



Board of Trustees Meeting

Thursday, September 18, 2025, at 4:30 PM CDT to 6:00 PM CDT

Kirkwood Community College • The Hotel at Kirkwood, Tippie Business Event Room •
7725 Kirkwood Blvd SW • Cedar Rapids, IA 52404 • Zoom

Meeting Details: <https://kirkwood.zoom.us/j/94565473943>, +1 305 224 1968

Passcode: 945 6547 3943

Agenda

I. Call to order and roll call

Presenter: Tracy Pearson

II. Public Comment

Presenter: Tracy Pearson

III. Student Perspectives

Presenters: Dr. Jennifer Bradley, Dr. Lisa Angella

IV. Approve or amend agenda

Presenter: Tracy Pearson

V. Kirkwood Report

Presenter: Justin Hoehn

VI. Informational Items

A. Unlocking Opportunities

Presenter: Dr. Jennifer Bradley, Melissa Payne

VII. Financial Report

Presenter: Casey Dunning

VIII. Consent Items

A. President's comments regarding the Consent Agenda

Presenter: Kristie Fisher

B. Personnel

Presenter: Wes Fowler

C. Bills

Presenter: Casey Dunning

D. Board minutes from August 14, 2025

Presenter: Tracy Pearson

E. Kirkwood and Grant Wood AEA Joint Board Meeting Minutes from August 14, 2025

Presenter: Tracy Pearson

F. 2025-26 Delivery Services Agreement with Grant Wood AEA

Presenter: Troy McQuillen

Revised contract with updated delivery services information.

G. Audit Committee Minutes from August 14, 2025

Presenter: Alan Jensen

H. Review of Current Board Policies

Presenter: Kristie Fisher

- Board Policy 306: Anti-Solicitation Policy
- Board Policy 310: Records Retention Policy
- Board Policy 603: Institutional Research Policy
- Board Policy 703: Institutional Effectiveness

The administration conducted a review of the current Board policy. As no changes were proposed, the first reading of the policy has been waived. The policies remain unchanged and continue to reflect the Board's commitment to effective governance and institutional integrity.

We've provided a link to the Board Policies section on Kirkwood.edu. Please scroll to the relevant policy series to access the policies and accompanying procedures, which offer additional detail and guidance.

<https://www.kirkwood.edu/about-us/trustees/board-policies-and-procedures>

IX. New Business

A. Administration

1. Resolution - Approve Equal Employment Opportunity / Affirmative Action Plan

Presenter: Wes Fowler

Consideration of a resolution approving the Equal Employment Opportunity / Affirmative Action Plan.

2. Resolution - Last Dollar Scholarship

Presenter: Dr. Jennifer Bradley

Consideration for approval of Last Dollar Scholarship [LDS] for high demand programs as identified by Iowa Workforce Development. Five programs have been designated from our region:

- Business Administration: Accounting (current & continuing)
- Business Administration: Management/Finance (new)
- Business Administration: Marketing/Admin Management (current & continuing)
- Construction Management (current & continuing)
- Criminal Justice (moved off statewide list to regional list)

B. Board

1. Resolution - Removal of Guiding Principles Policy

Presenter: Kristie Fisher

Consideration of a resolution approving the removal of the Guiding Principles policy.

2. Resolution - First Reading of Board Policy 104: Mission, Vision and Values

Presenter: Kristie Fisher

Consideration of a resolution approving the review and first reading of Board Policy 104: Mission, Vision and Values.

3. Resolution - First Reading of Board Policy 203: Finance Committee

Presenter: Kristie Fisher

Consideration of a resolution approving the review and first reading of Board Policy 203: Finance Committee.

X. Delegations, Petitions, and Communications

XI. Reports of Board Members

XII. Adjourn

A dinner for the Board of Trustees and new faculty will be held immediately following the meeting at The Hotel at Kirkwood Center, Atrium.

Next Meeting: Thursday, October 16, 2025, 4:30 p.m., Tippie Business Event Center, The Hotel at Kirkwood Center.

Our Mission: Kirkwood Community College provides access to quality education and training, offering personalized support for all students while innovating to respond to the evolving needs of the community.

Board of Trustees' Agenda September 18, 2025

Replacements/New Positions

Name	Title	Department	Effective Date	Replaces/New
Patrick Clemence	Executive Director	Information Technologies	09/02/2025	Sara Swanson
McKayla Artel**	Program Advisor, TRIO	Engagement & Student Success	08/18/2025	Morgan Bear
Travis Allen**	Instructor	Ag Science	08/18/2025	Tyler Krug
Katy Thomas	HR Advisor	Human Resources	09/15/2025	Sheri Hlavacek
Jack Kelley	Environmental Specialist	Facilities	09/15/2025	Shelton Strickler
Michael Gayle	Associate Dean	Business & IT	09/15/2025	Sarah Matheny
Matthew Neenan	Maintenance Tech	Facilities	09/15/2025	Cooper Shelton
John Harris	Maintenance Tech	Facilities	09/15/2025	Ryan Paulson
CJ Lane	Controls Engineer	Facilities	09/15/2025	Paul Sabotta
Michael Colleran	Instructor- Temp	Social Sciences	08/25/2025	Julia Rabe
Tony Roe	Director	Facilities	09/15/2025	Cale Loewen
LeeAnn Olson	Department Assistant	Health Programs	09/08/2025	Tressa Burnett
Jeff Nance	Instructor, ASP	Secondary Programs	09/05/2025	Kirk Kronaizl
Tia Slippy	Study Abroad Advisor- Temp	Global Learning	09/02/2025	NEW
Christopher Oldfather	Coordinator- Temp	Continuing Ed	09/15/2025	NEW
Sara Swanson**	Senior Director	Information Technologies	09/02/2025	NEW
Paige Dullea	Operations Coordinator	Facilities	09/29/2025	Annie Palas

*Internal Promotion

**Internal Transfer

Separation of Employment

Name	Title	Department	Effective Date
Cody Copeland-Damrow	Custodian	Facilities	08/21/2025
Scott Kinch	Maintenance Tech II	Facilities	08/25/2025
Jourdan Jiruska	Program Developer I	Continuing Ed	10/02/2025

Change in Status

Name	Title	Department	Effective Date	Status Change
Michael Posivio	Department Assistant	Health Programs	09/08/2025	Temp to Full-time