

**SPRING IN-SERVICE UPDATE**

January 10<sup>th</sup> of 2020

Dennis C. Rittle



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**COLLEGE MISSION, VISION, VALUES AND STRATEGIC PRIORITIES**

**Mission Statement:**

- Cowley College is committed to providing opportunities for learning excellence, personal achievement, and community engagement.



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**COLLEGE MISSION, VISION, VALUES AND STRATEGIC PRIORITIES**

**Vision Statement:**

- Champion the relevance of two-year colleges in higher education through holistic learning and workforce development opportunities.



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### COLLEGE MISSION, VISION, VALUES AND STRATEGIC PRIORITIES

#### Core Values:

- People
- Accountability
- Integrity
- Leadership




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### COLLEGE MISSION, VISION, VALUES AND STRATEGIC PRIORITIES

#### Strategic Priorities:

- Planning and Leading
- Student Success
- Valuing People
- Student/Stakeholder Needs
- Technology Infrastructure
- Financial Parameters




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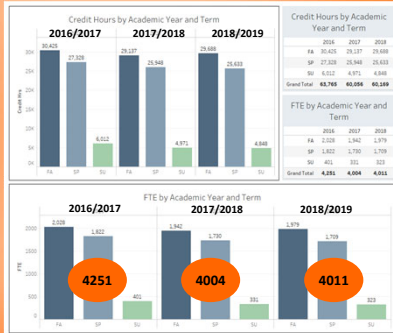
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### COWLEY COLLEGE BY THE NUMBERS:




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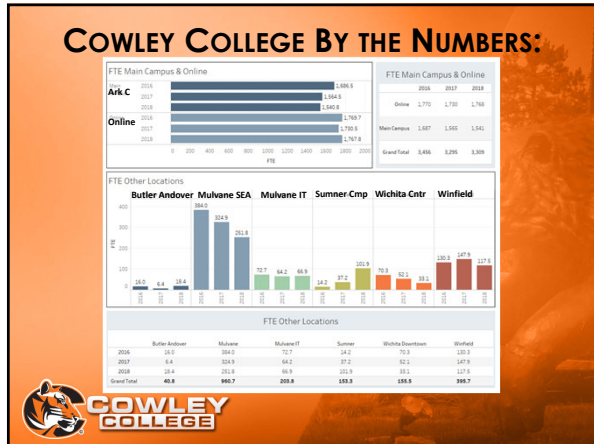
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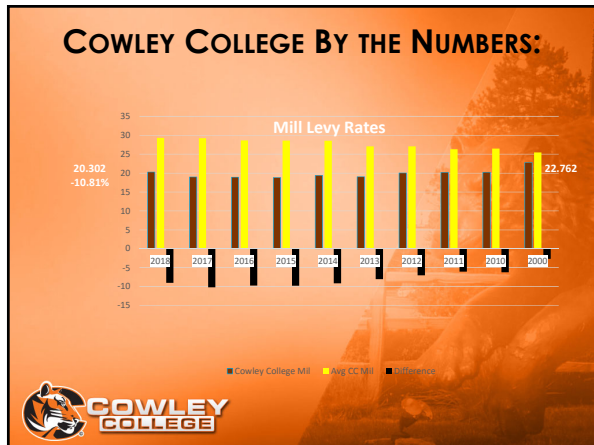
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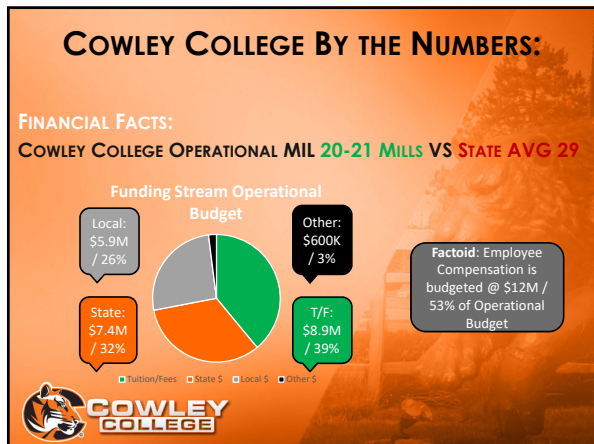
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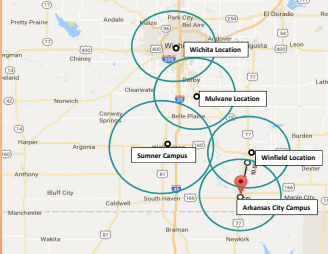

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### COWLEY COLLEGE IMPACT:

- Wichita Center: Seeking to renew Lease
- Mulvane SEA Center: Seeking to Purchase
- Mulvane IT: Seeking to renew Lease


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### COWLEY COLLEGE IMPACT:

**Cowley College Total Annual Impact:**  
**\$265.5M ADDED INCOME**  
**3,735 JOBS SUPPORTED**  
*Emsi*

**Cowley College Total Annual Impact for Every \$1.00:**  
**STUDENTS GAIN: \$4.50**  
*(LIFETIME EARNINGS)*  
**TAXPAYERS GAIN: \$3.50**  
*(ADDED TAX REV. & SAVINGS)*  
**SOCIETY GAIN: \$11.00**  
*(STATE REV. & SOCIAL SVGS)*  
*Emsi*




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### FUTURE PROJECTS ON THE HORIZON

LEARNING COMMUNITIES

- COMPENSATION STUDY REVIEW AND FOLLOW-UP ★
- EMPLOYEE ON-BOARDING ★
- DEFERRED MAINTENANCE (AGING INFRASTRUCTURE) ★
- DEMAND IN TECHNICAL EDUCATION ?
- OPENING OF EDUCATION CENTER IN ARK CITY ★
- ENHANCE MILITARY PARTNERSHIP ?
- FULL OPERATIONS AT SUMNER CAMPUS IN FALL 2019 ★
- CAPITAL CAMPAIGN (SCHOLARSHIP RESHAPING) ?
- RESHAPE TO COST MODEL FOCI ?
- RESIDENTIAL HOUSING DESIGN AND CHALLENGES (AC AND SUMNER) ?
- UNIVERSITY PARTNERSHIPS ★
- UPDATE POLICIES AND PROCEDURES – NEW!




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### COMPENSATION ADJUSTMENTS

Fiscal Year	%/Amt.	Institutional Cost	Notes
2016	0%		Previous Admin offered no COLA to staff / faculty in the budget approved during the June 2015 Board Mtg. This was the budget I inherited when I started on July 1, 2015 (or FY2016)
2016	\$1,000	\$200,000	Amount awarded in June 2016 for meeting enrollment goals
2017	2.50%	\$250,000	Standard COLA
2018	4.00%	\$400,000	COLA and Raise
2019	1% & \$1K	\$300,000	COLA - Employee Impact: \$20K = 6%; \$50K = 3%; 100K = 2%
2019	\$35,750	\$35,750	Faculty increase to their Base for Comp Study (approx. 40 employees)
2020	\$130,000	\$130,000	Staff increase to their Base for sub 85% Comp Ratio (47 employees)
2020	\$25,000	\$25,000	Faculty yrs of service increase (Part 1 of 2) for Comp Study
2020	2%	\$200,000	COLA
2020	\$1,200	\$230,000	Costs to defray Major increase in Insurance Premiums (pending acceptance)
2021	\$25,000	\$25,000	Faculty yrs of service increase (Part 2 of 2) for Comp Study [Earmarked]
2021	\$60,000	\$60,000	Staff yrs of service increase (Part 1 of 2) for Comp Study [Earmarked]
2022	\$60,000	\$60,000	Staff yrs of service increase (Part 2 of 2) for Comp Study [Earmarked]
Total as of Aug 1, 2019		\$1,915,750	

Legend: FY 2016 = July 1, 2015 to June 30, 2016  
 Average employee base income is approximately \$47K  
 Institutional Costs do not include taxation and are approximate amounts




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### YEARS OF SERVICE – PROPOSED SCHEDULES

**Full-Time Faculty (50% FY2020 and 100% FY2021)**

Yrs. of Continuous FT Service	Annual Stipend
3-4 Yrs.	\$200/\$400
5-9 Yrs.	\$350/\$700
10-14 Yrs.	\$700/\$1,400
15-19 Yrs.	\$1,050/\$2,100
20+ Yrs.	\$1,400/\$2,800

**Full-Time Staff (50% FY2021 and 100% FY2022)**

Yrs. of Continuous FT Service	Annual Stipend
3-4 Yrs.	\$200/\$400
5-9 Yrs.	\$400/\$800
10-14 Yrs.	\$700/\$1,400
15-19 Yrs.	\$1,000/\$2,000
20+ Yrs.	\$1,400/\$2,800




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### COST SAVING MEASURES & REVENUE GENERATION MEASURES



- Slow Fill Continues / Non-Fill
- Campus Printing Initiatives






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**CELEBRATIONS!**



Retirement  
NEXT EXIT ↗



AWARDS



HIGHER  
LEARNING  
COMMISSION



**COWLEY  
COLLEGE**

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**SPRING IN-SERVICE UPDATE**

Question  
&  
Response



**COWLEY  
COLLEGE**

*All learning begins with a question*

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