-000
0006379	KCIA	Ks Council of Instruction Administrators Dues	8/23/2018	\$200.00 11-4200-681-000
0006380	Studebaker Refrigeration, Inc	Ice mach./North & South end gy	8/23/2018	\$150.00 11-6500-646-000
0006380	Studebaker Refrigeration, Inc	ice machine kitchen	8/23/2018	\$150.00 16-9600-643-000
0006381	CPR Pest Management, Inc	pest control student union/food service	8/23/2018	\$65.00 16-9600-661-000
0006382	Heckman & Associates	update code footprint for field house	8/23/2018	\$1,995.00 11-7100-725-000
0006383	TouchTone Communications	Touchtone phone services	8/23/2018	\$101.63 11-6500-631-000
0006384	Merchants Automotive Group	Vehicle 92454	8/23/2018	\$795.00 11-7200-645-000

0006384	Merchants Automotive Group	vehicle 95452	8/23/2018	\$795.00 11-7200-645-000
0006384	Merchants Automotive Group	vehicle 92453	8/23/2018	\$795.00 11-7200-645-000
0006385	AT&T	phone/fax service main campus	8/23/2018	\$1,709.64 11-6500-631-000
0006386	Master's Leasing & Rentals	Bus Lease KS GView-1678	8/23/2018	\$1,794.00 11-7200-645-000
0006387	IMA Insurance, Inc	commercial auto	8/23/2018	\$185.00 11-6500-622-000
0006387	IMA Insurance, Inc	Endors. Comm. Auto	8/23/2018	\$311.00 11-6500-622-000
0006388	TC Small Engines (Thomas Coon)	fix recoil on chain saw and fix choke on pole saw	8/23/2018	\$161.93 11-7300-850-000
0006389	George Lay Signs, Inc.	10x20 flex billbd and install	8/23/2018	\$426.00 11-6300-615-000
0006390	O'Reilly Auto Parts	wiper blade refill for Inge Escape	8/23/2018	\$3.98 11-7200-647-000
0006391	Ellucian Company, L.P.	Managed services Sept 2018	8/23/2018	\$4,058.00 11-6600-646-000
0006392	Vendor Services Group	Rental payment	8/23/2018	\$905.99 11-6500-646-000
0006393	Houston, Angela	mileage to KC airport - Priority Conf	8/23/2018	\$92.00 31-8501-601-000
0006393	Houston, Angela	mileage to KC airport - Priority Conf	8/23/2018	\$98.17 31-8501-601-000
0006394	INDEPENDENCE COMMUNITY COLLEGE	bridge tuition - student 1	8/23/2018	\$165.00 71-8500-285-000
0006394	INDEPENDENCE COMMUNITY COLLEGE	bridge tuition - student 0	8/23/2018	\$3,630.00 71-8500-285-000
0006395	Emert Chub Reynolds, LLC	Legal Services from Jeff Chubb	8/23/2018	\$1,041.75 11-6000-662-000
0006396	Fedex	shipping services	8/23/2018	\$309.89 11-6500-611-000
0006397	Good Guys Automotive	2002 Dodge Caravan removed and replaced fuel injector and engine control unit	8/23/2018	\$833.02 11-7200-647-000
0006398	Dissinger Reed, LLC	Athletic Insurance Premiums (Annual)	8/23/2018	\$123,463.00 11-5500-622-000
0006399	Four State Maintenance Supply, Inc.	4 cases floor wax for Fine Arts Building	8/23/2018	\$53.90 11-7100-708-000
0006399	Four State Maintenance Supply, Inc.	ultri strip floor stripper 2 cases	8/23/2018	\$155.94 11-7100-708-000
0006399	Four State Maintenance Supply, Inc.	4 cases floor wax for Fine Arts Building	8/23/2018	\$341.52 11-7100-708-000
0006400	Houck, Michael J.	2.5 gallon weed killer for ditches, edges, sidewalks	8/23/2018	\$30.00 11-7300-649-000
0006400	Houck, Michael J.	reprogram spare key for ford taurus	8/23/2018	\$43.40 11-7200-719-000
0006401	Meadows, Erica	Last Chance U apparrell - embroidery for online resale items	8/23/2018	\$246.00 16-9300-742-001
0006402	Xenith, LLC	Football Helmets	8/23/2018	\$5,640.00 11-5510-698-000
0006403	Hugo's Industrial Supply, Inc	Football - full cover football posters for fundraiser	8/23/2018	\$785.00 71-5510-285-000
0006404	Jocks Nitch	Softball - NJCAA Softballs (5 dozen) (Inv. E796)	8/23/2018	\$55.96 71-5560-285-000
0006404	Jocks Nitch	Softball - champro portable 7 x 7 net for batting practice (Inv. E801)	8/23/2018	\$58.50 71-5560-285-000
0006404	Jocks Nitch	Softball - champro portable 7 x 7 net for batting practice (Inv. E801)	8/23/2018	\$110.98 11-5560-698-000
0006404	Jocks Nitch	Softball - Inv. 4531 (laundry loops)	8/23/2018	\$192.43 71-5560-285-000
0006404	Jocks Nitch	Softball - Inv. 4546 (Speed trainer 3 shoes)	8/23/2018	\$192.44 71-5560-285-000
0006405	KJCCC	Athletic Dept. -Dues & Web Fees for all athletic depts.	8/23/2018	\$8,325.00 11-5500-626-000
0006406	Nelnet	monthly hosting and maintenanc	8/23/2018	\$783.05 11-6500-695-000
0006407	Westar Energy	Cessna Bldg	8/23/2018	\$1,240.31 11-6500-635-000
0006408	Locke Supply Co.	sink and stool leak repair academic building and distiller in chem lab	8/23/2018	\$103.46 11-7100-825-000
0006408	Locke Supply Co.	sink and stool leak repair academic building and distiller in chem lab	8/23/2018	\$209.83 11-7100-825-000
0006409	Mike's Appliance Repair	serviced dishwasher; replaced motor pump;freight;installation	8/23/2018	\$1,252.00 16-9600-649-000

0006409	Mike's Appliance Repair	serviced dishwasher; replaced motor pump;freight;installation	8/23/2018	\$2,500.00	16-9600-649-000
0006410	American Income Life Insurance	student insurance - summer	8/23/2018	\$173.60	31-8501-622-000
0006411	Republic Services #376	Trash Services- Villa's	8/23/2018	\$35.28	16-9500-679-000
0006411	Republic Services #376	Trash Services- Fine Arts Bldg	8/23/2018	\$107.80	11-6500-679-000
0006411	Republic Services #376	Trash Services- South of Maint	8/23/2018	\$215.65	11-6500-679-000
0006411	Republic Services #376	Trash Services- CLC	8/23/2018	\$323.45	11-6500-679-000
0006411	Republic Services #376	Trash Services- Kitchen	8/23/2018	\$431.25	16-9600-679-000
0006411	Republic Services #376	Trash Service Admin Fee	8/23/2018	\$561.44	11-6500-679-000
0006411	Republic Services #376	Trash Services- Dorms	8/23/2018	\$595.00	16-9500-679-000
0006412	Quality Automotive of Independence/Toyota	replaced both air filters fleet car #1	8/23/2018	\$46.25	11-7200-649-000
0006413	Woods Lumber of Independence, Ks. INC	stain/sealant for volleyball locker rooms	8/23/2018	\$79.58	11-7100-725-000
0006413	Woods Lumber of Independence, Ks. INC	stain/sealant for volleyball locker rooms	8/23/2018	\$640.00	11-7100-725-000
0006414	Great Western Dining Service , Inc.	student meal charges	8/23/2018	\$33.41	16-9600-602-000
0006414	Great Western Dining Service , Inc.	Employee and Guest Meal charge	8/23/2018	\$143.02	16-9600-602-000
0006414	Great Western Dining Service , Inc.	employee and guest meal charge	8/23/2018	\$184.80	16-9600-602-000
0006414	Great Western Dining Service , Inc.	Management Fee	8/23/2018	\$540.00	16-9600-602-000
0006414	Great Western Dining Service , Inc.	meal plan, 222 stu, 13 coa	8/23/2018	\$4,371.00	16-9600-602-000
0006414	Great Western Dining Service , Inc.	Meal plan 304 stu, 14 coa	8/23/2018	\$18,765.18	16-9600-602-000
0006414	Great Western Dining Service , Inc.	Summer board, 227 stu, 13 coac	8/23/2018	\$20,928.00	16-9600-602-000
0006415	ICC Student Employee	Reissue Payroll Ck 002479 2017	8/23/2018	\$237.15	11-5200-540-000
0006416	Montgomery County Chronicle	ads	8/23/2018	\$110.00	11-6300-615-000
0006417	Kryterion, Inc.	State testing for 7 students in April - Invoice 11171	8/23/2018	\$126.00	71-1288-285-001
0006418	Kansas Assoc Of School Boards	Annual Membership Renewal	8/23/2018	\$3,200.00	11-6000-681-000
0006419	Independence Main Street	2018-2019 annual membership	8/23/2018	\$175.00	11-6100-681-000
0006420	Northeast Kansas Library System	yearly courier service	8/23/2018	\$2,400.00	11-4100-611-000
0006421	Cox Subscriptions	20 Subscriptions renewal 251389	8/23/2018	\$1,015.17	11-4100-704-000
0006422	Henson, Hutton, Mudrick, Gragson & Vogelsberg, LLI	Mediation Services	8/23/2018	\$360.00	11-6100-662-000
0006423	Independence Daily Reporter	subscription	8/23/2018	\$111.95	11-4100-704-000
0006424	Westar Energy	Electricity 4000 Rd	8/23/2018	\$90.29	11-6500-635-000
0006424	Westar Energy	Electricity- dorms and bricks	8/23/2018	\$6,436.15	16-9500-635-000
0006424	Westar Energy	Electricity Main Campus	8/23/2018	\$18,061.43	11-6500-635-000
0006425	Ane Maes Coffee And Sandwich Shop	Catering Expenses	8/23/2018	\$297.60	11-4200-602-000
0006426	Wright International Student Services	Monthly Delinquency Management services on student loans	8/23/2018	\$1,600.00	11-5200-646-000
0006427	Joyce-Hoven, Hannah	Inge Director Services	8/23/2018	\$2,500.00	34-1200-661-000
0006429	Oak Hall Industries,L.P.	Oak Hall pmt	8/27/2018	\$2,117.00	11-5400-708-000
0006430	Great Western Dining Service , Inc.	pmt of \$27 shortage	8/27/2018	\$27.00	16-9600-602-000
0006431	Pepsi Bottling Group, LLC	pop for concession stand	8/27/2018	\$1,318.12	71-5500-285-002
0006432	Upward Bound Student	Upward Bound Student Stipends	8/30/2018	\$120.00	31-8501-540-000

0006433	Albanese Confectionery Group	Bagged Candy for Resale	8/30/2018	\$169.29	16-9300-740-000
0006434	Cable One, Inc.	Student Union Cable TV Service	8/30/2018	\$135.87	11-6500-636-000
0006435	U Line	Labels, Gift Bags, Size Labels, Book Lables	8/30/2018	\$617.26	16-9300-740-000
0006436	PCMG, INC.	Computer Station for FabLab	8/30/2018	\$641.00	11-1223-701-000
0006437	Computer Works of Chicago - Booklog	Barcode Labels for Merch	8/30/2018	\$196.00	16-9300-719-001
0006438	Follett Higher Education Grp	Used Books for the Loan Program	8/30/2018	\$486.42	16-9300-740-000
0006439	Laurel Street Bakery	Refreshments for the new faculty social	8/30/2018	\$32.00	32-8303-617-000
0006440	Fastenal	ceiling tile clips; gloves for doug	8/30/2018	\$6.66	11-7100-719-000
0006440	Fastenal	ceiling tile clips; gloves for doug	8/30/2018	\$18.82	11-7100-708-000
0006441	Branded Custom Sportswear, Inc	IMPRINTED CLOTHING FOR RESALE	8/30/2018	\$573.09	16-9300-742-000
0006441	Branded Custom Sportswear, Inc	IMPRINTED CLOTHING FOR RESALE	8/30/2018	\$676.99	16-9300-742-000
0006441	Branded Custom Sportswear, Inc	Imprinted Clothing for Resale	8/30/2018	\$678.72	16-9300-742-000
0006441	Branded Custom Sportswear, Inc	IMPRINTED CLOTHING FOR RESALE	8/30/2018	\$776.74	16-9300-742-000
0006441	Branded Custom Sportswear, Inc	IMPRINTED CLOTHING FOR RESALE	8/30/2018	\$821.75	16-9300-742-000
0006441	Branded Custom Sportswear, Inc	IMPRINTED CLOTHING FOR RESALE	8/30/2018	\$1,438.99	16-9300-742-000
0006442	Toyota Financial Services	03 0412 BX605	8/30/2018	\$375.89	11-7200-645-000
0006442	Toyota Financial Services	03 0412 BT557	8/30/2018	\$528.69	11-7200-645-000
0006442	Toyota Financial Services	03 0412 CA757	8/30/2018	\$543.00	11-7200-645-000
0006442	Toyota Financial Services	03 0412 CA758	8/30/2018	\$543.00	11-7200-645-000
0006443	House of Dolittle	Planners for Resale	8/30/2018	\$163.21	16-9300-740-000
0006444	Neely, Davis B.	WBB - Southwest jamboree entry fee	8/30/2018	\$150.00	11-5540-601-000
0006445	Newton's True Value	plugs, caps and scraper blades	8/30/2018	\$6.96	11-7100-725-000
0006445	Newton's True Value	plugs, caps and scraper blades	8/30/2018	\$15.05	11-7100-825-000
0006445	Newton's True Value	plugs, caps and scraper blades	8/30/2018	\$15.98	11-7100-649-000
0006445	Newton's True Value	plugs, caps and scraper blades	8/30/2018	\$21.21	11-7100-725-000
0006446	Trane U.S., Inc.	student union condensing unit not working	8/30/2018	\$927.00	11-7100-824-000
0006447	O'Reilly Auto Parts	Vac tubing for windshield washer	8/30/2018	\$1.41	11-7300-649-000
0006447	O'Reilly Auto Parts	Vac tubing for windshield washer	8/30/2018	\$5.99	11-7200-649-000
0006447	O'Reilly Auto Parts	Vac tubing for windshield washer	8/30/2018	\$6.00	11-7200-649-000
0006447	O'Reilly Auto Parts	Vac tubing for windshield washer	8/30/2018	\$35.28	11-7200-721-000
0006448	Finton, Sara	2 round trips - ICC / Thayer / Parsons - 59 miles x 2 = 118 miles	8/30/2018	\$63.72	31-8501-719-000
0006449	Neewollah, Inc	ADVERTS	8/30/2018	\$375.00	11-6300-615-000
0006450	Atmos Energy	maintenance bldg	8/30/2018	\$44.66	11-6500-633-000
0006450	Atmos Energy	admissions bldg	8/30/2018	\$46.62	11-6500-633-000
0006450	Atmos Energy	Cessna bldg	8/30/2018	\$47.22	11-6500-633-000
0006450	Atmos Energy	academic bldg	8/30/2018	\$85.91	11-6500-633-000
0006450	Atmos Energy	fine arts bldg	8/30/2018	\$89.91	11-6500-633-000
0006450	Atmos Energy	ICC West	8/30/2018	\$92.12	11-6500-633-000

0006450	Atmos Energy	field house	8/30/2018	\$131.65 11-6500-633-000
0006450	Atmos Energy	Student union bldg	8/30/2018	\$679.11 11-6500-633-000
0006451	INDEPENDENCE COMMUNITY COLLEGE	Upward Bound Student Tuition paid to ICC	8/30/2018	\$2,709.00 31-8501-600-000
0006452	The College House	Hoodies/T-shirts for Resale	8/30/2018	\$877.50 16-9300-742-000
0006453	Hugo's Industrial Supply, Inc	Netflix Merchandise sales - shipping costs thru online resale store	8/30/2018	\$154.06 16-9300-742-001
0006453	Hugo's Industrial Supply, Inc	toilet paper; paper towels; scrub pads for floor machine	8/30/2018	\$550.38 11-7100-708-000
0006453	Hugo's Industrial Supply, Inc	Last Chance U resale shipping costs thru online store	8/30/2018	\$616.27 16-9300-742-001
0006454	Jocks Nitch	Football - red practice jerseys	8/30/2018	\$75.62 11-5510-698-000
0006454	Jocks Nitch	Volleyball - Women's polo's (Coaches shirts) - Inv. E793	8/30/2018	\$129.03 11-5530-699-000
0006454	Jocks Nitch	Football - laundry looks for football gear to be washed	8/30/2018	\$182.17 11-5510-698-000
0006454	Jocks Nitch	Softball - NJCAA Softballs - 5 doz.	8/30/2018	\$240.00 16-9300-742-001
0006454	Jocks Nitch	Softball - NJCAA Softballs - 5 doz.	8/30/2018	\$253.17 11-5510-698-000
0006454	Jocks Nitch	Volleyball - knee pads - Inv. E794	8/30/2018	\$321.88 11-5530-699-000
0006454	Jocks Nitch	Softball - NJCAA Softballs - 5 doz.	8/30/2018	\$321.98 16-9300-742-001
0006454	Jocks Nitch	Stunt - cheer shoes (men & women)	8/30/2018	\$322.55 11-5540-698-000
0006454	Jocks Nitch	Softball - NJCAA Softballs - 5 doz.	8/30/2018	\$342.46 11-5560-698-000
0006454	Jocks Nitch	Volleyball - Tee's w/ emb. (practice shirts) - Inv. E795	8/30/2018	\$656.44 11-5530-699-000
0006454	Jocks Nitch	Softball - NJCAA Softballs - 5 doz.	8/30/2018	\$906.25 16-9300-742-001
0006454	Jocks Nitch	Softball - NJCAA Softballs - 5 doz.	8/30/2018	\$1,036.87 16-9300-742-001
0006454	Jocks Nitch	Volleyball - mid W Shoes - Inv. E791	8/30/2018	\$1,379.12 11-5530-699-000
0006454	Jocks Nitch	Volleyball - jackets & pants Inv. E792	8/30/2018	\$1,391.86 11-5530-699-000
0006454	Jocks Nitch	Football - spalding footballs w/ Indy log burned into the ball	8/30/2018	\$1,408.11 11-5510-698-000
0006455	Locke Supply Co.	replacement thermostat for kitchen in student union	8/30/2018	\$26.00 11-7100-825-000
0006456	Lee's Cooling & Heating, Inc.	trouble shoot hvac issues on north unit. Required electrician to repair further	8/30/2018	\$150.00 11-7100-824-000
0006457	Decker Construction	Fab Lab expansion	8/30/2018	\$70,904.70 37-1223-820-001
0006458	Mike's Appliance Repair	service commercial washing machine in field house	8/30/2018	\$113.96 11-7100-850-000
0006459	American Income Life Insurance	summer insurance	8/30/2018	\$76.00 31-8501-622-000
0006460	EMC Publishing, LLC	SNAP codes for CCA-Resale	8/30/2018	\$12,060.00 16-9300-740-000
0006461	Simplex-Grinnell	ICC West alarm monitoring	8/30/2018	\$99.45 11-7100-661-000
0006462	Spirit Products	Imprinted Items for Resale	8/30/2018	\$856.32 16-9300-740-000
0006463	Sayers Ace Hardware	red vinyl letters to be put on/create flammables cabinet	8/30/2018	\$3.59 11-7300-719-000
0006464	Morton Publishing	A&P Study Lab Books for Resale	8/30/2018	\$1,891.23 16-9300-740-000
0006465	W.W. Norton & Company	200 New Textbooks for the Loan Program	8/30/2018	\$15,300.00 16-9300-743-000
0006466	Woods Lumber of Independence, Ks. INC	28 sheets birch plywood; 90 furring strips; safety hasps; hinges;screws	8/30/2018	\$5.96 11-7300-719-000
0006466	Woods Lumber of Independence, Ks. INC	28 sheets birch plywood; 90 furring strips; safety hasps; hinges;screws	8/30/2018	\$10.43 11-7100-725-000
0006466	Woods Lumber of Independence, Ks. INC	28 sheets birch plywood; 90 furring strips; safety hasps; hinges;screws	8/30/2018	\$15.91 11-7100-725-000
0006466	Woods Lumber of Independence, Ks. INC	28 sheets birch plywood; 90 furring strips; safety hasps; hinges;screws	8/30/2018	\$16.12 11-7100-824-000
0006466	Woods Lumber of Independence, Ks. INC	28 sheets birch plywood; 90 furring strips; safety hasps; hinges;screws	8/30/2018	\$33.81 11-7100-725-000

0006466	Woods Lumber of Independence, Ks. INC	28 sheets birch plywood; 90 furring strips; safety hasps; hinges;screws	8/30/2018	\$40.95 11-7100-725-000
0006466	Woods Lumber of Independence, Ks. INC	28 sheets birch plywood; 90 furring strips; safety hasps; hinges;screws	8/30/2018	\$44.77 11-7100-725-000
0006466	Woods Lumber of Independence, Ks. INC	28 sheets birch plywood; 90 furring strips; safety hasps; hinges;screws	8/30/2018	\$75.60 11-7500-820-000
0006466	Woods Lumber of Independence, Ks. INC	28 sheets birch plywood; 90 furring strips; safety hasps; hinges;screws	8/30/2018	\$127.28 11-7100-725-000
0006466	Woods Lumber of Independence, Ks. INC	28 sheets birch plywood; 90 furring strips; safety hasps; hinges;screws	8/30/2018	\$252.05 11-7100-725-000
0006466	Woods Lumber of Independence, Ks. INC	28 sheets birch plywood; 90 furring strips; safety hasps; hinges;screws	8/30/2018	\$748.16 11-7100-725-000
0006466	Woods Lumber of Independence, Ks. INC	28 sheets birch plywood; 90 furring strips; safety hasps; hinges;screws	8/30/2018	\$1,705.25 11-7100-725-000
0006467	Great Western Dining Service , Inc.	student meal charges	8/30/2018	\$148.72 16-9600-602-000
0006467	Great Western Dining Service , Inc.	employee and guest meal charge	8/30/2018	\$300.30 16-9600-602-000
0006467	Great Western Dining Service , Inc.	314 stu, 14 coa	8/30/2018	\$19,079.76 16-9600-602-000
0006468	Jones, Lucille	Compliance Assessment for SSS	8/30/2018	\$4,000.00 32-8303-663-000
0006469	ICC Student	Student Refunds	8/30/2018	\$79.00 11-0000-203-000
0006470	ICC Student	Student Refunds	8/30/2018	\$312.00 11-0000-203-000
0006471	ICC Student	Student Refunds	8/30/2018	\$112.00 11-0000-203-000
0006472	ICC Student	Student Refunds	8/30/2018	\$568.00 11-0000-203-000
0006473	ICC Student	Student Refunds	8/30/2018	\$648.00 11-0000-203-000
0006474	ICC Student	Student Refunds	8/30/2018	\$648.00 11-0000-203-000
0006475	Bluffstone: The Villas at Independence LLC	Student Housing Refunds	8/30/2018	\$595.00 11-0000-203-000
0006475	Bluffstone: The Villas at Independence LLC	Student Housing Refunds	8/30/2018	\$1,015.00 11-0000-203-000
0006476	ICC Student Housing	Student Housing Refunds	8/30/2018	\$240.00 11-0000-203-000
0006476	ICC Student Housing	Student Housing Refunds	8/30/2018	\$310.00 11-0000-203-000
0006476	ICC Student Housing	Student Housing Refunds	8/30/2018	\$315.00 11-0000-203-000
0006476	ICC Student Housing	Student Housing Refunds	8/30/2018	\$515.00 11-0000-203-000
0006476	ICC Student Housing	Student Housing Refunds	8/30/2018	\$515.00 11-0000-203-000
0006476	ICC Student Housing	Student Housing Refunds	8/30/2018	\$515.00 11-0000-203-000
0006477	Educational Opportunity Association	EOA DUES FOR STAFF	8/31/2018	\$400.00 32-8303-719-000
EFT000000000991	ICC Student	Student Refunds	8/10/2018	\$430.98 11-0000-203-000
EFT000000000992	ICC Student	Student Refunds	8/10/2018	\$245.00 11-0000-203-000
EFT000000000993	ICC Student	Student Refunds	8/10/2018	\$312.00 11-0000-203-000
EFT000000000995	Kansas Employment Security Fd	Qtr 2 2018 Unemployment Tax	8/9/2018	\$3,547.69 11-6500-593-000
EFT000000000999	Kansas Department of Revenue	July Sales Tax	8/27/2018	\$326.72 11-0100-216-000
EFT000000001001	ICC Student	Student Refunds	8/30/2018	\$595.00 11-0000-203-000
EFT000000001002	Academic Office Credit Card	FACULTY CANDIDATE MEALS	8/30/2018	\$18.82 11-6110-602-000
EFT000000001002	Academic Office Credit Card	FACULTY CANDIDATE MEALS	8/30/2018	\$23.43 11-6110-602-000
EFT000000001002	Academic Office Credit Card	FACULTY CANDIDATE MEAL	8/30/2018	\$35.55 11-6110-602-000
EFT000000001002	Academic Office Credit Card	Kensington Cable Lock	8/30/2018	\$478.18 11-1175-700-000
EFT000000001003	Dutton, Ann Credit Card	license fee/ks board vet exami	8/30/2018	\$129.00 12-1220-681-000
EFT000000001003	Dutton, Ann Credit Card	maintenance agreement	8/30/2018	\$660.20 12-1220-646-000

EFT000000001004	Harris, Beverly Credit Card	Office/bottled water	8/30/2018	\$4.38	11-6100-602-000
EFT000000001005	Campus, Breta Credit Card	Post it super sticky easy	8/30/2018	\$45.82	32-8303-701-000
EFT000000001006	Bertie, Brett Credit Card	Amazon Web Servies	8/30/2018	\$1.99	11-6600-852-000
EFT000000001006	Bertie, Brett Credit Card	Office 365	8/30/2018	\$372.30	11-6600-852-000
EFT000000001007	Thorton, Brittany Credit Card	Admissions - paint for naviators office	8/30/2018	\$98.51	11-5300-701-000
EFT000000001007	Thorton, Brittany Credit Card	Admissions - pirate pantry supplies	8/30/2018	\$377.31	71-5300-285-002
EFT000000001008	Kansas Department of Revenue-Sales Tax	sales tax june	8/30/2018	\$3,729.59	11-0100-216-000
EFT000000001008	Kansas Department of Revenue-Sales Tax	sales tax May	8/30/2018	\$5,590.12	11-0100-216-000
EFT000000001009	United Parcel Service	UPS August Pmt	8/30/2018	\$108.00	11-6500-611-000
EFT000000001009	United Parcel Service	UPS July pmt	8/30/2018	\$135.00	11-6500-611-000
EFT000000001010	Peterson, Bruce Purchase Card	parking/travel	8/30/2018	\$5.00	34-1100-601-000
EFT000000001010	Peterson, Bruce Purchase Card	Steak and Shake	8/30/2018	\$6.75	34-1100-602-000
EFT000000001010	Peterson, Bruce Purchase Card	Fuel	8/30/2018	\$7.01	34-1100-601-000
EFT000000001010	Peterson, Bruce Purchase Card	parking/travel	8/30/2018	\$7.50	34-1100-601-000
EFT000000001010	Peterson, Bruce Purchase Card	parking	8/30/2018	\$8.00	34-1100-601-000
EFT000000001010	Peterson, Bruce Purchase Card	Jimmy Johns	8/30/2018	\$11.11	34-1100-601-000
EFT000000001010	Peterson, Bruce Purchase Card	parking	8/30/2018	\$12.00	34-1100-601-000
EFT000000001010	Peterson, Bruce Purchase Card	Calecos Downtown meal	8/30/2018	\$15.00	34-1100-602-000
EFT000000001010	Peterson, Bruce Purchase Card	dinner	8/30/2018	\$16.59	34-1100-602-000
EFT000000001010	Peterson, Bruce Purchase Card	lunch	8/30/2018	\$18.00	34-1100-602-000
EFT000000001010	Peterson, Bruce Purchase Card	fuel	8/30/2018	\$20.03	34-1100-601-000
EFT000000001010	Peterson, Bruce Purchase Card	Olive garden	8/30/2018	\$20.48	34-1100-602-000
EFT000000001010	Peterson, Bruce Purchase Card	Lodging Days Inn	8/30/2018	\$159.96	34-1100-607-000
EFT000000001010	Peterson, Bruce Purchase Card	TCG Conference	8/30/2018	\$490.00	34-1100-601-000
EFT000000001011	Barwick, Dan Credit Card	advertising	8/30/2018	\$5.04	11-6100-693-000
EFT000000001011	Barwick, Dan Credit Card	Meal	8/30/2018	\$6.95	11-6100-602-000
EFT000000001011	Barwick, Dan Credit Card	Monthly subscription	8/30/2018	\$20.00	11-6100-693-000
EFT000000001011	Barwick, Dan Credit Card	meal	8/30/2018	\$20.84	11-6100-602-000
EFT000000001011	Barwick, Dan Credit Card	Fuel	8/30/2018	\$22.80	11-7200-721-000
EFT000000001011	Barwick, Dan Credit Card	advertising	8/30/2018	\$24.96	11-6100-693-000
EFT000000001011	Barwick, Dan Credit Card	Fuel	8/30/2018	\$35.32	11-7200-721-000
EFT000000001011	Barwick, Dan Credit Card	Fuel	8/30/2018	\$37.79	11-7200-721-000
EFT000000001011	Barwick, Dan Credit Card	Monthly fee	8/30/2018	\$49.00	11-6100-693-000
EFT000000001011	Barwick, Dan Credit Card	GoDaddy.com/Last Chance U	8/30/2018	\$71.88	11-6100-693-000
EFT000000001011	Barwick, Dan Credit Card	Travel/KACCT-COP Topeka	8/30/2018	\$93.00	11-6100-601-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - meal for recruiting trip	8/30/2018	\$6.51	11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - parking for recruiting trip	8/30/2018	\$10.00	11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - parking at convention center for recruiting trip	8/30/2018	\$10.00	11-5530-617-000

EFT000000001012	Peña, Daniella Credit Card	Volleyball - meal for recruiting trip	8/30/2018	\$10.29 11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - meal for recruiting trip	8/30/2018	\$12.46 11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - meal for recruiting trip	8/30/2018	\$16.75 11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - entry fee to tourney for recruiting trip	8/30/2018	\$18.50 11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - fuel for recruiting trip	8/30/2018	\$22.02 11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - fuel for recruiting trip	8/30/2018	\$26.25 11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - fuel for recruiting trip	8/30/2018	\$26.39 11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - fuel for recruiting trip	8/30/2018	\$27.83 11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - fuel for recruiting trip	8/30/2018	\$28.99 11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - fuel for recruitiing trip	8/30/2018	\$29.39 11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - fuel for recruiting trip	8/30/2018	\$32.18 11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - lodging for recdruting trip	8/30/2018	\$74.03 11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - lodging for recruiting trip	8/30/2018	\$78.45 11-5530-617-000
EFT000000001012	Peña, Daniella Credit Card	Volleyball - lodging for recruiting trip	8/30/2018	\$90.79 11-5530-617-000
EFT000000001013	Fab Lab Credit Card	Snacks/STEM camps	8/30/2018	\$5.90 37-1223-700-002
EFT000000001013	Fab Lab Credit Card	Snacks/STEM camps	8/30/2018	\$9.94 37-1223-700-002
EFT000000001013	Fab Lab Credit Card	Snacks/STEM camps	8/30/2018	\$32.28 37-1223-700-002
EFT000000001013	Fab Lab Credit Card	Snacks/STEM camps	8/30/2018	\$36.96 37-1223-602-002
EFT000000001013	Fab Lab Credit Card	Snacks/STEM camps	8/30/2018	\$37.32 37-1223-700-002
EFT000000001013	Fab Lab Credit Card	Snacks/STEM camps	8/30/2018	\$42.00 37-1223-700-002
EFT000000001013	Fab Lab Credit Card	Snacks/STEM camps	8/30/2018	\$63.16 37-1223-602-002
EFT000000001013	Fab Lab Credit Card	Snacks/STEM camps	8/30/2018	\$76.04 37-1223-602-002
EFT000000001013	Fab Lab Credit Card	Snacks/STEM camps	8/30/2018	\$305.65 37-1223-700-002
EFT000000001013	Fab Lab Credit Card	Snacks/STEM camps	8/30/2018	\$337.83 37-1223-602-002
EFT000000001013	Fab Lab Credit Card	Books for teachers/printing/STEM camp	8/30/2018	\$410.04 37-1223-700-002
EFT000000001014	Chapman, Gayle J. Credit Card	supplies for culinary class - SF2018	8/30/2018	\$7.75 31-8501-719-000
EFT000000001014	Chapman, Gayle J. Credit Card	shakes for students - SF2018	8/30/2018	\$8.45 71-8500-285-000
EFT000000001014	Chapman, Gayle J. Credit Card	snacks for evening activity	8/30/2018	\$14.24 31-8501-719-000
EFT000000001014	Chapman, Gayle J. Credit Card	shakes for students - SF218	8/30/2018	\$23.60 71-8500-285-000
EFT000000001014	Chapman, Gayle J. Credit Card	snacks for evening activity	8/30/2018	\$31.70 31-8501-719-000
EFT000000001014	Chapman, Gayle J. Credit Card	supplies for culinary class - SF2018	8/30/2018	\$32.94 31-8501-701-000
EFT000000001014	Chapman, Gayle J. Credit Card	supplies for culinary class - SF2018	8/30/2018	\$46.53 31-8501-700-000
EFT000000001014	Chapman, Gayle J. Credit Card	fuel Arkansas trip - SF2018	8/30/2018	\$50.91 31-8501-606-000
EFT000000001014	Chapman, Gayle J. Credit Card	supplies for culinary class - SF2018	8/30/2018	\$50.91 31-8501-700-000
EFT000000001014	Chapman, Gayle J. Credit Card	pop / water - Arkansas trip - SF2018	8/30/2018	\$51.25 31-8501-606-000
EFT000000001014	Chapman, Gayle J. Credit Card	fuel Arkansas trip - SF2018	8/30/2018	\$52.00 31-8501-606-000
EFT000000001014	Chapman, Gayle J. Credit Card	7 doz donuts - breakfast - move out day	8/30/2018	\$53.10 31-8501-600-000
EFT000000001014	Chapman, Gayle J. Credit Card	entry fee for 42	8/30/2018	\$160.00 31-8501-606-000

EFT000000001014	Chapman, Gayle J. Credit Card	Sunday dinner - SF2018	8/30/2018	\$166.57	31-8501-600-000
EFT000000001014	Chapman, Gayle J. Credit Card	lunch Friday - Arkansas trip - SF2018	8/30/2018	\$218.07	31-8501-606-000
EFT000000001014	Chapman, Gayle J. Credit Card	Sunday dinner - SF2018	8/30/2018	\$359.60	31-8501-600-000
EFT000000001014	Chapman, Gayle J. Credit Card	Arcade / laser tag	8/30/2018	\$1,025.82	71-8500-285-000
EFT000000001014	Chapman, Gayle J. Credit Card	final pmt on motel - Arkansas trip - SF2018	8/30/2018	\$2,109.30	31-8501-606-000
EFT000000001015	Gillum, Jaicey Linn Credit Card	White board material	8/30/2018	\$15.32	11-5600-701-000
EFT000000001015	Gillum, Jaicey Linn Credit Card	Pirate pantry supplies	8/30/2018	\$49.28	71-5300-285-000
EFT000000001016	Brown, Jason Credit Card	Football - fuel for recruiting	8/30/2018	\$34.37	11-5510-617-000
EFT000000001016	Brown, Jason Credit Card	Football - fuel for recruiting	8/30/2018	\$36.51	11-5510-617-000
EFT000000001016	Brown, Jason Credit Card	Football - fuel for recruiting	8/30/2018	\$37.43	11-5510-617-000
EFT000000001016	Brown, Jason Credit Card	Football - fuel for recruiting	8/30/2018	\$43.01	11-5510-617-000
EFT000000001016	Brown, Jason Credit Card	Football - meal for contractors working on new practice field	8/30/2018	\$64.50	71-5500-285-001
EFT000000001016	Brown, Jason Credit Card	Football - meal for recruiting	8/30/2018	\$65.01	11-5510-617-000
EFT000000001016	Brown, Jason Credit Card	Football - lodging for recruiting	8/30/2018	\$133.09	11-5510-617-000
EFT000000001016	Brown, Jason Credit Card	Football - Food while recruiting in California	8/30/2018	\$187.47	11-5510-617-000
EFT000000001016	Brown, Jason Credit Card	Football - replacement TV for war room / struck by lightening	8/30/2018	\$298.00	11-6500-719-000
EFT000000001017	Martin, Jason Credit Card	martin/ personal use of cc	8/30/2018	\$109.00	11-6500-695-001
EFT000000001018	Morgan-Tate, Jessica Credit Card	Parking fee	8/30/2018	\$5.00	11-6510-601-000
EFT000000001018	Morgan-Tate, Jessica Credit Card	Food	8/30/2018	\$13.44	11-6510-602-000
EFT000000001019	Correll, Jim Credit Card	Water	8/30/2018	\$9.96	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Pillow Block bearing, roller chain	8/30/2018	\$10.30	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Pillow Block bearing, roller chain	8/30/2018	\$14.95	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Drinks	8/30/2018	\$18.92	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Blkstn Dbr Bld	8/30/2018	\$19.80	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Pillow Block bearing, roller chain	8/30/2018	\$27.30	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Pillow Block bearing, roller chain	8/30/2018	\$32.86	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Pillow Block bearing, roller chain	8/30/2018	\$37.63	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Pillow Block bearing, roller chain	8/30/2018	\$39.64	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Drinks	8/30/2018	\$46.37	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Pillow Block bearing, roller chain	8/30/2018	\$48.75	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Images on demand	8/30/2018	\$49.00	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Pillow Block bearing, roller chain	8/30/2018	\$53.97	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Drinks	8/30/2018	\$65.62	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Pillow Block bearing, roller chain	8/30/2018	\$67.25	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	Drinks	8/30/2018	\$104.35	11-1223-701-000
EFT000000001019	Correll, Jim Credit Card	3D software	8/30/2018	\$149.00	11-1223-701-000
EFT000000001020	Wheeler, Kara Credit Card	PRIME MONTHLY MEMBERSHIP	8/30/2018	\$5.49	11-4200-681-000
EFT000000001020	Wheeler, Kara Credit Card	FACULTY SEARCH CANDIDATE MEAL	8/30/2018	\$22.83	11-6110-602-000

EFT000000001020	Wheeler, Kara Credit Card	Bookshelf from previous PO 3703	8/30/2018	\$175.73	71-1176-285-000
EFT000000001021	Harris, Kiyoshi Purchase Card	Football - fuel for transportatio to airport	8/30/2018	\$25.00	11-7200-721-000
EFT000000001022	Kippenberger, Kris Credit Card	replacement vacuum belts for bissell fine arts	8/30/2018	\$7.59	11-7100-708-000
EFT000000001022	Kippenberger, Kris Credit Card	3 cases bottled water; 10 bottles powerade for groundskeeper	8/30/2018	\$15.91	11-7300-649-000
EFT000000001022	Kippenberger, Kris Credit Card	pool leaf rake with net	8/30/2018	\$16.96	11-7300-719-000
EFT000000001022	Kippenberger, Kris Credit Card	1 quart paint for statue	8/30/2018	\$19.45	11-7300-649-000
EFT000000001022	Kippenberger, Kris Credit Card	3 cases bottled water; 10 bottles powerade for groundskeeper	8/30/2018	\$19.94	11-7300-719-000
EFT000000001022	Kippenberger, Kris Credit Card	replacement vacuum belts for bissell fine arts	8/30/2018	\$25.16	11-7100-708-000
EFT000000001022	Kippenberger, Kris Credit Card	(6 pack) Satco	8/30/2018	\$449.46	11-7100-649-000
EFT000000001023	Allison, Laura Credit Card	conference parking	8/30/2018	\$1.20	11-5200-601-000
EFT000000001023	Allison, Laura Credit Card	RISSLERLS SINCLAIR	8/30/2018	\$27.56	11-5200-601-000
EFT000000001023	Allison, Laura Credit Card	Fuel to conference	8/30/2018	\$33.64	11-5200-601-000
EFT000000001023	Allison, Laura Credit Card	Fuel to conference	8/30/2018	\$36.43	11-5200-601-000
EFT000000001023	Allison, Laura Credit Card	Meals at PowerFAIDS Conference	8/30/2018	\$47.36	11-5200-602-000
EFT000000001023	Allison, Laura Credit Card	Lodging at PowerFAIDS Conference	8/30/2018	\$544.41	11-5200-601-000
EFT000000001024	Crane, Leslie Credit Card	WBB - meal for recruits	8/30/2018	\$11.09	11-5540-617-000
EFT000000001024	Crane, Leslie Credit Card	WBB - meal for recruits	8/30/2018	\$20.16	11-5540-617-000
EFT000000001024	Crane, Leslie Credit Card	WBB - meal for recruits	8/30/2018	\$21.30	11-5540-617-000
EFT000000001024	Crane, Leslie Credit Card	WBB - meal for recruits	8/30/2018	\$100.76	11-5540-617-000
EFT000000001024	Crane, Leslie Credit Card	WBB Lodging for Recruits	8/30/2018	\$126.00	11-5540-617-000
EFT000000001025	Maintenance Toll Credit Card	Softball Turnpike Charges May 2018	8/30/2018	\$11.80	11-5560-617-000
EFT000000001025	Maintenance Toll Credit Card	Softball Turnpike Charges May 2019	8/30/2018	\$21.51	11-5590-617-000
EFT000000001026	Byrd, Mallory Credit Card	Medium sized gloves for class	8/30/2018	\$67.21	71-1288-285-001
EFT000000001026	Byrd, Mallory Credit Card	Blood Pressure Cuffs and Stethoscopes	8/30/2018	\$833.00	71-1288-285-001
EFT000000001027	Ashford, Melissa Credit Card	AMAZON	8/30/2018	\$43.62	11-1223-701-000
EFT000000001027	Ashford, Melissa Credit Card	AMAZON	8/30/2018	\$169.57	71-6500-285-001
EFT000000001028	Peitz, Rebeka Credit Card	Admissions - supplies for the Pirate Pantry	8/30/2018	\$52.56	71-5300-285-002
EFT000000001028	Peitz, Rebeka Credit Card	Admissions -	8/30/2018	\$63.08	11-5300-617-000
EFT000000001029	Finton, Sara Purchase Card	shoes for student	8/30/2018	\$14.97	31-8501-719-000
EFT000000001029	Finton, Sara Purchase Card	fuel - Arkansas trip - SF2018	8/30/2018	\$50.98	31-8501-606-000
EFT000000001029	Finton, Sara Purchase Card	lunch Sat - Arkansas trip - SF2018	8/30/2018	\$87.35	31-8501-606-000
EFT000000001029	Finton, Sara Purchase Card	lunch Friday - Arkansas trip - SF2018	8/30/2018	\$92.64	31-8501-606-000
EFT000000001029	Finton, Sara Purchase Card	online book	8/30/2018	\$115.95	31-8501-600-000
EFT000000001029	Finton, Sara Purchase Card	cultural activity - SF2018	8/30/2018	\$140.00	31-8501-719-000
EFT000000001029	Finton, Sara Purchase Card	dinner Friday - Arkansas trip - SF2018	8/30/2018	\$815.87	31-8501-606-000
EFT000000001030	Owens, Sarah Credit Card	lunch for sarah and taylor	8/30/2018	\$12.00	71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	lunch for sarah and taylor	8/30/2018	\$12.50	71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	lunch for sarah and taylor	8/30/2018	\$14.00	71-4100-285-000

EFT000000001030	Owens, Sarah Credit Card	lunch for sarah and taylor	8/30/2018	\$15.40 71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	lunch for sarah and taylor	8/30/2018	\$16.75 71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	dinner for sarah and taylor	8/30/2018	\$25.60 71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	gas	8/30/2018	\$26.35 71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	lunch for sarah and taylor	8/30/2018	\$27.13 71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	lunch for sarah and taylor	8/30/2018	\$28.00 71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	gas	8/30/2018	\$31.46 71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	Gas	8/30/2018	\$32.90 71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	dinner for sarah and taylor	8/30/2018	\$45.79 71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	dinner for sarah and taylor	8/30/2018	\$48.19 71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	dinner for sarah and taylor	8/30/2018	\$51.95 71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	Conference registration-Taylor Crawshaw	8/30/2018	\$375.00 71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	Conference registration-Sarah Owen	8/30/2018	\$375.00 71-4100-285-000
EFT000000001030	Owens, Sarah Credit Card	includes parking	8/30/2018	\$1,605.21 71-4100-285-000
EFT000000001031	Geldenhuys, Tammie Credit Card	Athletic Dept. - Meal for contractors	8/30/2018	\$76.17 71-5500-285-001
EFT000000001032	Vestal, Teresa Credit Card	Website Monthly Fee	8/30/2018	\$45.00 16-9300-646-000
EFT000000001032	Vestal, Teresa Credit Card	Drinks for Resale	8/30/2018	\$69.20 16-9300-740-000
EFT000000001033	Haynes, Timothy Credit Card	EWB 9V4	8/30/2018	\$12.97 11-1223-701-000
EFT000000001033	Haynes, Timothy Credit Card	pivot light, flash light	8/30/2018	\$35.95 11-1223-701-000
EFT000000001033	Haynes, Timothy Credit Card	Tubing, fitting, coupler, pipe, mender	8/30/2018	\$45.03 11-1223-701-000
EFT000000001034	Lawrence, Tonda Credit Card	Milady Studio Luma DVD Series	8/30/2018	\$900.00 39-1269-700-000
EFT000000001035	Turner, Tony Credit Card	MBB - Bus ticket for recruit	8/30/2018	\$115.50 11-5520-617-000
EFT000000001036	Jones, Valon Credit Card	gas for car - pu students in Sedan	8/30/2018	\$12.12 31-8501-719-000
EFT000000001036	Jones, Valon Credit Card	fuel for van - Arkansas trip - SF2018	8/30/2018	\$46.95 31-8501-606-000
EFT000000001036	Jones, Valon Credit Card	paint for Comm Service class - SF2018	8/30/2018	\$95.15 31-8501-700-000
EFT000000001036	Jones, Valon Credit Card	evening activity - students bowling	8/30/2018	\$104.32 31-8501-719-000
EFT000000001036	Jones, Valon Credit Card	Friday lunch - Arkansas trip - SF2018	8/30/2018	\$106.31 31-8501-606-000
EFT000000001036	Jones, Valon Credit Card	dinner / bowling - evening activity	8/30/2018	\$107.21 31-8501-600-000
EFT000000001036	Jones, Valon Credit Card	dinner / bowling - evening activity	8/30/2018	\$110.64 31-8501-600-000
EFT000000001036	Jones, Valon Credit Card	dinner / bowling - evening activity	8/30/2018	\$111.11 31-8501-600-000
EFT000000001036	Jones, Valon Credit Card	lunch on Saturday - Arkansas trip - SF2018	8/30/2018	\$120.39 31-8501-606-000
EFT000000001036	Jones, Valon Credit Card	Sunday dinner	8/30/2018	\$196.02 31-8501-600-000
EFT000000001036	Jones, Valon Credit Card	lunch at University of Arkansas	8/30/2018	\$366.54 31-8501-606-000
EFT000000001036	Jones, Valon Credit Card	dinner Thursday - Arkansas trip - SF2018	8/30/2018	\$501.32 31-8501-606-000
EFT000000001037	Isle, Wendy Credit Card	Hose Reel	8/30/2018	\$59.91 11-7300-649-001
EFT000000001038	Martin, Raechal Credit Card	meals-travel	8/31/2018	\$10.48 11-5595-602-000
EFT000000001038	Martin, Raechal Credit Card	meals-travel	8/31/2018	\$32.32 11-5595-602-000
EFT000000001038	Martin, Raechal Credit Card	meals	8/31/2018	\$33.72 11-5595-602-000

EFT000000001038	Martin, Raechal Credit Card	SQ consulting	8/31/2018	\$39.95	11-5595-698-000
EFT000000001038	Martin, Raechal Credit Card	taxi svc	8/31/2018	\$41.40	11-5595-601-000
EFT000000001038	Martin, Raechal Credit Card	tulsa airport	8/31/2018	\$42.00	11-5595-601-000
EFT000000001038	Martin, Raechal Credit Card	taxi	8/31/2018	\$43.20	11-5595-601-000
EFT000000001038	Martin, Raechal Credit Card	meals-travel	8/31/2018	\$44.00	11-5595-602-000
EFT000000001038	Martin, Raechal Credit Card	meals	8/31/2018	\$48.50	11-5595-602-000
EFT000000001038	Martin, Raechal Credit Card	meals-travel	8/31/2018	\$53.70	11-5595-602-000
EFT000000001038	Martin, Raechal Credit Card	lodging	8/31/2018	\$988.10	11-5595-601-000
EFT000000001038	Martin, Raechal Credit Card	lodging	8/31/2018	\$988.10	11-5595-601-000
EFT000000001039	Henderson, Brad Purchase Card	in textcaster annual service f	8/31/2018	\$1,295.00	11-6300-615-000
Total Payables:				\$719,078.70	

Independence Community College
Operational Plan
Quarterly Review
September 13, 2018

Contents

President's Office.....	3-6
Academic Affairs.....	7-8
Technical Education and Community Outreach	9-10
ICC Online Programs	11-12
Tutoring Services	13-14
Library Resources	15-17
Registrar's Office	18-19
Student Support Services.....	20-24
Recruiting.....	25
Enrollment.....	26-27
Athletics.....	28-29
Student Life.....	30-31
Institutional Research.....	32
Financial Affairs	33-38
Information Technology.....	39-40
Human Resources.....	41-42
Upward Bound.....	43-45
Compliance	46-48
Accessibility Services	49

Operational Plan for President's Office

Objective 1: *The President's Office will improve the College's relationship with the community. (Board Goal: #3/Strategic Plan Area: Service Excellence and Support Excellence)*

Strategies:

1. Determine baseline community participation in 2018 Inge Festival, measured by dollar support, volunteer participation, and local attendance, show improvement for 2019 in each category.
2. Create 5-year Strategic Plan for Festival.
3. Emphasize those aspects of the Facilities Master Plan which are most likely to see public use.
4. Increase community access to, and publication of, Board meeting materials.
5. Include formal public comment period following adoption of Strategic Plan.

Measurement:

Measure 1:	Review of 2018 Inge Festival spreadsheets identifies participation and attendance levels, as well as dollar support. Improvement goals are set for each category.
Measure 2:	Leadership for Inge Festival Strategic Planning initiative is identified. All-inclusive strategy is utilized to compile input for development of 5-year plan.
Measure 3:	Facilities Master Plan is scrutinized and incomplete projects are begun and/or completed.
Measure 4:	Board of Trustees documents and meeting materials are posted on College website for community accessibility.
Measure 5:	Public comment period following adoption of Strategic Plan is held.

Responsibilities:

President provides guidance for all strategies in Objective 1

Objective 2: *The President's Office will enhance programs through innovation to improve the overall student experience. (Board Goal #4/Strategic Plan Area: Support Excellence and Service Excellence)*

Strategies:

1. Operational Plans for each area that serves students should adopt a specific weak CSSE or Noel Levitz measure or measures that the area's activities influence.
2. Prioritize ADA improvements to existing facilities according to ADA Plan.

Measurement:

Measure 1:	Student satisfaction measures identified in the CSSE, Noel Levitz, or other measures utilized in respective areas, reflect improvement.
Measure 2:	The ADA Plan was developed during the spring 2018 semester and included in the Strategic Plan. Prioritize work on those areas for which ICC is out of compliance and could face repercussion if not remedied.

Responsibilities:

1. The President will ensure Operational Plans are developed accordingly
2. Compliance/Title IX Officer, Associate Dean for Tutoring and Accessibility Services, and Maintenance Director will review improvements for compliance as work is completed

Objective 3: *The President's office will identify and address accreditation requirements identified as deficiencies. (Board Goal: #5/Strategic Plan Area: Academic Excellence, Service Excellence, and Support Excellence)*

Strategies:

1. Meet or exceed needs identified by HLC.
2. Ensure campus-wide training in new accreditation pathway.
3. Meet any critical needs identified by 2017 Vet Tech Accreditation.
4. Prioritize needs identified by 2017 Cosmetology site inspection.

Measurement:

Measure 1:	Operational Plans include specific strategies and progress toward meeting needs identified by the HLC is monitored through Cabinet meetings and shared through Staff Announcements.
Measure 2:	Campus-wide training in the new accreditation pathway is monitored.
Measure 3:	Vet Tech accreditation critical needs are met.
Measure 4:	Cosmetology site inspection needs are prioritized.

Responsibilities:

1. President works with Division heads to assure that all areas understand their role in satisfying deficiencies and that all initiatives are properly resourced.
2. President, Vice-President for Academic Affairs, and the Assessment Committee ensure that campus-wide training is conducted.
3. President, Vice-President for Academic Affairs, and the Technical Program Division Chair ensure needs are met and addressed accordingly.
4. President, Vice-President for Academic Affairs, and Technical Program Division Chair ensure needs are prioritized and addressed accordingly.

Objective 4: *The President's Office will improve College financial structures. (Board Goal: #6/Strategic Plan Area: Support Excellence)*

Strategies:

1. Work with the ICC Foundation to increase private support for scholarships by 25% over 2016-2017 levels.
2. Create a simple unrestricted quasi-endowment fund, to be created with the current Capital Reserve account and any other available funds, for the primary but not exclusive purpose of funding capital projects in perpetuity.
3. Begin planning/feasibility phase for Centennial Capital Campaign.

Measurement:

Measure 1:	For 2018-2019 fiscal year, the year should conclude with an appeal plan and allocation in place for the 2019-2020 fiscal year.
Measure 2:	Unrestricted quasi-endowment fund is created with current Capital Reserve and other available funds for funding capital projects in perpetuity.
Measure 3:	Monitoring of planning/feasibility phase shows progress.

Responsibilities:

1. President will work with ICC Foundation on annual scholarship appeal and allocation plan
2. President, together with legal counsel, will produce unrestricted funding structure recommendations
3. President will collaborate with the ICC Foundation and the Marketing/Public Relations area

Objective 5: *The President's Office will improve College financial efficiencies. (Board Goal: #7/Strategic Plan Area: Support Excellence)*

Strategies:

1. Some portion of academic scholarship dollars be devoted to the recruitment of residential students, separate from athletics and targeted toward academic programs in which residential enrollment growth is specifically desirable. That portion should be designed to produce residential enrollment growth of 10% per year in ICC-owned dorms. Residential enrollment should increase to full dorm capacity with the goal of an increase of 10% per year.
2. Develop a completely new emphasis on online, in which online becomes its own virtual campus. The Director of Online should report directly to the President and should be a member of the President's Cabinet, and should be tasked with and evaluated on his/her success in reaching a minimum target of 25 new, unduplicated students in the fall semester of 2018 and a minimum target of an additional 25 new, unduplicated students in the spring semester of 2019.
3. Led by the Online division, the College should research and produce a recommendation to the Board for the use of marginal cost pricing for students outside of our service area.
4. Reflect the 2017-2018 revenue decrease accurately in the 2018-2019 balanced budget, and do the same for any anticipated revenue decrease in the 2018-2019 budget.

Measurement:

Measure 1:	President collaborates to ensure that some portion of academic scholarship dollars is devoted toward recruitment of residential students and enrollment growth in specific academic programs which are separate from athletics. Residential enrollment reaches full dorm capacity with an increase of 10% per year.
Measure 2:	Director of On-line position description, with emphasis on on-line becoming its own virtual campus, is developed. On-line Director position is filled. On-line Director is added to President's Cabinet.
Measure 3:	Marginal cost pricing for students outside of our service area is developed and implemented.
Measure 4:	The 2017-2018 revenue decrease is accurately reflected in the 2018-2019 balanced budget.

Responsibilities:

1. President collaborates with Enrollment Director, Navigators, and the Scholarship Committee
2. Director of On-line grows enrollment, working together with Marketing
3. Director of Online and College research marginal cost pricing
4. Chief Business Officer reflects revenue decreases accurately in the balanced budget

Objective 6: *The President's Office will systemize an approach to the remaining projects in the Facilities Master Plan. (Board Goal: #8/Strategic Plan Area: Service Excellence and Support Excellence)*

Strategies:

1. Using multiple measurement tools, survey the campus regarding priorities.
2. Edit the Facilities Master Plan to remove finished projects, incorporate the ADA plan and include any new necessary projects.

3. Implement edited plan with the goals of: implementing an appropriate portion of the ADA plan, an appropriate portion of structural needs, and part or all of a prioritized capital project in the revised plan.
4. Prioritize structural improvements to main Academic Building.
5. Incorporate the five-year Technology Plan by reference into the Facilities Master Plan.

Measurement:

Measure 1:	Multiple measurement tools are utilized for campus survey of Facilities Master Plan priorities.
Measure 2:	Facilities Master Plan is edited and the ADA plan is incorporated.
Measure 3:	Revised Facilities Master Plan is implemented.
Measure 4:	Structural improvement to Academic Building is prioritized.
Measure 5:	Reference to the five-year Technology Plan is incorporated in the Facilities Master Plan.

Responsibilities:

1. President will develop a campus survey with assistance from Marketing/Public Relations and the Director of Institutional Research
2. President will edit Facilities Master Plan and incorporate the ADA plan
3. President, Board of Trustees, and Maintenance Director will prioritize structural improvements

Objective 7: *The President's Office will provide oversight for development of a new 5-year Strategic Plan. (Board Goal: #9/Strategic Plan Area: Support Excellence)*

Strategies:

1. Environmental scan completed by Office of Institutional Research.
2. Create Strategic Planning Work Group with representation from the Board of Trustees, Community, Employees, and Students.
3. Identify aspirational peer for use as model (structure, not content).
4. Conduct internal and external draft review/comment sessions.

Measurement:

Measure 1:	President and the Office of Institutional Research will develop questions for an environmental scan. Director of Institutional Research completes scan.
Measure 2:	Strategic Planning Work Group is created.
Measure 3:	Aspirational peer is identified.
Measure 4:	Draft review/comment sessions are conducted internally and externally. This process should be inclusive of all relevant constituencies. Post Strategic Plan adoption, survey participants to determine opinion of process.

Responsibilities:

1. President will work with Director of Institutional Research to develop scan
2. President will encourage representation from the Board of Trustees, community, employees, and students
3. President and Board of Trustees will identify aspirational peer
4. President will hold Open Forum sessions for review and comment

Operational Plan for Academic Affairs

Objective 1: *Academic Affairs will increase the percentage of students employed in a related field and/or continuing their education within one year of successfully completing any Program. (Strategic Plan Area: Academic Excellence, Support Excellence)*

Strategies:

CTE Faculty will work with IR and with the Registrar's office to track students after they have left ICC to ensure we have accurate reporting to the Kansas Board of Regents (KBOR).

Measurement:

Measure 1:	<p>This goal is one of our Key Performance Indicators for KBOR. The denominator is the total number of students on the Follow-Up File provided by the college from KBOR. These students represent all graduates of ICC's career and tech ed. certificates and AAS programs. The numerator are the students who are working in their related field, and/or continuing their education.</p> <p>2012-13: 52% (146/280) 2013-14: 39% (90/229) 2014-15: 66% (11/169) Baseline: 51% (347/678)</p> <p>We have set a target of 51% for the upcoming year.</p>
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Objective 2: *Academic Affairs will increase the completion percentage of students who complete English Comp I with at least a grade of "C" after completing a developmental English course. (Strategic Plan Area: Academic Excellence)*

Strategies:

1. English faculty will continue to work as a team to ensure grading/expectations are equal across all courses taught at the developmental and English Comp I level through rubrics.
2. English faculty will identify what areas need to be improved based on data received from common assessments in both developmental and English Comp I courses.

Measurement:

Measure 1:	<p>This goal is one of our Key Performance Indicators for KBOR. Our data set for this measure is:</p> <p>2012: 76% (22/29) 2013: 79% (33/42) 2014: 75% (9/12) Baseline: 77% (64/83)</p>
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This data is comprised by using the following table:

	A	B	C	D	E	F	G
<i>Fall of</i>	# Enrolled in Comp Prep	# Successful in Comp Prep	% Loss from Column A	# Enroll in Comp I by end of next AY	% Loss from Column A	# Successful in Comp I	Success Rate (Column F/Column A)
2010	77	53	31%	44	57%	37	48%
2011	75	46	39%	36	52%	30	40%

2012	69	34	51%	29	58%	22	32%
2013	75	57	24%	42	44%	33	44%
2014	40	17	57%	12	70%	9	23%

The numerator is column “F”, which is the number of students who successfully completed English Comp I with an A, B, or C. The denominator is column “D” which is the total number of students who successfully passed Comp Prep and enrolled in Comp I by the end of the next annual year. This data is pulled from the National Community College Benchmarking Project. Our goal for 2017-18 is to have 80% of students meet this target.

Objective 3: *Instructors will interact with their students outside of the classroom. (Board Goal #3/Strategic Plan Area: Academic Excellence, Support Excellence)*

Strategies:

Faculty will work to engage with students outside of their normal class times and office hours to maintain or improve our scores on the CCSSE. Specific activities that will be focused on are Living Room Conversations that have been organized by Taylor Crawshaw and Sarah Owen, and intramural activities or clubs that have been organized by different individuals/groups on campus.

Measurement:

Measure 1:	Our target is to have 10 faculty participate in or lead a Living Room Conversation during the 2018-19 school year, and have 15 different faculty participate in intramurals/clubs during the same time frame.
Measure 2:	Our target for the CCSSE data is to maintain or improve upon the 2017 benchmark result of 52.8 on the measure “Student-Faculty Interaction”.

Operational Plan for Technical Education and Community Outreach

Objective 1: Partner with Southeast Kansas Works to discuss the possibility of implementing new apprenticeship program. (Board Goal #2 and #3/Strategic Plan Area: Academic Excellence, Service Excellence, and Support Excellence)

Strategies:

1. Meeting with Apprenticeship Program representative to be able to provide information to local businesses.
2. Contact service area Chambers of Commerce to notify them of the possible Apprenticeship Program opportunities.
3. Create five partnerships per year.
4. Update local businesses on the opportunity for the business partner scholarship.

Measurement:

Measure 1:	Provide notes from meeting with apprenticeship representatives.
Measure 2:	Will update quarterly with number of partnerships that have been created with the Apprenticeship Programs.

Objective 2: ICC Tech Education will implement and/or revitalize improvements in two programs. (Board Goal #2/Strategic Plan Area: Academic Excellence and Service Excellence)

Strategies:

1. Jaicey will be working closely with high school instructors, administration, and an outside consultant to realign our existing programs to better match the high school programs.
2. Rebekah will be working to build partnerships/relationships with local businesses to help students with job placement after program completion.

Measurement:

Measure 1:	By Fall 2019 the changes to the Welding and Early Childhood Education Programs will be redesigned and enrollment will be increased.
Measure 2:	Will be updating every quarter on program progress.

Objective 3: Create advisory boards for new technical programs and current programs that are lacking an advisory board. (Board Goal #2 and Board Goal #3/Strategic Plan Area: Academic Excellence, Service Excellence, and Support Excellence)

Strategies:

1. Reaching out to community businesses to gain strategic advice on how to structure programs and make our students employable after graduation.
2. Speak to local business owners on how to bridge the gap between graduation and employment.
3. Reach out to service area Chambers of Commerce to establish advisory boards.

Measurement:

Measure 1:	Update quarterly with notes from Chamber meetings.
Measure 2:	Provide quarterly meeting updaters from established advisory boards.

Objective 4: *Build the community links programs that ICC offers by at least one program per year (Board Goal #3; Improve the college's relationship with the community: Implement at least one program per year designed to reach out to the non-credit needs and desires of our community members on the 45-64 age group/Strategic Plan area: Service Excellence)*

Strategies:

1. Poll the community and see what programs the 45-64-year age group would be most interested in seeing.
2. Target marketing to the 45-64 year age group to ensure they are aware of the course offerings for the semester.

Measure 1:	Results of community poll to see what programs the 45-64 year age group are interested in taking.
Measure 2:	Provide updates on what programs are being offered to reach targeted age group.

Operational Plan for ICC Online Programs

Objective 1: *ICC Online increases institutional effectiveness through annual departmental review. (Board Goal #3/Strategic Plan Area: Academic Excellence and Service Excellence)*

Strategies:

1. The Associate Dean of Online will meet with the Online Advisory Committee a minimum of once a month to continually update the online manual.
2. The Online Advisory Committee will reevaluate the outcomes and goals for annual data collection.

Measurement:

Measure 1:	Online Advisory Committee meeting minutes will be recorded and kept by a rotating member of the Online Advisory Committee, who will post the minutes on sharepoint. Due Date: Input into sharepoint by the last Friday of each month during starting September, 2018.
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Objective 2: *ICC Online increases institutional value through employee performance review processes. (Strategic Plan Area: Academic Excellence and Support Excellence)*

Strategies:

1. In conjunction with the Vice President of Academic Affairs, the Director of Online Learning will evaluate all online courses. This evaluation will include:
 - a. Student Satisfaction
 - b. Adherence to course objectives
 - c. Functionality
2. The evaluations will be presented to the OAC.
3. The OAC, VPAA, and DOL will determine whether invitations should be extended to existing online instructors or recruit additional instructors.

Measurement:

Measure 1:	Evaluations will be completed by 12/11/18.
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Objective 3: *ICC Online increases course and program offerings to increase online enrollment (Board Goal #1, #2, and #3/Strategic Plan Area: Academic Excellence, Service Excellence, and Support Excellence)*

Strategies:

1. The DOL and OAC will develop new program offerings in the following areas:
 - a. Early Childhood Education
 - b. Criminal Justice

*These programs will offer both terminal and transferable options.
2. All online courses will adjust to a modular format in which courses are completed in eight-week sessions.
3. The DOL and OAC will develop partnerships with local school districts, correctional facilities, law-enforcement groups, and military personnel with the intention of creating direct pipelines for enrollment.
4. Online enrollees will be paired with a specific navigator.

Measurement:

Measure 1:	The DOL is finalizing program requirements in both ECE and CJ in conjunction with the VPAA, ICC Now coordinator and online navigator. The DOL is working toward articulation agreements.
Measure 2:	The modular model has been communicated to the Board of Trustees, Navigators, and VPAA.
Measure 3:	The DOL is in conversation with the local police chief regarding officers entering the CJ program. Financial aid issues for members of the correctional community is being addressed by the ICC financial aid department.
Measure 4:	Rebekah Peitz will serve as the online navigator.

**The FTE increase goal for ICC online is an additional twenty-five students at the beginning of the Spring 2019 semester; a further twenty-five added by Fall 2019.

Operational Plan for Tutoring Services

Objective 1: Tutoring services increases program quality through the creation of clearly defined policies, procedures, learning outcomes, and mission/vision statements. (Board Goal or Strategic Plan Area: Innovation and Service Excellence, HLC Criterion 5.A 3)

Strategy:

The Tutoring Center maintains a policy and procedures manual that is updated annually. Peer tutors meet learning outcomes set forth in College Reading and Learning Association tutor training program criteria. The current mission statement reads as follows, “The Independence Community College Tutoring Center serves all ICC students by supporting and enhancing classroom learning”.

Measurement:

Measure 1:	Maintaining CRLA Certification for Tutor Training Program – logging all tutor contacts weekly, distributing tutor contact sheets to faculty daily, updating tutor training program in July/August.
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Responsibility:

Associate Dean for Academic Support Services; Annually

Objective 2: Tutoring services supports student learning in the classroom through student participation in tutoring services (Board Goal or Strategic Plan Area: Support Excellence, Retention Goals)

Strategy:

Invite College Success classes to tutoring center and visit developmental education courses. Provide information and communicate with coaching staff regarding study hall and tutoring sessions. Provide copy of Tutoring Center Contact sheets to appropriate faculty members for review, offer one “Late Night Tutoring” session per month (increased hours), offer student outreach services in form of “Living Room Conversations” and monthly seminars.

Measurement:

Measure 1:	Visit a minimum of 10 classrooms during the months of August and September to promote Tutoring Center
Measure 2:	Maintain CCSSE mean score of .96 on question 12.1 D “How often have you used the following services during the current academic year – peer or other tutoring?”
Measure 3:	Maintain CCSSE mean score of 1.37 on question 12.2 D, “How satisfied are you with the following services -peer or other tutoring?”

Responsibility:

Associate Dean for Academic Support Services

Board Goal or Strategic Plan Area: Support Excellence

Objective 3: Tutoring services increases effective program quality through effective tutor training (Board Goal or Strategic Plan Area: Support Excellence, HLC Criterion 5.A 4)

Strategy:

The ICC Tutoring Center has been granted certification of its Level I and Level II Tutor Training Program from The College Reading and Learning Association (CRLA.) Recertification occurs every 5 years and recertification information for Level I and Level II will be submitted in 2019 by the Associate Dean for Tutoring and Accessibility.

Measurement:

Measure 1:	CRLA Certification Process; Peer tutors will score 60/80 or better on supervisor evaluation.
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Responsibility:

Level I and Level II peer tutor training is conducted by the Associate Dean for Academic Support Services in collaboration with any other departments (library.) Supervisor evaluations for peer tutors are also conducted by the Associate Dean for Tutoring and Accessibility in October and April.

Objective 4: *Tutoring Services practices effective management of departmental resources (Board Goal or Strategic Plan Area: Service Excellence)*

Strategy:

The Tutoring Center will maintain an Excel budgeting sheet for tutor salaries and utilize practices and approaches that are fiscally responsible, including tying expenses to operational plan.

Measurement:

Measure 1:	Remaining within budget.
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Responsibility:

Associate Dean for Tutoring and Accessibility; Annually

Objective 5: *Tutoring Services increases institutional effectiveness through annual departmental review (Board Goal or Strategic Plan Area: Service Excellence)*

Strategy: Complete Departmental Review by April of 2019

Measurement:

Measure 1:	Departmental Review is completed on an annual basis and utilized to collect and present data.
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Responsibility: Associate Dean for Tutoring and Accessibility

Objective 6: *Tutoring services increases institutional efficiency through employee performance review processes (Board Goal or Strategic Plan Area: Service Excellence, HLC Criterion 5.A 4)*

Strategy:

Peer tutors must meet certain criteria to be eligible for hire: A or B in subject desired to tutor, interview with Associate Dean for Tutoring and Accessibility and Director of Student Support Services and two teacher recommendations. Peer tutor performance is evaluated each semester through a self-evaluation and supervisor evaluation at mid-semester and a self-evaluation and supervisor evaluation at the end of each semester. The Associate Dean for Tutoring and Accessibility will participate in annual employee review and professional development planning.

Measurement:

Measure 1:	College Reading and Learning Association requires evaluation of peer tutors to be performed each semester – All peer tutors will score 60/80 on supervisor evaluation.
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Responsibility:

The Associate Dean is responsible for evaluation of peer tutors. The department of Human Resources and ICC President is responsible for the evaluation of the Associate Dean for Tutoring and Accessibility.

Operational Plan for Library Resources

Objective 1: *Provide a service-oriented center library that centers on learning and creativity in a secure and welcoming environment. (Strategic Plan Area: Service Excellence)*

Strategies:

1. Through student workers and staff coverage maintain desk and assistance coverage 90% of the time.
2. Provide 1 creative and/or 1 educational program per month.
3. Monitoring of feedback through survey, suggestion box and Maxient.

Measurement:

Measure 1:	Report on program and attendance to programs each month
Measure 2:	Noel-Levitz/CCSSE <ul style="list-style-type: none"> • Noel-Levitz- Decrease the performance gap for question #26 by .05. (Strategic Goal 3) • Decrease the CCSSE performance gap for question 12K by .05
Measure 3:	Hold Staff training during September and create staff notebooks with training materials.
Measure 4:	Survey students and faculty in March about effectiveness of library as well as monitoring feedback through suggestion box and Maxient.

Responsibilities:

1. Director of Library Services (training and implementation)
2. Other library staff (Implementation of services)

Objective 2: *Encourage lifelong learning and information literacy through quality instruction, reference consultation, and patron service to both on and off-campus students. (Strategic Plan Area: Academic Excellence)*

Strategies:

1. Provide formal library/information instruction to classes brought to the library by professors. The College Success classes are the core classes for library instruction.
2. Increase online resources for instructors, students, and faculty through website and Canvas.

Measurement:

Measure 1:	Redesign library website to make it more user friendly and provide video tutorials on all database services.
Measure 2:	Noel-Levitz/CCSSE <ul style="list-style-type: none"> • Noel-Levitz- decrease the performance gap by .05 for question #14. (Strategic Goal 3) • Decrease the CCSSE performance gap for question 12K by .05.
Measure 3:	Design online research tutorials for online courses.
Measure 4:	Director or Staff will interact with 100% of college success classes and 85% of English classes each semester for the 2018-2019 academic year.
Measure 5:	Meet quarterly with instructors using OER material and begin to formulate policy and procedure manual to be in rough draft from by June 2019.

Responsibilities:

1. Director of Library Services
2. Other library staff

Objective 3: *Establish and support relationships with other groups; on or off-campus; professional and community-based, to support the educational and cultural growth of our library and community. (Board Goal #3/Strategic Plan Area: Service Excellence and Support Excellence)*

Strategies:

1. Take an active role in College affairs.
2. Strengthen cooperative relationships with other regional libraries and cultural organizations.
3. Support educational, civic, and cultural activities within the region.
4. Write and support grant proposals that support larger educational initiatives (Strategic Goal 3).

Measurement:

Measure 1:	The Director of Library Services will attend at least two professional conferences per year to become aware of regional initiatives.
Measure 2:	The Director of Library Services will seek opportunities to cooperate with other institutions in areas such as consortia purchasing, grant writing, and regional project development. <ul style="list-style-type: none"> • Director will apply for at least 1 grant each year to enrich library resources or programming (Strategic Goal 3).
Measure 3:	Staff will host at least 2 cultural and 2 educational programs per semester for the public and college community.

Responsibilities:

1. Director of Library Services
2. Other library staff

Objective 4: *Recruit, train, and maintain a professional and student staff sufficient to meet the needs of library users. (Strategic Plan Area: Service Excellence)*

Strategies:

1. Investigate strategies to increase funding and/or coverage for library during times of financial hardship.
2. Create task force to evaluate the needs of the community and solutions to increase funding/usage and resources for library.

Measurement:

Measure 1:	All student workers and temporary staff will be trained within the first month of employment.
Measure 2:	Informal staff meetings weekly to update all staff on changes or new needs.
Measure 3:	Create task force of students, faculty, staff to determine needs and possible solution to increase funding and support for library- meet each semester.

Responsibilities:

1. Director of Library Services
2. Other library staff

Objective 5: *Maintain a special collections research area that allows patrons to have access to special regional or rare materials, often one-of-a-kind items, for primary source research. The William Inge Collection represents the primary special collection at ICC. (Strategic Plan Area: Academic Excellence)*

Strategies:

1. Maintain an appropriate room and storage conditions for archival materials including developing a needs list by December 2018.
2. Obtain proper education for all staff and volunteers who are working with the collection.
3. Remain vigilant that the materials are handled, processes, and stored following standard archival procedures.

Measurement:

Measure 1:	Prioritize and purchase new storage boxes for paper materials.
Measure 2:	Digitize correspondence collection.
Measure 3:	The Director of Library Services will work with Inge community to seek out resources to maintain the collections (ongoing). <ul style="list-style-type: none"> • Volunteers are tracking time spent via a sign in/out sheet in the Inge Room. (Strategic Goal 2)
Measure 4:	Director of Library services will enroll in at least one course or attend at least one conference to increase knowledge and resources for the Inge collection.

Responsibilities:

1. Director of Library Services
2. Other library staff

Objective 6: *Offer a varied and up-to-date collection of materials, resources, and equipment which is adequate to support the educational and recreational needs of the library users. (Board Goal #4/Strategic Plan Area: Academic Excellence)*

Strategies:

1. Examine all comprehensive program reviews approved in the previous year and evaluate the collection for each area.
2. Create OER working group to assess current and future needs at ICC and develop policies and procedures for future implementation. Increase the library resources on website.

Measurement:

Measure 1:	NOEL-Levitz/CCSSE evaluation. <ul style="list-style-type: none"> • Noel-Levitz- decrease the performance gap by .05 for question #14 (Strategic Goal 3) • CCSSE increase number of non-assigned reading reported by 5% by creating and maintaining a fiction collection relevant to students (Strategic Goal 1)
Measure 2:	OER policy and procedure rough draft prepared by May 2019.
Measure 3:	Create priority purchase list and purchase books for comprehensive program reviews by Dec. 2018.

Responsibilities:

1. Director of Library Services
2. Other library staff

Operational Plan for the Registrar's Office

Objective 1: *The Registrar's office will maintain a positive community relationship by continuing to increase stakeholder knowledge of official transcript access. (Board Goal #2/Strategic Plan Area: Service Excellence)*

Strategy:

Review concern tickets and their resolutions, and track transcript requests and their fulfillment.

Measurement:

Measure 1:	Will fulfill 85% of transcript requests within two business days.
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Responsibilities:

Registrar will provide quarterly reports

Objective 2: *The Registrar's office will maintain and continuously update policies and procedures as changing student and alumni needs evolve. (Strategic Plan Area: Service Excellence; HLC Criterion 4.A.2)*

Strategy:

The Registrar's office maintains a policy manual and a procedure manual to provide for clear direction and instructions for all services provided by the Registrar's office. The manuals are to be reviewed each semester and made available in the office and on the website. This assures continuous improvement for processes and student access.

Measurement:

Measure 1:	Semester review of manual.
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Responsibility:

Registrar is responsible for review and editing, and communication with web master

Objective 3: *The Registrar's office will practice effective management of financial resources. (Strategic Plan Area: Service Excellence)*

Strategy:

Expenditures will be tied to operational plan

Measurement:

Measure 1:	Line numbers will stay within the given constraints.
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Responsibilities:

Registrar

Objective 4: *The Registrar's office will help improve long term educational outcomes such as graduation by maintaining graduation and transcript records, which includes insuring graduation applications are correct before issuing a degree. (Strategic Plan Area: Service Excellence)*

Strategy:

Advisors will complete a degree check for each graduation application. The Registrar reviews these degree checks for correctness before a student is placed on the graduation list.

Measurement:

Measure 1:	Degrees awarded correctly.
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Responsibilities:

Registrar

Objective 5: *The Registrar's office will mirror industry standards by annually reviewing CAS Standards, AACRAO standards, VA policies and directives, and monitoring KACRAO trends. (Board Goal #2/Strategic Plan Area: Service Excellence, HLC Criterion 3.C.6)*

Strategy:

The Registrar will subscribe to industry listserves, newsletters, and purchase necessary publications; maintain VA liaison contact, provide for VA compliance audits, and participate in VA webinar trainings; will attend the annual KACRAO Conference, utilize the KACRAO listserv, and maintain state registrar relationships.

Measurement:

Measure 1:	Conduct reviews in conjunction with Academic Affairs team, help coordinate campus FERPA training, incorporate new relevant information, and successfully complete VA compliance audits.
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Responsibilities:

Registrar

Objective 6: *Registrar's office will help improve program delivery and long term educational outcomes, such as graduation, for students and the institution as a whole (Board Goal #1/Strategic Plan Area: Service Excellence)*

Strategy:

1. Registrar's office will provide insights regarding the structure of academic programs, such as course sequencing, registration processes, and student progress toward graduation; all of which can strategically affect the outcomes of an academic program.

Measurement:

Measure 1:	100% of Academic Council meetings will be attended by Registrar's office staff. KBOR course inventory, program inventory, and course matrix will be maintained.
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Responsibilities:

Registrar

Operational Plan for Student Support Services

Objective 1: Increase the number of disadvantaged low-income, first generation college students and students with disabilities who complete a program of study at the postsecondary level (Board Goal or Strategic Plan Area: Excellence in Academics)

Strategies:

The SSS Program will achieve these objectives by a series of carefully planned interventions, including:

1. Identify, select, and retain 225 participants with academic need each program year.
 - Collaborate with various departments on campus to gain access to potential participants; facilitate students' application for enrollment into our program; provide services listed below in order to build strong working relationships that lead to positive academic outcomes
2. Assess participants' needs for specific services and develop an individualized graduation plan with each program participant.
 - Review students' applications, financial aid records, placement test scores and academic transcripts
 - Assess student study skills, learning strategies, and career interests through the Learning Assessment and Study Skills Inventory and the My Next Move inventories
3. Academic coaching
 - Specialists and the Director work with program participants to a) facilitate their adjustment to college, b) offer assistance with study skills or other learning strategies, c) help students learn to make healthy choices regarding life on campus and academics, d) develop individualized Graduation Plans, and e) monitor their academic progress. This strategy was a funded Competitive Preference Priority in the 2010 grant competition (a special project that was required for funding)
4. Academic tutoring
 - Tutoring provided by trained educational specialists and by peer tutors
5. Advice and assistance in course selection
 - Specialists work with students to increase their knowledge about the advising process and help students make informed choices regarding course selection and other academic decisions
6. Financial aid resources and application assistance
 - Students are required to complete selected educational modules regarding financial aid in CashCourse as part of their intake into SSS.
 - Specialists work with students individually and in group settings to offer information and education about financial aid resources, completion of the FAFSA, and scholarship opportunities.
 - SSS staff partner with the Office of Financial Aid to educate students about financial aid and to assist them in completing FAFSAs.
7. Personal, career and academic counseling
 - Specialists work with students individually to address any concerns they have regarding these areas, making referrals to other departments on campus or services in the community as appropriate.
8. Mentoring
 - Another funded Competitive Preference Priority during the 2010 grant competition included a "difference education" component associated with panel discussions about

adjustment to college followed by mentoring opportunities for students. The first year of the grant, 2015, was a planning year where staff worked collaboratively with others on campus to design an intervention. In the fall semesters of 2016 and 2017, students enrolled in College Success courses attended panel discussions led by second-year students. In the 2018-19 grant year, classroom surveys will be given in College Success courses at the beginning and end of the course, and a panel discussion will be held in October. Both group and individual mentoring opportunities will be offered during the academic year. Participants will be surveyed and data tracked for subsequent perceptions of non-academic skills and academic outcomes related to persistence, completion and transfer.

9. Recognition events at end of semester and program year

- At the end of the fall and spring semesters, student success is acknowledged and celebrated at a Recognition Ceremony (end of the fall semester) and a Recognition Banquet (end of the spring semester).

Measurement:

Measure 1:	61% of all participants will persist from one academic year to the beginning of the next academic year or earn an associate's degree or certificate at the institution and/or transfer from a 2-year to a 4-year institution by the fall term of the next academic year.
Measure 2:	73% of all participants will meet the performance level required to stay in good academic standing at the applicant institution.
Measure 3:	32% of participants will graduate from the institution with an associate's degree or certificate within four (4) years.
Measure 4:	31% of participants will receive an associate's degree and transfer to a four-year institution within four (4) years.

Responsibilities

SSS Program Director and Key Staff

The SSS program will accomplish its goals through direct service of a core group of SSS staff as well as collaboration and partnership with several key departments on campus: Enrollment and Retention; Academic Affairs; Athletics; Business Office; Financial Aid Office; Marketing; and Student Life., in addition to participation in ICC committees and support for student organizations.

Objective 2: Increase the retention and graduation rates and facilitate transfer from two-year to four-year colleges and universities (Board Goal or Strategic Plan Area: Excellence in Academics)

Strategies:

1. Academic coaching - Specialists and the Director work with program participants to a) facilitate their adjustment to college, b) offer assistance with study skills or other learning strategies, c) help students learn to make healthy choices regarding life on campus and academics, d) develop individualized Graduation Plans, and e) monitor their academic progress. This strategy was a funded Competitive Preference Priority in the 2010 grant competition (a special project that was required for funding).
2. Academic tutoring- Tutoring provided by trained educational specialists and by peer tutors.
3. Specialists work with students individually and in group settings to offer information and education about transferring to four year schools, completion of online applications, management of transcripts, and fee waiver applications.

4. Personal, career and academic counseling - Specialists work with students individually to address any concerns they have regarding these areas, making referrals to other departments on campus or services in the community as appropriate.
5. Career exploration - Specialists work with students individually or in group settings to help them explore their career interests, current market demand for identified careers, schools that offer specific programs, and related information.
6. Cultural events and academic programming activities - Groups of students attend cultural events including music or dance performances, fine arts exhibitions, lectures related to human rights and relations or social issues, or other activities offering experience of different cultures.
7. Mentoring- In the 2018 - 19 grant year, panel discussions will again be offered in the Fall semester, and both group and individual mentoring opportunities will be offered during the academic year. Participants will be surveyed and data tracked for subsequent perceptions of non-academic skills and academic outcomes related to persistence, completion and transfer.

Measurement:

Measure 1:	61% of all participants will persist from one academic year to the beginning of the next academic year or earn an associate's degree or certificate at the institution and/or transfer from a 2-year to a 4-year institution by the fall term of the next academic year.
Measure 2:	73% of all participants will meet the performance level required to stay in good academic standing at the applicant institution.
Measure 3:	32% of participants will graduate from the institution with an associate's degree or certificate within four (4) years.
Measure 4:	31% of participants will receive an associate's degree and transfer to a four-year institution within four (4) years.

Responsibilities:

SSS Program Director and key staff

Objective 3: Foster an institutional climate supportive of the success of students (Board Goal or Strategic Plan Area: Excellence in Academics)

Strategies:

1. Academic coaching- Specialists and the Director work with program participants to a) facilitate their adjustment to college, b) offer assistance with study skills or other learning strategies, c) help students learn to make healthy choices regarding life on campus and academics, d) develop individualized Graduation Plans, and e) monitor their academic progress. This strategy was a funded Competitive Preference Priority in the 2010 grant competition (a special project that was required for funding).
2. Academic tutoring- Tutoring provided by trained educational specialists and by peer tutors.
3. Specialists work with students individually and in group settings to offer information and education about transferring to four year schools, completion of online applications, management of transcripts, and fee waiver applications.
4. Personal, career and academic counseling- Specialists work with students individually to address any concerns they have regarding these areas, making referrals to other departments on campus or services in the community as appropriate.
5. Mentoring- In the 2018-19 grant year, panel discussions will again be offered in the Fall semester, and both group and individual mentoring opportunities will be offered during the academic year. Participants will be surveyed and data tracked for subsequent perceptions of non-academic skills and academic outcomes related to persistence, completion and transfer.

6. Recognition events at end of semester and program year- At the end of the fall and spring semesters, student success is acknowledged and celebrated at a Recognition Ceremony (end of the fall semester) and a Recognition Banquet (end of the spring semester).

Measurement:

Measure 1:	61% of all participants will persist from one academic year to the beginning of the next academic year or earn an associate's degree or certificate at the institution and/or transfer from a 2-year to a 4-year institution by the fall term of the next academic year.
Measure 2:	73% of all participants will meet the performance level required to stay in good academic standing at the applicant institution.
Measure 3:	32% of participants will graduate from the institution with an associate's degree or certificate within four (4) years.
Measure 4:	31% of participants will receive an associate's degree and transfer to a four-year institution within four (4) years.

Responsibilities:

SSS Program Director and key staff

Objective 4: Improve financial and economic literacy of students (Board Goal or Strategic Plan Area: Excellence in Academics)

Strategies:

1. Students are required to complete selected educational modules regarding budgeting, student debt and establishing healthy credit in CashCourse as part of their intake into SSS.
2. Specialists work with students individually and in group settings to offer information and education about student loan debt and personal finance
3. SSS staff partner with the Office of Financial Aid to educate students about financial and economic literacy.

Measurement:

Measure 1:	30% of SSS participants will complete CashCourse modules and score higher on post-tests assessment than on pre-test assessment.
Measure 2:	20% of SSS participants surveyed will report that their financial and economic literacy was improved by participation in targeted SSS activities.

Responsibilities:

SSS Program Director and key staff

Process Improvement Objectives

Note: The following objectives are not part of services contracted with the U.S. Dept. of Education; they are included as internal initiatives intended to enhance the effectiveness of contracted services and provide the highest quality services possible to stakeholders.

Objective 5: Improve staff knowledge and skills related to serving students with disabilities (Board Goal or Strategic Plan Area: Excellence in Academics)

Strategies:

1. The Program Director will collaborate with the Associate Dean for Academic Support Services to assess resources and needs related to serving students with disabilities.
2. The Program Director will perform an audit of program participants having disabilities and their unique needs, including accommodations and assistive technology.

3. Any identified assistive technology that would benefit current students with identified disabilities will be included in the planned budget.
4. SSS staff will receive twelve hours of training annually specific to serving students with disabilities.

Measurement:

Measure 1:	50% of SSS participants designated in admissions criteria as having a disability will report on annual survey that they received high or excellent quality services related to their disability-related access or accommodations.
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Responsibilities:

SSS Program Director and key staff

Operational Plan for Recruiting

Objective 1: *Reach out and connect with high schools and potential students locally, regionally, nationally and internationally to increase enrollment. (Board Goal or Strategic Plan Area: Support Excellence)*

Strategies:

1. Set up group tours with all local service area schools:
 - Independence
 - Neodesha
 - Fredonia
 - Altoona
 - Cherryvale
 - Sedan
 - West Elk
 - Elk Valley
2. International enrollment increased by creating partnerships with local 4 year schools.
3. Utilize new firework system to increase enrollment.

Measurement:

Measure1:	Enrollment comparison from fall 2018 to fall 2019 <ul style="list-style-type: none"> • Fall 2019
Measure 2:	Increase international student population to 30 students by fall of 2019

Responsibilities:

1. Dillon Packard – Recruiting Coordinator
2. Rebekah Peitz – Asst. Director of Enrollment and Retention – International
3. Brittany Thornton – Director of Enrollment and Retention Management

Objective 2: *All ICC West programs will be at capacity by Fall 2019. (Strategic Plan Area: Support Excellence)*

Strategies:

1. Relocate Asst. Director of Enrollment and Retention Management to the ICC West campus to work with all programs on recruiting goals.
2. Asst. Director of ERM will work with all west departments by implementing the new Firework recruiting system.
3. Asst. Director of ERM will meet with all west departments one a month to set goals and track progress on recruits.

Measurement:

Measure 1:	Enrollments Increase by Fall 2019 <ul style="list-style-type: none"> • Meet EMT enrollment capacity of 15 students • Meet Cosmetology enrollment capacity of 20 students • Meet Culinary enrollment capacity of 12 students Meet Vet Tech capacity of 24 students
Measure 2:	Firework reports will be run quarterly to update how many students are in the recruiting funnel

Responsibilities:

Rebekah Peitz – Assistant Director of Enrollment and Retention Management

Operational Plan for Enrollment

Objective 1: Increase ICC's overall retention rate to 31% for Fall to Fall (2017-2018). (Board Goal #3: Improve college relationship with the community, Board Goal #4: Improve overall student experience, Board Goal #5: Respond to HLC Criteria 4.C.)

Strategy:

1. Navigators will check 5/8/12 week grades. Any student with a C or lower will be contacted for a meeting with Rebekah to discuss any issues they might be having and to review campus resources for success.
2. Continue recruiting families and working with students to apply for the CP2 program.
3. Navigators track reason why students are leaving each semester.

Measurement:

Measure 1:	Meet retention goal of 31% from Fall to Fall (2017-2018). Continue to measure each quarter.
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Responsibility:

1. Navigators
2. Director of Enrollment and Retention Management

Objective 2: Increase retention rate by 5% for Cosmetology, Vet Tech, Allied Health, and EMS (Board Goal #5: Respond to HLC Criteria 4.C)

Strategies:

1. Full time Navigator at ICC West.
2. Rebekah will be checking 5/8/12 week grades. Any student with a C or lower will be contacted for a meeting with Rebekah to discuss any issues they might be having and to review campus resources for success.
3. Making students feel like they are part of the campus community
 - Welcome table first day of school
 - Rebekah Peitz visited all programs the first day of class to introduce herself and check on students
 - Pirate Pantry location established in Rebekah's office for ICC West students.
 - Work with students on Canvas issues.

Measurement:

Measure 1:	Measure retention each quarter
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Responsibility:

ICC West Navigator

Objective 3: Increase offerings at the high school to broaden enrollment opportunities to increase concurrent enrollment by 25%. (Strategic Plan Area: Support Excellence)

Strategy:

1. Work with high school counselors on what classes high school students are taking from other colleges.
 - Early Childhood Education
 - Welding
 - Certified Nursing Aide -Online

Measurement:

Measure 1:	Two new SB155 course offerings by Fall 2019.
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Responsibility:

Coordinator of ICC NOW, Testing, and Technical Education

Objective 4: *Navigators will be proactive at enrolling students. Navigators will have 55% of returning students enrolled before students leave for Christmas break. (Strategic Plan Area: Support Excellence)*

Strategy:

Navigators will call or text every person on their advising list.

Measurement:

Measure 1:	Two new programs offered by Fall 2019
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Responsibility:

Navigators

Operational Plan for Athletics

Objective 1: *Be innovative and resourceful in our approach to provide a quality student athlete experience. (Board Goal or Strategic Plan Area: Enhance programs through innovation to improve the overall student experience; Service Excellence)*

Strategies:

1. Increase student athlete satisfaction by providing safe and exceptional Athletic Practice and Game Facilities by 2% based on ICC Student Athletic Experience Survey.
2. Increase our Live Streaming Games and Webpage/Social Media interaction with our athletic programs by 10%.
3. Increase student athlete satisfaction by providing a safe and exceptional student athlete travel experience by 5% based on ICC Student Athlete Experience Survey.
4. Maintaining the development of leadership skills in student athletes through athletic participation above 90% based on the ICC Student Athletic Experience Survey.

Measurement:

Measure 1:	We will use the Noel Levitz, ICC Student Athletic Experience Survey and web page online tracking.
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Responsibilities:

All Athletic staff

Objective 2: *Maintain a coaching staff who recruits highly skilled full time student athletes who are committed to obtaining an education while furthering their athletic careers. (Board Goal or Strategic Plan Area: Enhance programs through innovation to improve the overall student experience; Service Excellence)*

Strategies:

1. Maintain student athlete retention rates at 85% based on NJCAA Athletic Department Review Report.
2. Increasing locker room and practice facilities that meet gender equity guidelines.
3. Evaluate salaries based on the Equity in Athletics Report and KAACRO salary reports to maintain exemplary coaching staff and continue to work toward gender equity guidelines based on Equity in Athletics Report.
4. Increase the level of faculty understanding of student athletes with unique and diverse life experiences 5% based on Student Athlete Experience Survey.
5. Maintain the percentage of student athletes at 80% who are committed to continuing their educations at the four year level based on the ICC Student Athlete Experience Survey.

Measurement:

Measure 1:	We will use the Noel Levitz Survey, NJCAA annual reports, Equity in Athletics report, KAACRO report, Coaches Bonus Pay Bench Mark Report and ICC Student Athlete Experience Survey.
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Responsibilities:

Athletic Director and Coaches

Objective 3: *Interact and engage with the local community while increasing donor giving. (Board Goal or Strategic Plan Area: Improve College's relationship with community and Increase Private Support)*

Strategy:

1. Maintain the number of Community Service hours performed by student athletes to 5 hours annually per athlete.
2. Increase the number of dollars in Fundraising by the Athletic Department 10%.
3. Increase booster club membership by 10%.
4. Be innovative in creating revenue through online apparel sales from Last Chance U.

Measurement:

Measure 1:	We will use in-house surveys/feedback and Community Service Report – by sport.
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Responsibilities:

The Athletic Director, Game Management Coordinator, SID and Head Coaches

Objective 4: Systemize an approach to the remaining projects in the Facilities Master Plan. The projects that remain in the Facilities Master Plan should be prioritized, based on campus need and donor partner potential. *(Board Goal or Strategic Plan Area: Improve College's relationship with community and Increase Private Support)*

Strategies:

1. Reach out to donors in the community, regionally and nationally to raise \$200,000.00 in donor dollars towards Phase I of the Facilities' Plan for turf in an Athletic Practice Facility.
2. Reach out and work with the Foundation to receive matches for donor dollars raised and to provide additional donor names to the Foundation.
3. Have an architect/engineer draw up plans for Phase II of the Athletic Facilities Plan.

Measurement:

Measure 1:	We will use feedback from Foundation.
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Responsibilities:

The Athletic Director, SID and Coaching Staff

Operational Plan for Student Life

Objective 1: *Encourage students to participate in Student Organizations and activities that enhance the student experience (Board Goal #1/Strategic Plan Area: Service Excellence)*

Strategies:

1. Scanner/rewards program
 - Set up a mobile scanner that can be placed at games, theater performances, and events around campus. Each time a student attends one of these events they receive an entry to an end of the semester drawing for prizes.
2. Monthly Calendars
 - Print large calendars and hang them in strategic locations around campus. Students will then be able to see what events are taking place during the month.
3. Engage all campus organizations for input on calendars to provide students with more activities.
 - Increased Social Media presence
 - Utilizing text messaging, email and existing campus media outlets (TV's and computers).
4. Work with students and facility to create more clubs on campus to engage students on campus.

Measurement:

Measure 1:	We will use the Noel Levitz/CCSE surveys and in house student feedback to determine if students are made to feel welcome on campus.
Measure 2:	Utilize data from scanners to identify student participation. After the first quarter benchmark is set the goal will be to increase student participation at games and events by 10%.
Measure 3:	Using the in house Student Survey have 85% of students say "Yes" to the question "The college shows concern and makes an effort to provide activities for students."
Measure 4:	Actively recruit enrollment in Student Government to represent 10% of the student body.

Responsibilities:

1. Every group on campus is responsible for communication of events in a timely manner for inclusion on calendars
2. Director of student life - Ensure timely production of calendars and quality control of material
3. RA's- Set up and run Scanners at events. Utilize them to create a student social media presence on campus. "Tweet Team"
4. Work study - Put together calendars, hang material, and help out with social media

Objective 2: *Create innovative spaces in the student union that will engage students and create a better student experience. (Board Goal #4/Strategic Plan Area: Service Excellence)*

Strategies:

1. Maintenance/upgrade furniture, equipment and games.
 - Make rooms/spaces appealing and comfortable by creating an atmosphere that resemble a student's space from home.
 - Increase the variety of table games - The ping pong table and pop a shot baskets are very popular with the students and get lots of use during the semester.
3. Enhance and be innovative in the Electronic Gaming Area.
 - Purchase more games for students.

- Allow students to play games online with Xbox Live competition.

Measurement:

Measure 1:	We will use the Noel Levitz/CCSE surveys and in house student feedback.
Measure 2:	Using the Noel Levitz survey question “The student center is a comfortable place for students to spend their leisure time.” Lower the “Gap” from .47 in 2018 to .43 in 2019.
Measure 3:	From the in house Student Survey question “The Student union is a comfortable place for me to spend my free time.” Raise the number of students who responded “yes” in 2018 from 86% to 88% in 2019.

Responsibilities

1. Director of Student Life- In charge of maintaining and ensuring proper use of Equipment
2. RA's- in charge of checking out equipment to students

Objective 3: *Create a safe campus environment and educate students how to prevent, reduce, report, and prevent crimes. (Board Goal #4/Strategic Plan Area: Service Excellence)*

Strategies:

1. Campus Clarity
 - Have students participate in online training during college success classes
 - Before each movie show a short clip about campus safety, sexual awareness, bystander intervention, etc.
2. Programing training and ongoing prevention for sexual misconduct
 - Guest Speakers and Webinars
 - Bystander Intervention
 - Awareness campaigns and special events
 - Partner with local legal and civic organizations to provide seminars and information for our students
- Raise awareness of the Maxient system and encourage students to utilize the software so that effective change can be made on campus.

Measurement:

Measure 1:	Using the in house Student Survey have 80% of students respond “yes” to the question “Did you learn about Bystander Intervention while at ICC?”
Measure 2:	From the in house Student Survey question “Do you feel safe on Campus?” Raise the number of students who responded “yes” in 2018 from 94.1% to 95% in 2019.

Responsibilities:

1. Director of Student life - provide programming materials and issue materials to campus groups
2. RA's - Help create awareness within the dorms about program materials
3. Dorm Supervisors - Direct students how to handle issues

Operational Plan for Institutional Research

Objective 1: *Institutional Research will administer the Community College Survey of Student Engagement and use the data received back to identify strengths and areas for improvement for the college. (Board Goal #4/Strategic Plan Area: Support Excellence)*

Strategies:

1. IR will order, administer, and return CCSSE surveys.
2. Use online resources as well as collaboration with ICC departments to figure out what our CCSSE results mean for the college and how we can use those results going forward.

Measurements:

Measure 1:	The objective will be met if the CCSSE survey is properly administered and returned to the CCSSE office for scoring before Spring Break and results are available for interested parties as soon as scoring is complete.
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Objective 2: *Institutional Research facilitates continuous quality improvement initiatives through improved inter-departmental communication. (Board Goal #1/Strategic Plan Area: Support Excellence)*

Strategy:

1. IR will produce reports appropriate to audience need within thirty (30) business days of receipt of information. Reports to include NCCBP, IPEDS Data Feedback Report, Student Reaction to Instruction, Transfer Survey, and Graduate Exit Survey.
2. IR will work with the Assessment Committee to create appropriate reports, report-out formats and processes for disseminating student learning outcomes assessment information to internal and external stakeholders.
3. IR will collaborate with the Marketing Department in order to utilize the National Institute for Learning Outcomes Assessment (NILOA) Transparency Framework guidelines in order to better disseminate assessment information to external stakeholders.

Measurement:

Measure 1:	The objective will be met if 100% of reports are disseminated within thirty (30) business days of receipt or by the deadline specified by the federal government (Student Right to Know).
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Objective 3: *Institutional Research facilitates institutional compliance with external accountability, regulation, and control. (Board Goal or Strategic Plan Area: Support Excellence)*

Strategies:

1. IR will learn and become more familiar with the external reporting requirements and data collection needs.
2. IR will collect and/or report data for all external accountability needs including state (KBOR), federal (IPEDS), and accreditation-related (HLC).

Measurement:

Measure 1:	The objective will be met if the deadline is met for every released report The objective will be met if 100% of data collections are completed and reported by the deadline specified if IR is the reporter and three weeks prior if another department is the reporter.
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Operational Plan for Financial Affairs

Objective 1: *Provide economically-disadvantaged students with more opportunities to graduate or transfer from ICC without student debt. (Board Goal or Strategic Plan Area: Innovation and Service Excellence)*

Strategy:

Increase number of students receiving scholarships from outside providers at the national, state and local levels. Also increase the amount of awards in Federal Supplemental Education Opportunity Grant (FSEOG) for those students with the highest cost of attendance.

Measurement:

Measure 1:	Increase the number of scholarship awards from the national, state and local levels by 10% (87 awarded during the 2017-18 AY; increase to 96 awards).
Measure 2:	Increase awards of FSEOG to students with the highest cost of attendance.

Responsibility:

Financial Aid Director and Financial Aid Specialists

Objective 2: *Educate students about personal financial wellness. (Board Goal or Strategic Plan Area: Innovation and Service Excellence)*

Strategy:

Provide educational support, materials and references for staff educating students about financial responsibility. Provide students with resources for managing their personal finances and educating themselves about financial wellness.

Measurement:

Measure 1:	Increase number of workshops and presentations for students and staff by utilizing Cash Course program in tandem with Student Support Services.
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Responsibility:

Financial Aid Director

Objective 3: *Increase the number of students completing their FAFSA earlier to allow students the opportunity to view financial awards from multiple institutions and make an informed decision about their choice(s) of school(s). (Board Goal or Strategic Plan Area: Innovation and Service Excellence)*

Strategy:

Hold FAFSA completion events and provide students access to computers and parents to complete the FAFSA with financial aid staff available to assist. Award institutional and Foundation Scholarships earlier.

Measurement:

Measure 1:	Begin sending award letters including Federal Student Aid, Institutional Aid, and ICC Foundation Aid beginning February 22, 2019.
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Responsibility:

Financial Aid Director and Financial Aid Specialists

Objective 4: *Reduce the rate of students entering loan default after transferring, graduating, or leaving ICC. (Board Goal or Strategic Plan Area: Innovation and Service Excellence)*

Strategy:

Utilize default management provider, W.I.S.S. to contact and counsel students about repayment options. Also use borrower data provided by the National Student Loan Database System (NSLDS) and Mohela to contact and counsel students about default consequences and repayment options. Contact graduates personally each term to discuss exit counseling.

Measurement:

Measure 1:	Increase the number of student borrowers completing Loan Exit Counseling within thirty (30) days of graduating/leaving ICC by 10%.
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Responsibility:

Financial Aid Director

Objective 5: *Improve the student's experience with the Office of Student Financial Aid (Board Goal or Strategic Plan Area: Innovation and Service Excellence)*

Strategy:

Collect customized survey data about students' experiences with the OSFA and tailor processes and modes of contact based on student responses. Use student feedback from the Graduate Exit Survey and CESSE to improve students' experience with ICC and the OSFA.

Measurement:

Measure 1:	Increase scores in CESSE and Graduate Exit Surveys related to students' experiences with the OSFA.
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Responsibility:

Financial Aid Director and Financial Aid Specialists

Objective 6: *Improve employee performance and customer service through continuing education (Board Goal or Strategic Plan Area: Innovation and Service Excellence)*

Strategy:

Attend professional webinars, conferences and workshops hosted by Kansas Association of Financial Aid Administrators (KASFAA) and the Department of Education.

Measurement:

Measure 1:	Successfully complete conferences and workshops by earning continuing education credits and certifications. Reduce or eliminate audit findings through proper training and understanding of regulations.
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Responsibilities:

Financial Aid Director and Financial Aid Specialists

Objective 7: *Create new avenues to receiving Federal Student Aid for new and existing programs at ICC (Board Goal or Strategic Plan Area: Innovation and Community)*

Strategy:

Create and implement policies and procedures for online education for inmates and Ability-To-Benefit for Fab Force/Small Business Management.

Measurement:

Measure 1:	Create policies and procedures for incarcerated and ABE students to obtain Federal Student Aid.
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Responsibilities:

Financial Aid Director

Objective 8: *Improve the college's relationship with the community by exploring bookstore retail opportunities at campus activities and events. (Board Goal or Strategic Plan Area: Improve college relationship with community)*

Strategy:

Increase visibility and sales at Athletic games and events by 50%. Increase advertisements in local paper and media outlets.

Measurement:

Measure 1:	Maintain Attendance Log for Sales Events and increase by 10%.
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Responsibility:

Director of Bookstore Operations

Objective 9: *Improve the college's relationship with the community by expanding and enhancing the College Bookstore webpage/sales. (Board Goal or Strategic Plan Area: Improve college relationship with community)*

Strategy:

Increase number of items offered on the webpage.

Increase social media posts for the Bookstore webpage.

Add new shipping options.

Measurement:

Measure 1:	Add 50% of new items to website.
Measure 2:	Increase Social Media advertisement by 25%.

Responsibility:

Director of Bookstore Operations

Objective 10: *Improve the college's relationship with the stakeholders through targeted surveys. (Board Goal or Strategic Plan Area: Improve college relationship with community)*

Strategy:

1. Update survey for bookstore and solicit feedback once a year.
2. Create a strategy to remain open last week of June to service students and complete the Bookstore end of year inventory process.

Measurement:

Measure 1:	Increase Customer Satisfaction by 10%.
Measure 2:	Hold a book return event at the dorms 2 days in the Fall, 2 days in the Spring, 1 day in the Summer June, and 1 day in the Summer July.

Responsibility:

Director of Bookstore Operations

Objective 11: *Improve customer satisfaction and student experience with the Business Office. (Board Goal or Strategic Plan Area: Innovation and Service Excellence)*

Strategy:

1. Improve Communication with Students regarding billing and balances due.
2. Survey students about experiences and improvements with the Business Office.
3. Add survey questions to drill down on the Noel Levitz results.

Measurement:

Measure 1:	Increase ratings on campus-wide and area specific surveys.
Measure 2:	Surveys, Noel Levitz data, and Graduate Exit survey.

Responsibility:

Chief Business Officer

Objective 12: Reduce the amount of debt owed by students when leaving ICC. (Board Goal or Strategic Plan Area: Innovation and Service Excellence)

Strategy:

1. Continue improved communication of amount owed to students.
2. Staff receive Professional Development on Collection Strategies.
3. Mail paper statements by end of 1st week of classes and continue mailing by the 5th of each month.
4. Promote Online Payment options.
5. Maintain availability during peak times such as Move-In Days.
6. Apply more aggressive adherence to Payment Policy in Summer.
7. Continue communications with Coaches/Navigators about incoming students as early as possible.
8. Share Accounts Receivable stats with campus.
9. Mass text to students when statements are published and mailed.

Measurement:

Measure 1:	Reduction of A/R Aging by 2% for Fall and Spring, 5% for Summer.
Measure 2:	Monthly review of A/R Summary and Balance Reports by Staff.

Responsibility:

Chief Business Officer

Objective 13: Improve Facilities. (Board Goal or Strategic Plan Area: Innovation and Service Excellence)

Strategy:

Respond to campus facility maintenance and needs in a timely fashion.

1. Respond to 95% of maintenance tickets within one business day.
2. Resolve 80% of maintenance tickets within one week.

Measurement:

Measure 1:	Data collected from maintenance ticket system indicates the maintenance department responded to 95% of maintenance tickets within one business day.
Measure 2:	80% or more of tickets were resolved within 1 week.

Responsibilities:

Director of Maintenance

Objective 14: Improve Facilities. (Board Goal or Strategic Plan Area: Innovation and Service Excellence)

Strategy:

1. The ICC Maintenance department will work to complete ADA compliance requirements using maintenance personnel to resolve issues in a fiscally responsible manner. The Director of Maintenance will also be responsible for working with contractors to receive estimates/bids for projects. The Maintenance Department will utilize ICC Maintenance personnel for projects prior to out-sourcing.
2. Track completion of ADA Compliance List; complete all Year 1 ADA Compliance punch list items by June 30, 2019.

3. Director of Maintenance will review projects with the campus Compliance Officer to accomplish goals within allocated budget and timeframe.

Measurement:

Measure 1:	Complete 50% of Year 1 projects by December 31, 2018
Measure 1 Results:	
Measure 2:	Complete 100% of Year 1 projects by June 30, 2019
Measure 2 Results:	

Responsibilities:

Director of Maintenance

Objective 15: Service Excellence (Board Goal or Strategic Plan Area: Innovation and Service Excellence)
Strategy:

The ICC Maintenance department will create and maintain fiscally responsible practices in the areas of maintenance/repairs, security, transportation, and grounds/landscaping.

1. Review budget on a monthly basis to stay within allocated budgeted. Communicate budget information to maintenance team.
2. Refinish floors in each building on a rotating schedule every other year.
3. Reduce Fire Marshall findings by 35% for ICC facilities (not including housing).
4. Reduce Fire Marshall findings by 15% for Captains Quarters and Brick housing units.
5. Maintenance will perform previously contracted projects (vehicle maintenance, large painting projects, landscaping, floor refinishing, pest control & locker room remodel).
6. Maintenance team will foster community relationships to receive landscaping and plants for a reduced rate or as donations.

Measurement:

Measure 1:	Stay within budgeted dollars allotted for the Maintenance Department.
Measure 2:	Reduce or maintain savings on Contracted Project Costs by \$5000/year.
Measure 3:	Solicit donations of plants and landscaping materials.
Measure 4:	Quarterly inspections of campus facilities.
Measure 5:	Semi-annual inspections of dorms.

Responsibilities:

Director of Maintenance

Objective 16: Service Excellence (Board Goal or Strategic Plan Area: Innovation and Service Excellence)
Strategy:

The ICC Maintenance department will work to improve campus relations, response to emergency situations, identify needs for faculty and staff and empower all ICC employees to have pride in facilities and campus grounds.

1. Survey results will indicate satisfaction improvement by 5% over previous year.
2. 90% of Maintenance Team will receive training or review of CPR and AED training.
3. Timely Reminders will reach faculty and staff within 10 days of new semester.
4. Security report notifications will be sent out to President's Cabinet and put in Maxient within 24 hours of notice to Director of Maintenance to reduce/eliminate propped open and unlocked doors on campus buildings.

Measurement:

Measure 1:	Improve campus satisfaction by 5%.
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Measure 2:	90% Maintenance team will be trained and/or recertified in CPR and AED.
Measure 3:	Timely Reminders communicated within 10 days of new semesters.
Measure 4:	Decrease amount of occurrences of unsecured doors/buildings by 5%.

Responsibilities:

Director of Maintenance

Operational Plan for Information Technology

Administrative Technology Systems focuses on campus wide systems that are mission critical to the success of the administration at Independence Community College. Portions of the administrative processes will change with the continued implementation of customized forms and reporting links within the Power Campus Portal.

Objective 1: *Information Technology supports academic excellence through administrative technology systems (Board Goal or Strategic Plan Area: Support and Academic Excellence)*

Strategies:

1. Continue integrating reporting structures that are consistent with the needs of Independence Community College.
2. Provide the ability for all users to access data through customizable reporting.
3. Restructure the employee entrance process.

Measurements:

Measure 1:	Implement reusable and Administratively wide accessible reports for remaining KBOR and IPEDs collections.
Measure 3:	By restructuring the employee entrance process to allow for 75% of all new employees to be setup and ready prior to the first day of employment.

Education Technology Systems focuses on institutional educational systems including student information systems, Learning Management Systems (Canvas), while supporting faculty and student course related systems. Integrate parts of the Technology committee to help support and bridge the gap between the Department of Information Technology and the Faculty.

Objective 2: *Information Technology increases institutional efficiency through new technology. (Board Goal or Strategic Plan Area: Support and Service Excellence)*

Strategies:

1. Setup focus groups, with the help of Marketing, to identify possible technological improvements.
2. Revamp the Technology Committee to allow for a more active approach of its member's in planning and directing the overall Technological direction of institution.
3. Redesign our current infrastructure to offer online account creation and password reset abilities.

Measurements:

Measure 1:	By implementing an automated account creation and password reset process we should be able to have the students logged in online within an hour and have the number of helpdesk account requests decline by 80%.
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Operations and Infrastructure is the foundation for all services offered to the Institution, including networking, email, Student Information System, Learning Management Systems and all secondary processes. The Information Technology is responsible for key areas including network operations; server and system administration; distributed IT support of desktops and servers; desktop virtualization; security systems and services.

Objective 3: Information Technology increases institutional efficiency through technological infrastructure. (Board Goal or Strategic Plan Area: Service and Support Excellence)

Strategies:

1. Continue evolving the Infrastructure Roadmap to develop a optimal digital identity life-cycle.
2. Implement an inventory management system to help better identify necessary replacements as defined by acceptable standards.
3. Implement technology based Security Systems.

Measurements:

Measure 1:	Setup a series of checks to have less than a 10% active account overlap from semester to semester.
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Administration includes Project, Process Management, and general administration. In support of the operational areas the CIO will help to develop standard work processes to improve consistency of project and service delivery. Monitoring and review of this area are reviewed regularly by the President's Cabinet and the President.

Objective 4: Information Technology strives to improve departmental administration. (Board Goal or Strategic Plan Area: Support Excellence)

Strategies:

Develop and implement a communications plan to keep institution aware any changes or enhancements that may impact their daily workflow.

Measurements:

Measure 1:	The CIO will implement a communication plan, working in conjunction with Marketing and Human Resources to allow for minimum downtime for all institution platforms.
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Operational Plan for Human Resources

Objective 1: *Support ICC's Vision to be "Excellent" by hiring and developing the right resources who will create value for ICC and their students in the long term. (Board Goal or Strategic Plan Area: Support Excellence)*

Strategies:

1. Continue with the efforts of the Great Places to Work Committee. This initiative has contributed to the enjoyment of working at ICC for many employees.
2. Create opportunities for employees to come together for the purpose of coming up with innovative ideas. These opportunities will promote the idea of everyone learning to innovate in their areas.
3. Continue with the Leadership Development Program for supervisors and/or high potential employees. This initiative has yielded great results for ICC.
4. Personally coach individual employees on performance issues where needed. I usually have one or two employees that I am working with at any given time in attempt to improve their performance.
5. Host various employee development opportunities throughout the year that focus on specific developmental needs of the organization which is based off Performance Reviews.
6. Work with the college President and Cabinet members to think strategically about their people resources. Goal is to make sure that the college's limited resources are being utilized correctly.
7. Continue to look for and hire employees who have the capacity to be innovative and who have the right balance of character and competence.
8. Promote the ideals of "Being in Service to Others" and "Working together for the common good of ICC" through ongoing review of this idea through the Performance Review Process with individuals and by promoting this idea at Cabinet Meetings. Plan is to make this an overall goal for ICC Faculty and Staff.

Measurement:

Measure 1:	Quarterly review of turnover statistics reflect that ICC is retaining both "at" and "above expectation" employees.
Measure 2:	Organizational survey results will demonstrate a positive change in the ICC culture. Specifically we will strive to improve the ratings in the following areas. <ul style="list-style-type: none"> • Our campus focuses on the positive rather than the negative. 2016 rating is 45%, 2017 is 24% • Stakeholders are loyal because your organization consistently does what it says it will do. 2016 rating is 45%, 2017 rating is 23% • Good performances from staff or management receive favorable public commendation. 2016 rating is 52%, 2017 rating is 41%
Measure 3:	Anecdotal stories from employees, community members, and students that describe "why they like ICC".
Measure 4:	There will be a shift in ownership from just the senior leaders (Cabinet) to at least one level down in each of their respective areas. The next level down will be owning events and activities of the college such as Soirees, Holiday activities, Faculty/Staff nights at major athletic events, community events, etc.
Measure 5:	Surveys administered during the Leadership Development Program show participants feel they are receiving value from the development program.

Measure 6:	Provide information to Cabinet-level leaders on topics such as teamwork, leadership, innovative thinking, etc.
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Responsibilities:

1. Continue with the Great Places to Work (GPW) Committee and assign sub-groups to assist with major employee events/opportunities.
2. Continue meeting with Leadership Group (made up of primarily the top leaders at ICC) and the Staff Development Group (nominated by their supervisors to attend) on a weekly basis throughout the Fall and Spring Semester. Both of these groups read through various leadership books, watch videos, and come up with projects.

Objective 2. <i>Improve Communication Across the Entire Organization as relates to Human Resource Area. (Board Goal or Strategic Plan Area: Support Excellence)</i>
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Strategies:

1. Create a list of items (policies, processes, developmental information, etc.) that need to be communicated and how they should be communicated to the organization on an ongoing basis. These would be items that are related to Human Resources. An example might be sending out a mass communication to the entire organization regarding the purpose of the Performance Development Process at ICC.
2. Encourage positive communication across the entire campus. Employees have stated that it feels we focus too much on the negative vs. the positive. Strive to make sure that there are many more positive messages being delivered vs. negative messages.

Measurement:

Measure 1:	<p>Campus Culture Survey will reflect improvement in the areas of communication. Specifically, we will strive to improve the ratings of the following three statements.</p> <ul style="list-style-type: none"> • Our campus focuses on the positive rather than the negative. 2016 rating is 45%, 2017 rating is 24% • Stakeholders are loyal because your organization consistently does what it says it will do. 2016 rating is 45%, 2017 rating is 23% • Good performances from staff or management receive favorable public commendation. 2016 rating is 52%. 2017 rating is 41%
Measure 2:	Prepare two more surveys during the AY that are just a few questions that would be insightful about the level of communication across the campus.
Measure 3:	Number of HR communications will increase to be at minimum twice monthly to Cabinet Level employees and monthly to the entire campus through Staff Announcements.

Responsibilities:

1. Meet with Michelle Kleiber and create a calendar for the 2018-2019 AY of the specific communications that will be sent out and by what means they will be delivered.
2. Develop two new campus surveys that relate to the level of communication employees feel they are receiving. Include other Cabinet Level employees in the development of the surveys so that we are measuring what matters.

Operational Plan for Upward Bound

Objective 1: *Upward Bound increases participant success in high school through academic skills training. (Strategic Plan Area: Academic and Support Excellence)*

Strategy:

1. Improve participants' GPA to 2.5 or better on a four-point scale at the end of the school year.
2. Participants will attend an ACT Bootcamp in November 2018; a 3.5 hour workshop designed to increase ACT scores and testing skills.
3. Participants who hold a GPA lower than a 2.5 will log 20 hours a semester using NetTutor available through Canvas.

Measurement:

Measure 1:	<u>85%</u> of participants served during the project year will have a cumulative GPA of 2.5 or better on a four-point scale at the end of the school year.
Measure 2:	<u>50%</u> of UB seniors served during the project year will have achieved at the proficient level on state assessments in reading/language arts and math.

Responsibility:

Director, Academic Coordinator, Tutor

Objective 2: *Upward Bound will increase the number of students who score proficient in reading/language arts & math, Level 3, on the state of Kansas assessment from the previous academic year. (Strategic Plan Area: Academic and Support Excellence)*

Strategy:

1. Review state test scores in 2018 for reading/language arts and math and target those students who did not score proficient.
2. Provide tutoring using NetTutor for the lowest scoring skills in reading/language arts & math and Accuplacer to benchmark scores in the fall and spring.
3. UB seniors will achieve proficiency in reading/language arts & math by the time they leave high school.

Measurement:

Measure 1:	<u>85%</u> of targeted participants will have increased scores by the end of the academic year. Students will be measured on their semester grades and compare to cumulative grade in May 2019.
Measure 2:	<u>95%</u> of all targeted students will log their usage of time on NetTutor to equal 20 hours.
Measure 3:	<u>50%</u> of UB seniors served during the project year will have achieved at the proficient level on the state assessments in reading/language arts & math.

Responsibility:

Academic Coordinator, Director, Program Specialist

Objective 3: *UB will provide mentoring and advising in order to retain students for continuous enrollment throughout high school. (Strategic Plan Area: Academic and Support Excellence)*

Strategy:

1. UB staff will take part in checking grades, making sure participants are enrolled in appropriate classes and are trained in how to address academic/social issues when they arise.
2. Site visits will occur twice a month, when in alignment with school's calendar, to provide resources and interventions deemed appropriate for students' success.
3. Summerfest is an intensive summer program to enhance the academic component preparing participants for the next grade level and all UB participants are eligible to attend.

Measurement:

Measure 1:	<u>94%</u> of Project Participants served during the project year will continue in school for the next academic year, at the next grade level, or will have graduated from secondary school with a regular secondary school diploma.
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Responsibility:

Academic Coordinator, Director, Program Specialist

Objective 4: *Upward Bound ensures that participants will enroll in rigorous programs of study for Secondary School Completion/Graduation. (Strategic Plan Area: Academic and Support Excellence)*

Strategy:

1. UB staff will work with school counselors to make sure students are enrolling in rigorous programs offered at their school site.
2. The Academic Coordinator and Director will frequently monitor grades through the parent portal and/or request monthly progress reports from school counselors.

Measurement:

Measure 1:	<u>75%</u> of all current and prior year participants who graduated from high school during the school year with a regular secondary school diploma will complete a rigorous secondary school program of study.
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Responsibility:

Academic Coordinator, Director, Program Specialist

Objective 5. *Upward Bound ensures participants enroll in college after high school graduation. (Strategic Plan Area: Academic and Support Excellence)*

Strategy:

1. Current and prior-year UB participants who graduated from high school during the school year with a regular secondary school diploma will enroll in a program of post-secondary education by fall term immediately following high school graduation, or will have received notification by the fall term immediately following high school from an institution of higher education of acceptance but deferred enrollment until the next academic semester.
2. Rising 12th graders will enroll and complete Junior Seminar during the summer component prior to their 12th grade year. In this class, seniors will apply (if applicable) to at least one college.
3. Senior participants will complete the FAFSA during the November 2018 Saturday Seminar; parents will be encouraged to attend.
4. Senior participants will meet with the UB Director at least two times (one per semester) to discuss specific college planning.
5. Seniors are encouraged to attend the Senior Days offered by the college of their choice; UB Director or Academic Coordinator are responsible for notifying participants of these dates.

6. Qualifying seniors will enroll in the Bridge program upon graduation.

Measurement:

Measure 1:	<u>85%</u> of all current and prior UB participants who graduated from high school during the school year with a regular secondary diploma will enroll in a program of post-secondary education by the fall term immediately following high school graduation, or will have received notification by the fall term immediately following high school from an institution of higher education of acceptance but deferred enrollment until the next academic semester (e.g., spring semester).
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Responsibility:

Academic Coordinator, Director, Program Specialist

Objective 6. Upward Bound will provide career development opportunities to increase the likelihood that a student will graduate from college. (Strategic Plan Area: Academic and Support Excellence)

Strategy:

1. Increase the numbers of participants who attain either an associate or bachelor's degree within six years following graduation from high school.
2. Encourage dual enrollment and the UB Junior Scholarship program with ICC NOW.
3. Encourage Bridge and participation.

Measurement:

Measure 1:	<u>44%</u> of participants who enrolled in a program of postsecondary education by fall term immediately following high school graduation or by next academic term (e.g. spring term) as result of acceptance but deferred enrollment, will attain either an associate or bachelor's degree within six years following graduation from high school.
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Responsibility:

Academic Coordinator, Director, Program Specialist

Operational Plan for Compliance

Objective 1: *Oversee the implementation of ICC's student and employee complaints process to ensure that the College collects, reviews and analyzes complaint data in order to identify trends and develop appropriate solutions to stakeholder complaints in a manner that satisfies the requirements of the Higher Learning Commission. (Board Goal or Strategic Plan Area: Enhance programs through innovation to improve overall student experience; Respond aggressively and appropriately to institutional needs identified by external accrediting organizations; Service Excellence; Support Excellence)*

Strategies:

1. The Compliance Department will work with departments across campus to oversee ICC's student and employee complaints process, which will allow multiple users across campus and in the community to interact within one system to compile information relating to student, faculty, staff and community complaints.
2. The Compliance Department will assist the Student Satisfaction and Complaints Review Committee, whose membership includes ICC students, faculty and staff, in achieving its mission to meet quarterly to discuss student complaint trends to develop solutions and update student related policies and procedures in an effort to understand and address root causes that lead to student complaints.
 - The Compliance Department, in cooperation with the Student Satisfaction and Complaints Review Committee, will engage in a campus-wide marketing campaign to encourage students, faculty, staff and the community to provide the College with both positive and negative feedback as a means of satisfying the Higher Learning Commission's recommendation that the College focus on compiling, reviewing and analyzing student complaint data to assist in identifying and addressing trends in student complaints.
 - The Compliance Department will assist in the compilation of aggregated data for use by the Student Satisfaction and Complaints Review Committee.

Measurement:

Measure 1:	The Student Satisfaction and Complaints Review Committee will meet at least quarterly to discuss student concerns based upon aggregate data collected through Maxient and will commit to creating at least one action project initiative to increase student satisfaction per committee meeting.
Measure 2:	The Compliance Department will make quarterly reports to the President's Cabinet regarding aggregated data and trends revealed through the Maxient software and solutions and action projects developed by the Student Satisfaction and Complaints Review Committee.

Responsibilities:

Compliance Officer, Vice President of Student Affairs, Director of Student Life and the Student Satisfaction and Complaints Review Committee

Objective 2: *Ensure that ICC's internal policies and procedures comply with the Board of Trustees Policy and Procedure Manual, accurately reflect current processes, meet the needs of the College and ensure that ICC is satisfying all of its external legal/regulatory requirements. (Board Goal or Strategic Plan Area: Respond aggressively and appropriately to institutional needs identified by external accrediting organizations; Support Excellence)*

Strategies:

1. The Compliance Department will assist the College in its efforts to comply with the Board of Trustees Policy and Procedure Manual and will provide guidance on Board of Trustee policy and procedure compliance.
2. The Compliance Department will initiate conversations with each department of the College regarding its current internal policy and procedure handbooks and manuals to ascertain whether current policy and procedure documents:
 - Comply with the policies and procedures of the Board of Trustees;
 - Meet the needs of the department;
 - Accurately reflect the current processes of the department (as recommended by the Higher Learning Commission); and
 - Satisfy any external legal/regulatory requirements placed upon the department.
3. Based on conversations with each department of the College and an independent review of each department's policy and procedure documents, the Compliance Department will:
 - Identify those departments that are at higher risk of having compliance related issues;
 - Assist departments across campus in the updating of policy and procedures beginning with those that present the highest risk for possible liability until all College policy and procedure handbooks and manuals have been updated; and
 - Disseminate updated policy and procedure documents to College stakeholders through trainings, newsletters, announcements and on the College website.

Measurement:

Measure 1:	The Compliance Department will review and, where necessary, approve the revision of at least one-third of the College's policy, procedure and compliance related documents.
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Responsibilities:

Compliance Officer in conjunction with staff from each department of the College

Objective 3: *Implement campus wide compliance training to ensure that ICC faculty and staff have the tools they need to properly respond to legal and ethical obligations on behalf of the College. (Board Goal or Strategic Plan Area: Respond aggressively and appropriately to institutional needs identified by external accrediting organizations; Support Excellence)*

Strategies:

1. The Compliance Department will coordinate, and when necessary, provide the following compliance related training to the College's students, faculty and staff:
 - Maxient complaints/concern log training;
 - Title IX/Section 504 training;
 - CLERY Act Reporting and Campus Security Authorities training;
 - Federal, state and local reporting requirements;
 - Fire and safety training; and
 - General compliance related topics.
2. The Compliance Department will ensure that the above trainings meet federal and state requirements and provide relevant and up-to-date information to the College community by:
 - Assisting in obtaining/creating training materials when requested;
 - Maintaining a record of all compliance training provided to the College community; and

- Retaining a copy of all training materials offered to students, faculty and staff.
3. The Compliance Officer will strive to stay up-to-date on current developments relevant to compliance in higher education by regularly attending compliance training webinars and/or regional conferences.

Measurement:

Measure 1:	Over 90% of College faculty and staff will attend two or more live compliance training sessions, with over 90% of faculty and staff completing 100% of assigned <i>Get Inclusive</i> webinars.
Measure 2:	Over 90% of freshman enrolled in College Success, student-athletes and students living in resident housing will attend two or more compliance training sessions and over 60% of the general student population will attend at least one compliance training session during the 2018-2019 school year.
Measure 3:	The Compliance Officer will attend monthly compliance training webinars and/or conferences.
Measure 4:	All employees involved in the investigation and/or adjudication of Title IX complaints will attend Title IX training.

Responsibilities:

Compliance Officer in conjunction with Vice President of Student Affairs, Associate Dean of Tutoring and Accessibility, Director of Student Life and Human Resources Director

Objective 4: *Respond to the recommendations of the Higher Learning Commission and ensure that all federal, state and local reporting requirements are met. (Board Goal or Strategic Plan Area: Respond aggressively and appropriately to institutional needs identified by external accrediting organizations; Support Excellence)*

Strategies:

1. The Compliance Department will assist the College in interpreting and complying with the recommendations made by the Higher Learning Commission in order to maintain accreditation.
2. The Compliance Department will assist all departments in the submission of federal, state and local reports to ensure that external reporting satisfies legal and regulatory requirements in a manner that accurately reflects the College's attributes and accomplishments.

Measurements:

Measure 1:	ICC will satisfactorily meet the requirements of the Higher Learning Commission according to the timeline the Higher Learning Commission sets for the College.
Measure 2:	All federal, state and local reports will be submitted on time and will meet all federal and state legal and regulatory reporting requirements.

Responsibilities:

Compliance Officer in conjunction with the President and faculty and staff from applicable departments

Operational Plan for Accessibility Services

Objective 1: *Increase knowledge of academic accessibility and universal design in the campus community (Board Goal or Strategic Plan Area: Service Excellence)*

Strategy: Meet with Associate Director of Enrollment and Retention Management, Technical Division Chair and instructors to review admissions policies, work with instructors and marketing to complete WCAG checklist, research and communicate universal design practices with campus.

Measurement:

Measure 1:	Review technical program admissions policies
Measure 2:	Complete Web Content Accessibility Guide (WCAG) checklist at a rate of 25% per quarter
Measure 3:	Provide a minimum of one universal design resource to faculty and staff each quarter

Responsibility:

Associate Dean for Tutoring and Accessibility

Objective 2: *Utilize effective management and best practices for student accommodations (Board Goal or Strategic Plan Area: Service Excellence)*

Strategy: Utilize Maxient to process all academic accommodation requests, review AHEAD and Kan-AHEAD information to handbook updates, and attend Kan-Ahead Conferences in October and April

Measurement:

Measure 1:	Process academic accommodation requests with proper documentation within 2 business days
Measure 2:	Send reminder notifications to participating students in November and April to request accommodations for next semester
Measure 3:	Review and Revise Accommodations Handbook as necessary.
Measure 4:	Maintain CCSSE mean score of .2 on "How satisfied are you with services-disability services"

Responsibility:

Associate Dean for Tutoring and Accessibility

Objective 3: *Accessibility Services increases institutional effectiveness through annual departmental review (Board Goal or Strategic Plan Area: Service Excellence)*

Strategy: Complete Departmental Review using AHEAD standards and ICC Departmental Review document by April of 2019

Measurement:

Measure 1:	Complete Departmental Review at end of Spring Semester.
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Responsibility:

Associate Dean for Tutoring and Accessibility

Objective 4: *Increase physical access on campus buildings utilizing Year One of Campus Accessibility Plan (Board Goal or Strategic Plan Area: Service Excellence, "Enhance programs through innovation to improve overall student experience")*

Strategy: Develop a project plan for Year One with maintenance department.

Measure 1:	Develop a timeline to complete Year One projects during Q1.
Measure 2:	Complete Year One projects by June 2019.

Personnel Report September, 2018

Employment New Hires:

James Cole

Start Date: August 1, 2018

Role: Assistant Basketball Coach

Previous Experience: Asst. Basketball Coach Millsaps College, Jackson, MS

Rate of pay: \$2,917/month (\$35,000 annually)

Larry Markiewicz

Start Date: August 27, 2018

Role: Instrumental Music Instructor

Previous Experience: Marching Band Instructor Montclair State University

Rate of pay: \$4,683/month (\$56,200 annually)

Separations:

Linda Benning

Role: Vet Tech Instructor

Dates of employment: December 27, 2011 thru August 24, 2018

Ending rate of pay: \$3,433/month (\$41,200 annually)

Madison Corle

Role: Accounts Receivable Specialist

Dates of employment: May 15, 2017 thru September 21, 2018

Ending rate of pay: \$14.42/hour (\$30,000 annually)

Mike Cyprien

Role: Assistant Basketball Coach

Dates of employment: May 2, 2016 thru August 1, 2018

Ending rate of pay: \$2,917/month (\$35,000 annually)

Ellen Dickerson

Role: PT Custodian

Dates of employment: September 20, 2017 thru August 30, 2018

Ending rate of pay: \$11.00/hour (\$14,300 annually)

Brad Henderson

Role: Marketing Director

Dates of employment: July 13, 2015 thru August 27, 2018

Ending rate of pay: \$4,845/month (\$58,140 annually)

Employment Searches:

- Custodian
- Accounts Receivable
- Vet Tech Instructor
- Marketing Director

Total Full Time Employees	107
Full Time Staff Positions	47
Grant Funded TRIO Programs	8
Full Time Faculty Positions	31
Full Time Coaching Positions	21

Grants Report, September 1, 2018				
Ref. No.	Grant Name	Description	Potential Funding	Comments
Activity Since Last Report				
1	Kansas Creative Arts Industries Commission Innovative Arts Integration Grant	Visiting guest artists	\$1,313.00 1:1 match can be in-kind.	Informal notification has been received, but formal written notification has not. Inquired 8.29.18 as to the status of the award.
Status of Submitted Proposals Still Under Review				
2	National Endowment for the Arts, Art Works	Playwright guest artists for 2020	\$15,000.00	Submitted July 24. April 2019 notification.
Proposals in Progress				
3	Kansas Creative Arts Industries Commission Equipment and Technology grant.	Partial funding for acoustic sound shells for music events	\$5,000.00	Deadline Sept. 7.
4	Kansas Creative Arts Industries Commission Guest Artists grant.	Funding for guest artists attending Inge Festival	\$5,000.00	Deadline Sept. 7.
5	Kansas Creative Arts Industries Commission Innovative partnerships program	Playwright instruction for local severely emotionally disturbed youth. Matching funds from Four County Mental Health.	\$7,000.00	Deadline Sept. 7.

Prospective Proposals				
6	National Science Foundation Advanced Technical Education	For engineering curriculum to align better with Fab Lab.	\$200,000.00	Fab Lab staff requests to submit a proposal in October 2019, when new fully functioning fab lab will make proposal more competitive
7	Small Business Innovation Research and Small Business Technology Transfer	Partnerships with private businesses	Up to \$150,000, with 30 percent indirect costs to ICC	Requires qualified business partner. Fab Lab scouting for possible partners.
		Submitted Proposals, Under Current Review		Proposals in Progress
Totals		\$16,313.00		\$17,000.00
Final Totals, FY 2018-2019 Awards Granted				
	Grant Name	Description	Funding	Comments
Total			\$0.00	