

COWLEY COLLEGE PRESIDENT'S REPORT

2018  2019



GRAND OPENING
AUGUST 8



COWLEY COLLEGE
EDUCATION CENTER

CORE VALUES

Cowley County Community College and Area Vocational-Technical School is dedicated to the continual pursuit of excellence by embracing our Core Values, the fundamental principles that guide our actions.

PEOPLE

- * We emphasize the importance of human relationships, diversity, and a sense of community.
- * We provide student-centered instruction.
- * We provide a safe, learning environment where joy, humor, and teamwork are embraced.
- * We encourage open communication and the sharing of ideas.

ACCOUNTABILITY

- * Our students will receive a quality education.
- * The college will provide students the opportunity to take an active role in their success.
- * All employees are responsible and committed to excellence.
- * We are accountable to the community to educate students and to sustain and improve society.

INTEGRITY

- * We regard honesty, trust, and respect as essential principles in our academic, personal, and professional standards.

LEADERSHIP

- * We provide a positive atmosphere that fosters personal and professional growth.
- * We empower students and employees to be innovative and visionary.
- * We are an ethical leader in the field of education.

MISSION STATEMENT

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

VISION STATEMENT

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

WELCOME TO THE PRESIDENT'S ANNUAL REPORT

As we conclude the 97th year of Cowley College, the theme of “purposeful disruption” seems most fitting. In an era in which institutions of higher education are focused on mere survival, Cowley College has taken the posture of decisive arrival.

The College began and will conclude the 2018/2019 academic year opening new spaces for students to learn as the paw print of Cowley College expands to address the growing demand for access to affordable and high-quality higher education. The Technology and Innovation Center on the Sumner Campus was the first space to open in the 2018/2019 academic year, welcoming students studying in the broad areas of computer science, manufacturing, allied health, and agriculture. During the second-half of the spring semester, the iconic three-level Short General Education Center on the Sumner Campus, which houses classrooms, a bookstore, an eatery, a large community room, staff and faculty offices, as well as tutoring and conference rooms, was opened. As a result, additional coursework and programs will be offered at the start of the 2019/2020 academic year. In addition, Tiger Nation expanded its paw print on the Arkansas City Main Campus as the new Education Center will open through a partnership between Cowley College and the Central Christian Church in Arkansas City.

The expansion of these new spaces has opened additional partnerships between Cowley College and universities such as Friends University, Newman University, and the University of Kansas. Cowley College will welcome a new 2+2 partnership with Friends University, which will offer the opportunity for students to

complete a four-year degree in business on the Main Campus in Arkansas City. Classes will be offered in a hybrid design so that students can maximize the benefits of both face-to-face and technology-based learning. Cowley College will also welcome a new 2+2 partnership with Newman University in the area of education so that educators can complete their four-year degree without ever leaving the Cowley County region. Graduates of Cowley College can complete this innovative, programmatic model in a brief 16 months. Furthermore, Cowley College established a partnership with the University of Kansas to provide Cowley College students, who are majoring in the arts, a first-hand experience of studying thematic art available at the exquisite University of Kansas Spencer Museum of Art.

Tiger Nation expanded its prowess by increasing its academic offerings in the broad areas of computer science, agriculture, and career and technical fields of study to address the ever-changing needs of the workforce and our business partners. Additionally, Cowley College athletics elevated its status to the number five nationally ranked athletic program as determined by the National Alliance of Two-Year College Athletic Administrators (NATYCAA). Working in tandem, Cowley College maintained stable enrollment during the 2018/2019 academic year, during a time where college enrollments have been steadily declining throughout the mid-section of the country. Tied with enrollment stability has been financial stability. The College will close the year 2018/2019 with solid financial footing in the midst of several purposeful initiatives to enhance student success.

Lastly and most importantly,



Cowley College has continued to value its most important resource, its employees. During the 2018/2019 academic year, Cowley College engaged in an intensive compensation study for both its faculty and staff members. Through the study, the College has already implemented the first of two phases of compensation adjustments to rightly provide a competitive wage for its employees. In phase one, we addressed pay scale deficiencies. In phase two, we will address years of service compensation to demonstrate the importance of continuous full-time service to the College.

In closing, the 2018/2019 academic year symbolizes the essence of what it means to be a Tiger: strong, courageous, confident, and resilient. May the 2019/2020 academic year be equally transformative.

GO TIGERS!

In Your Service,

A handwritten signature in black ink that reads "Dennis C. Rittle". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Dennis C. Rittle

Cowley College President

A photograph of three students walking on a paved path in front of a large, curved brick building. The student on the left is wearing a grey hoodie with 'COWLEY COLLEGE' printed on it. The student in the middle is wearing a light-colored, textured jacket. The student on the right is wearing a dark blue sweatshirt with a circular logo and the word 'CHEER' visible. The entire image has a warm, orange-toned overlay.

PEOPLE

TARA LUKERT JOINS HER BROTHER AS COWLEY COLLEGE STUDENTS OF THE YEAR

Just as her brother, Jordan, before her, Tara Lukert became a leader on Cowley College's main campus in Arkansas City. Recognized for her involvement and stellar work in the classroom, Tara was named Cowley College's Student of the Year during the annual Honors and Awards ceremony held April 16 in the Earle N. Wright Community Room.

Jordan was previously named the Cowley College Student of the Year during the 2010-2011 school year.

Tara, along with the school's other Student of the Month selections, were up for the prestigious honor of Student of the Year.

Director of student life Landon West, who served as master of ceremonies, said Tara is an outstanding student and person.

"She excels in the classroom and is a help all around campus," West said. "She is a great listener, not jumping to conclusions. She is a great peer leader. When she speaks, her peers listen and follow. She continues to strive to improve student opportunities across campus."

The sophomore business administration/marketing major is the daughter of Dale and Debbie Lukert. At Cowley, she was the president of Student Senate, vice president of DECA, was a student ambassador,

Cowley tutor, resident assistant, and member of Phi Theta Kappa. The January Student of the Month was a member of the President's Honor Roll and achieved a grade point average of 3.91.

"Cowley gives you so many opportunities to be involved and provides such a sense of community," Lukert said. "I have really enjoyed getting involved at the school, connecting with people, and feeling a part of the community."

Away from Cowley, Tara volunteered her time at the Youth Outreach Center and at church events.

Having graduated from Cowley in May, Tara plans to pursue a degree in Human Resources at Wichita State University.

"I love the people I have met at Cowley and the opportunities I have had while I was here," Lukert said.

During the Honors and Awards ceremony, a representative from each department at Cowley College honored students that excelled during the 2018-19 academic year.



Cowley College president Dr. Dennis C. Rittle praised the work done by the students. He also thanked the faculty and staff, administration, Board of Trustees, and parents of the students for helping them on their journey.

Great Western Dining provided dinner, while the 2019-2020 student ambassadors helped serve the meal.

BOARD OF TRUSTEES

Jill Long - Chair | Bob Juden | Ned Graham | Brian Sanderholm
JoLynn Foster | Nancy Short-Burger | Gary Wilson | Glennis Zimmerman



ANNA MAGGIOLO NAMED 2019 ARKANSAS CITY OUTSTANDING STUDENT



After being named Cowley College's October 2018 Student of the Month, sophomore Anna Maggiolo garnered an even bigger honor as she was named the 2019 Outstanding Student of Arkansas City during a banquet held April 22 in the Earle N. Wright Community Room.

Maggiolo was chosen out of a group of finalists from Cowley College, Arkansas City High School and Arkansas City Middle School. She

was presented with a certificate and a scholarship for \$1,000.

"Anna is a very dedicated student-athlete who has excelled on the court and in the classroom," Cowley College volleyball head coach Steven Gream said. "Her dedication to detail, outgoing personality, and drive to be successful are the key ingredients to her success at Cowley, and I am sure that is what the committee saw in her during the interview process for this award. We look for her to continue to do great things as she transfers to College of Saint Rose."

Cowley College sophomores Morgan Hettenbach and Thais Lindemayer Gomes were also nominated for the prestigious award.

"This award means the world to me because I was nominated by the faculty who saw something in me," Maggiolo said. "This award is for my family at home in Italy and also for my Cowley family."

Maggiolo surpassed 500 kills, 200 digs and 100 blocks in her career and recently signed with College of Saint

Rose in Albany, NY. She served as the volleyball team captain and was voted by her teammates as the Most Valuable Teammate as she helped Cowley finish the 2018 season with a record of 33-7 and rank fourth in the final NJCAA poll.

Maggiolo was also a resident assistant, a student ambassador, member of the International Club, and served in the work-study program. She was a member of the President's Honor Roll and accumulated a 3.63 grade point average at Cowley.

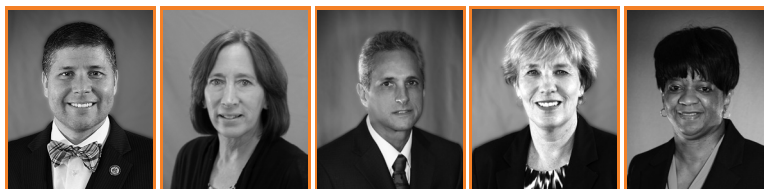
Away from Cowley, she volunteered at her church and did other volunteer work in the community.

Having graduated from Cowley in May, Maggiolo plans to pursue a degree in business administration at the College of Saint Rose.

"Cowley has been the best experience I could ask for to start my college career," Maggiolo said. "Everyone here is so helpful, and I have made friends that will last forever."

ADMINISTRATIVE COUNCIL

Dr. Dennis C. Rittle | Dr. Michelle Schoon | Paul Erdmann | Dr. Kori Gregg | Dr. Gloria Walker
Kristi Shaw | Jason O'Toole | Shane Larson | Debbie Phelps | Jan Grace | Deborah Layton



FRIENDS UNIVERSITY AND COWLEY COLLEGE SIGN AGREEMENT FOR STUDENTS TO TRANSFER INTO BACHELOR'S IN BUSINESS MANAGEMENT

Friends University is partnering with Cowley College in Arkansas City, KS, on an agreement that allows students to seamlessly transfer into Friends University's business management bachelor's degree, with Friends classes offered at the Cowley campus.

The agreement was signed by Cowley College president Dr. Dennis C. Rittle and Friends University president Dr. Amy Bragg Carey on Tuesday, April 16 in the President's Dining Room located inside the McAtee Dining Center on the Cowley College campus.

"We are very pleased to partner with Cowley College on this agreement," said Dr. Carey. "In addition to the

convenience offered to Cowley students to continue working on their degree at their campus, we are also offering a special price of \$260 per credit hour."

With more than 400 students majoring in business studies at Cowley College, this partnership will create greater access and affordability for Cowley College graduates as well as for local employees who have some formal business training but have not completed their four-year degree to complete their bachelor's degree without having to travel long distances or relocate.

"I cannot express how appreciative I am for the willingness of Dr. Carey

and her team to work alongside the academic team at Cowley College to develop this innovative and very affordable higher education pathway," Dr. Rittle said.

Friends University's bachelor of business administration degree prepares students for a successful career in a variety of different business activities using a unique blend of cross-disciplinary business courses. The business management program includes accounting, finance, management, marketing and information systems.

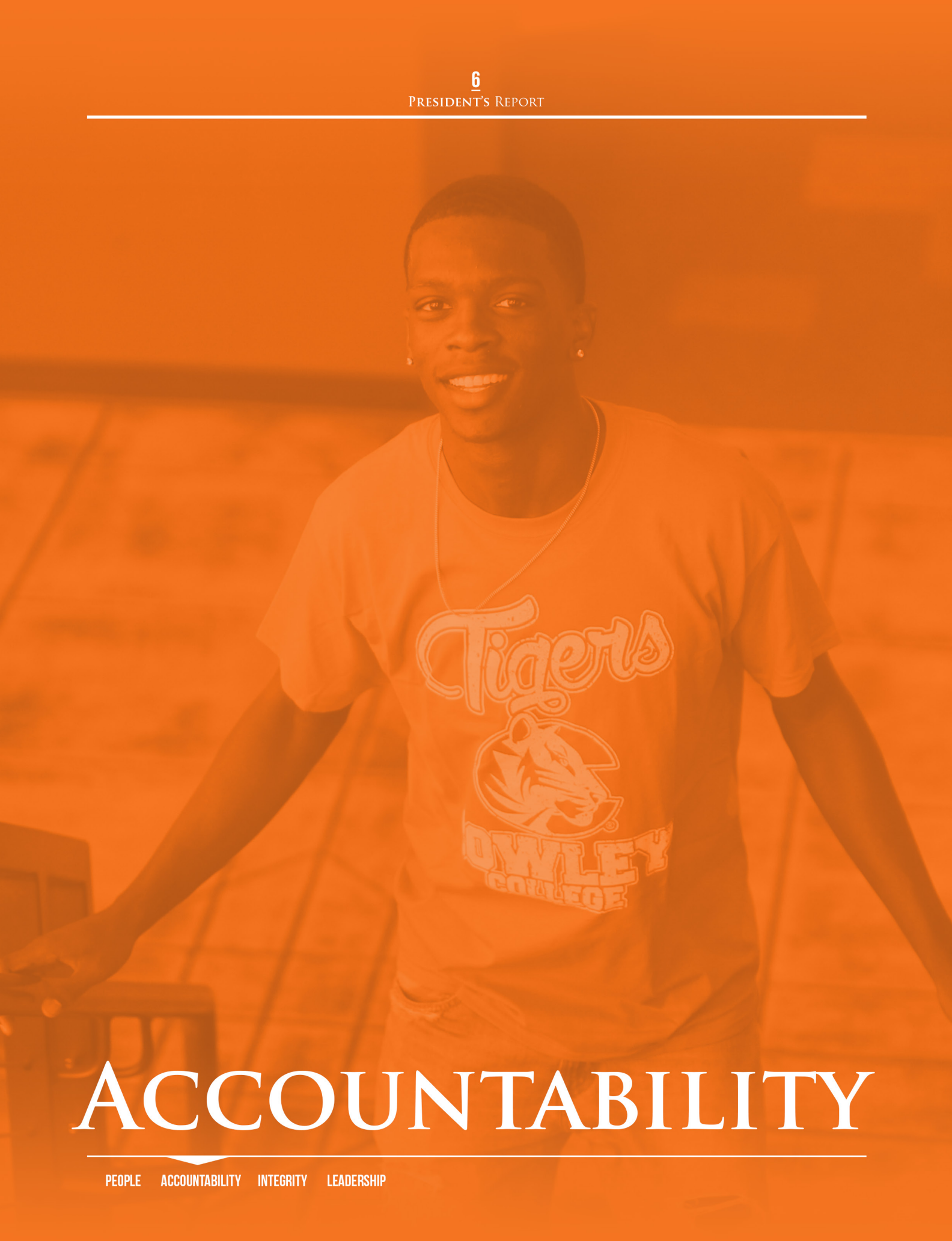
For more information about this agreement please contact 620-441-5204 or email michelle.schoon@cowley.edu.



STUDENTS OF THE MONTH

Thais Lindemayer Gomes - Sept. | Anna Maggiolo - Oct. | Brianne Hutto - Nov. | Jordan Gaylord - Dec.
Tara Lukert - Jan. | Morgan Hettenbach - Feb. | Marcela Dantas - Mar. | Taylor Hinnenkamp - Apr.

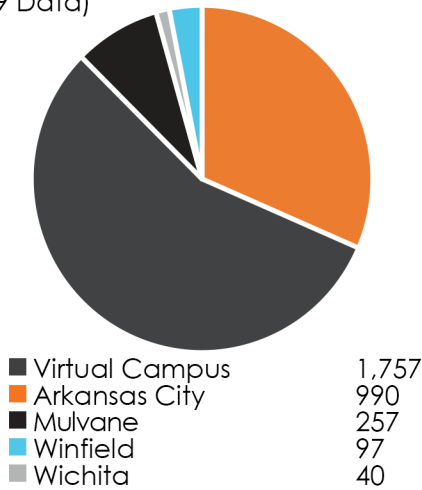




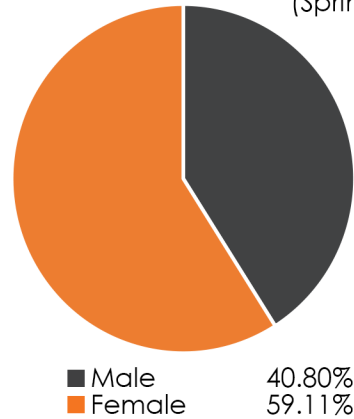
ACCOUNTABILITY

WHO WE SERVE

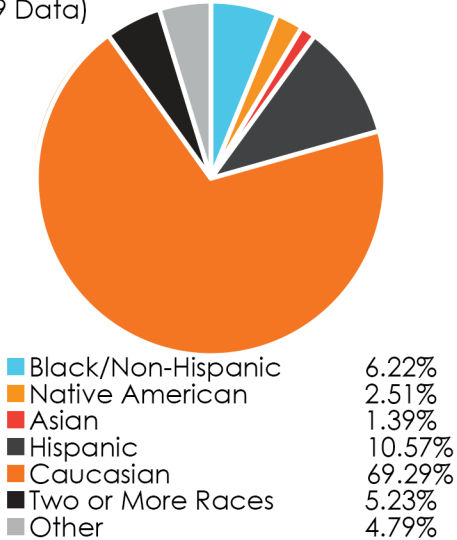
FTE by location
(Spring 2019 Data)



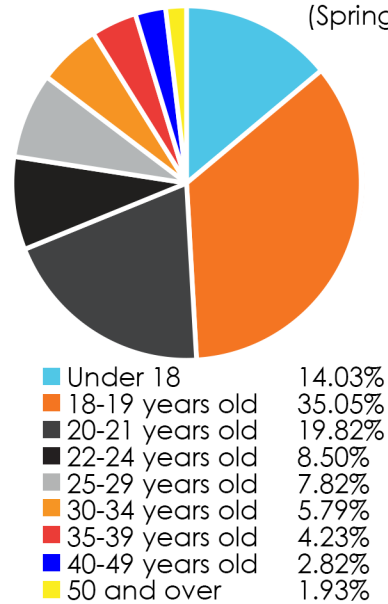
Percentage by Gender
(Spring 2019 Data)



Percentage by Ethnic Group
(Spring 2019 Data)



Percentage by Age
(Spring 2019 Data)



2018-2019 Enrollment Data
(Fall and Spring Semesters Only)

Annual Unduplicated Headcount	3,423
Unduplicated Headcount Fall 2018	2,840
Unduplicated Headcount Spring 2019	2,507
Full-time Equivalent Students Fall 2018	1,979.2
FTE Students Spring 2019	1,709.8

International Student Enrollment
(2018-19 Fall/Spring Semesters Only)

110 Unduplicated Headcount

YOUR RETURN

Revenues by Sources

FY 2018-2019

Student Sources	\$7,359,657.11
State Sources	7,967,786.00
Local Sources	5,681,473.67
Other Sources	378,279.25
Total Revenues by Sources	\$21,387,196.03

Accrual Basis

Foundations Balance Sheet

ASSETS

Total Cash and Investments	\$6,493,313
Inventory	45,000
Accounts Receivable	135,000
Interest in Trust	473,515
Due from College	6,522
Capitalized Assets	-
Total Assets	\$7,153,350

Accrual Basis

LIABILITIES AND NET ASSETS

Total Liabilities	1,048
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NET POSITIONS

Net Investment in Capital Assets	-
<i>Restricted</i>	
Expendable	3,600,947
Non-Expendable	3,552,260
Total Liabilities and Net Position	\$7,153,350

ON INVESTMENT

Expenditures by Sources

	<i>Accrual Basis</i>
Instruction	\$7,248,371.90
Academic Support	749,570.13
Student Services including Athletics	4,283,044.80
Institutional Support	3,950,805.42
Operation & Maintenance	3,249,418.96
Scholarships/Grants	1,879,011.18
Transfers	
Total Expenditures by Sources	\$21,360,222.39

College Balance Sheet

	<i>Accrual Basis</i>
ASSETS	
Total Cash and Investments	\$15,442,424
Inventory	503,296
Pledges Receivable	4,319,268
Prepaid Expenses	265,008
Capitalized Assets	27,565,896
Total Assets	\$48,523,571
Deferred Outflows of Resources	427,675
Total Assets and Deferred Outflows of Resource	\$48,523,571
LIABILITIES AND NET ASSETS	
Total Liabilities	17,247,300
Deferred Inflow of Resources	17,642
NET POSITIONS	
Net Investment in Capital Assets	14,332,836
<i>Restricted</i>	
Expendable	3,893,600
Unrestricted	13,032,193
Total Liabilities and Net Position	\$48,532,571

STUDY SHOWS COWLEY COLLEGE'S TREMENDOUS ECONOMIC IMPACT

Cowley College recently contracted with EMSI to conduct a study of its stakeholders. The study measured the level of impact a college education has on Cowley's students as well as the financial contribution the college adds to the community at large.

Stephen Pool with EMSI recently provided an overview of the study with the Cowley College Board of Trustees.

Pool said Cowley College creates a significant positive impact on the business community and generates a return on investment to its major stakeholder groups, students, taxpayers, and society. Using a two-pronged approach that involved an economic impact analysis and investment analysis, the study calculated the benefits received by each of these groups.

During fiscal year 2016-17 alone, Cowley College added \$265.5 million in income to the Cowley College Service Area economy. Expressed in terms of jobs, Cowley College's impact supported 3,735 regional jobs. For perspective, the activities of Cowley College and its students support one out of every 98 jobs in the Cowley College Service Area.

The operations spending impact showed the net impact of the college's operations spending added \$17.9 million in income to the regional economy.

The student spending impact showed around 25% of credit students attending Cowley College originated from outside the region. Some of these students relocated to the Cowley College Service Area. In addition, some in-region students would have left the Cowley College Service Area for other educational opportunities

if not for Cowley College. These relocated and retained students spent money on groceries, mortgage and rent payments, and so on at regional businesses.

The expenditures of relocated and retained students in fiscal year 2016-17 added \$3.5 million in income to the Cowley College Service Area economy.

"We can attribute this new or retained money to Cowley College," Pool said.

Pool also discussed the Alumni Impact. The net impact of Cowley College's former students currently employed in the regional workforce amounted to \$244.2 million in added income.

The investment analysis showed Cowley College students paid a present value of \$8.3 million to cover the cost of tuition, fees, supplies, and interest on student loans. They also forwent \$17.9 million in money that they would have earned had they been working instead of attending college.

In return for their investment, students will receive \$117.7 million in increased earnings over their working lives or four and a half times their investment (i.e. 449 percent).

"This is fantastic," Pool said. "On average, a 30-year investment in the stock market averages around 10 to a 10.1 percent rate of return. So, it is safe to say that an investment in an education at Cowley College is a safer and better investment than comparable money spent in the stock market."

Taxpayers, federal, state, and local provided Cowley College with \$13.5 million of funding in fiscal year 2016-17. In return, they will benefit from added tax revenue, stemming from

students' higher lifetime earnings and increased business output, amounting to \$45.8 million. A reduced demand for government-funded services in Kansas will add another \$2.1 million in benefits to taxpayers.

For every dollar of public money invested in Cowley College, taxpayers will receive \$3.60 in return, over the course of students' working lives. The average annual rate of return for taxpayers is 8.7%.

"This is very good," Pool said. "Very few taxpayer investments have good returns."

Finally, in fiscal year 2016-17, society as a whole contributed \$51.1 million to fully support Cowley College. For that investment, the Kansas economy will grow by \$555.4 million over the course of students' working lives. Dr. Dennis C. Rittle, President of Cowley College, reflected, "When the smoke clears, educating our students with appropriate skills, work ethics, and attitudes is an investment which benefits all of society. Education is a multiplier on an exponential level as this study reveals. The tremendous return-on-investment, which education offers, is a primary reason those of us who serve in education are willing to expend ourselves to serve the greater good for our communities and the places we call home."



EDUCATION CENTER GRAND OPENING SET FOR AUGUST 8



The new Cowley College Education Center will provide students the opportunity to have a hands-on face-to-face learning experience. The public is invited to a ribbon cutting ceremony and grand opening celebration for the facility, located at the corner of Second and Chestnut in Arkansas City, from 3-5 p.m. Thursday, August 8.

The ribbon cutting will take place at 3 p.m. and will be followed by a program of speakers. Light hors d'oeuvres will be served.

"Come help us celebrate this new adventure and enjoy all that this building has to offer," Cowley College director of early childhood education Janet Davidson said.

The facility will be used to train preschool and secondary education teachers.

"The community has been hungry for additional support to help care for preschool age children," Cowley College president Dr. Dennis C. Rittle said. "We view this as a good

partnership (with Central Christian Church) that will provide the future workforce for a Child Care Center."

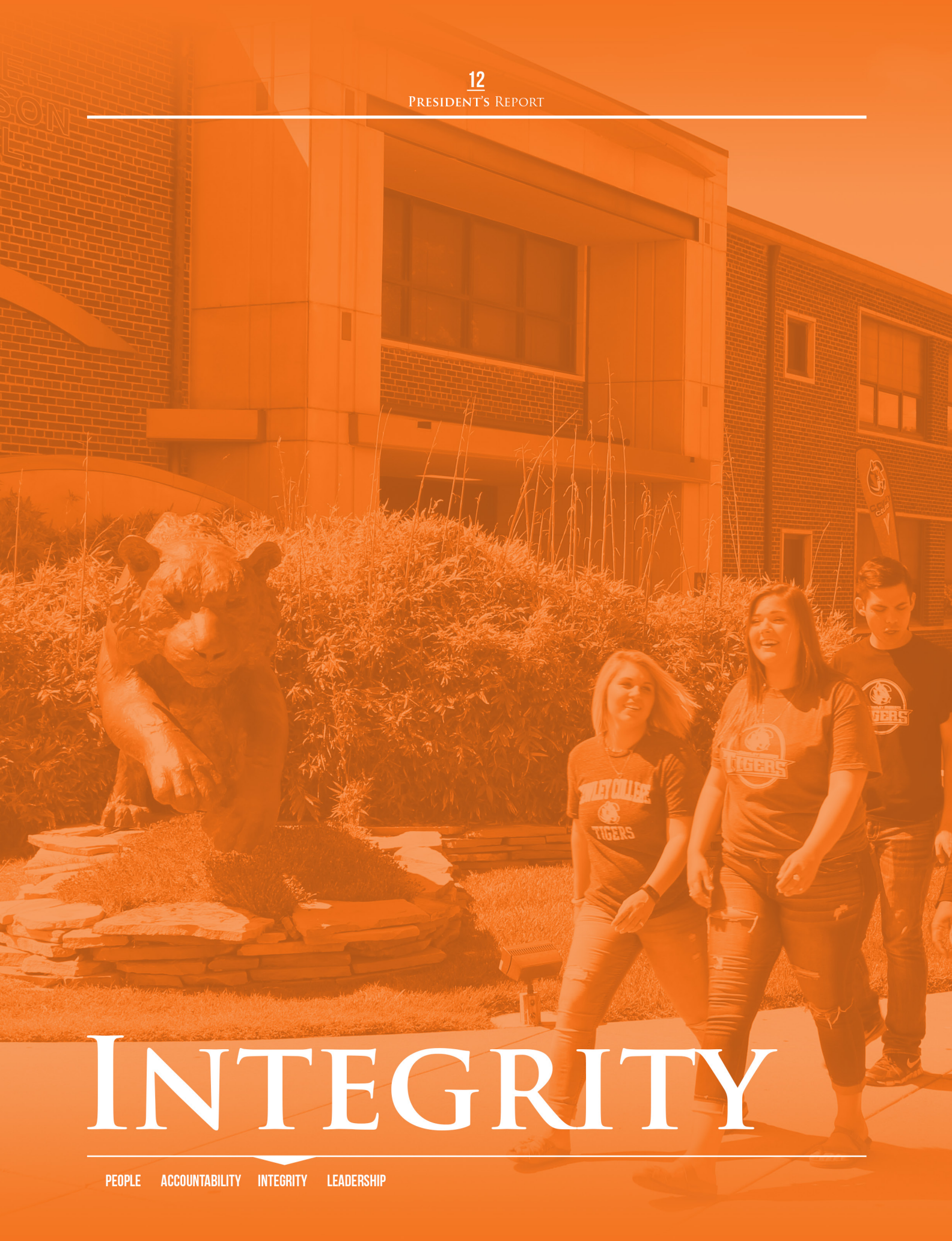
With the majority of Cowley College's early childhood education courses being conducted online due to the unavailability of lab space, the finance sub-committee and academic sub-committee decided there was a need for face-to-face training to allow students an opportunity to take classes in the community versus online.

"This is an exciting step forward for the education departments at Cowley College," director of child care and development/early childhood education Janet Davidson said. "The Central Christian Church has been a joy to work with. I appreciate all of the parties involved that came together to make this happen. Having a dedicated space on campus for an education lab-classroom will improve the quality of the program, provide the ability to create solid partnerships and increase the visibility within our wonderful community."

The faculty feel confident that Cowley College will see an increase in overall enrollment in both programs of study and an increase in face-to-face course deliveries because of the dedicated classroom space.

The agreement between the College and Central Christian Church will also allow more flexibility in scheduling not only Cowley coursework but also continuing education opportunities for college faculty and local teachers.

"Having the space will allow for more interdisciplinary activities within the education courses," director of education Julie Rhoads said. "Other opportunities could include stronger partnerships with one or more four year universities for distance learning and there will exist the potential to create a new Education Pathway that is unique to other offerings in the state. At this time those opportunities are in the brainstorming stage, but I'm excited to see what creative ideas we can implement in the future."



INTEGRITY

COMMUNITY IMPRESSED WITH NEW SHORT GENERAL EDUCATION CENTER



With excitement building for the opening of the Sumner Campus Short General Education Center in Wellington, more than 200 people attended an Open House event on Saturday, April 27.

Dr. Kim Long, provost and vice president for academic affairs at Newman University, and her husband, Dr. Jim Long, chair of the division of business and information technology at Friends University, live in Sumner County and were excited to see the new facility.

“It’s an incredible opportunity for economic development, for workforce development, and for the county, students and business,” Dr. Kim Long said. “We are very pleased to support it.”

Dr. Jim Long was impressed with the facilities and the sense of community.

“I am kind of in awe at how beautiful the campus is and how technically

advanced a lot of the programs are,” Dr. Jim Long said.

Along with an opportunity to tour the Short General Education Center and Sumner Campus Technology and Innovation Center, the Open House featured fun activities for the entire family and provided free hot dogs, chips, and drinks.

The Short General Education Center features numerous classrooms, conference rooms, computer labs, office spaces, tutoring areas, space for adult education, an eatery with full catering capabilities, a bookstore, and a beautiful community room.

Julie Leis, who resides in Wellington and has a daughter currently taking classes at Cowley College, said the town is fortunate to have a facility like the Sumner Campus.

“It’s nice for the community and great for the students. It is a beautiful campus,” Leis said.

The Sumner Campus Short General Education Center will begin offering

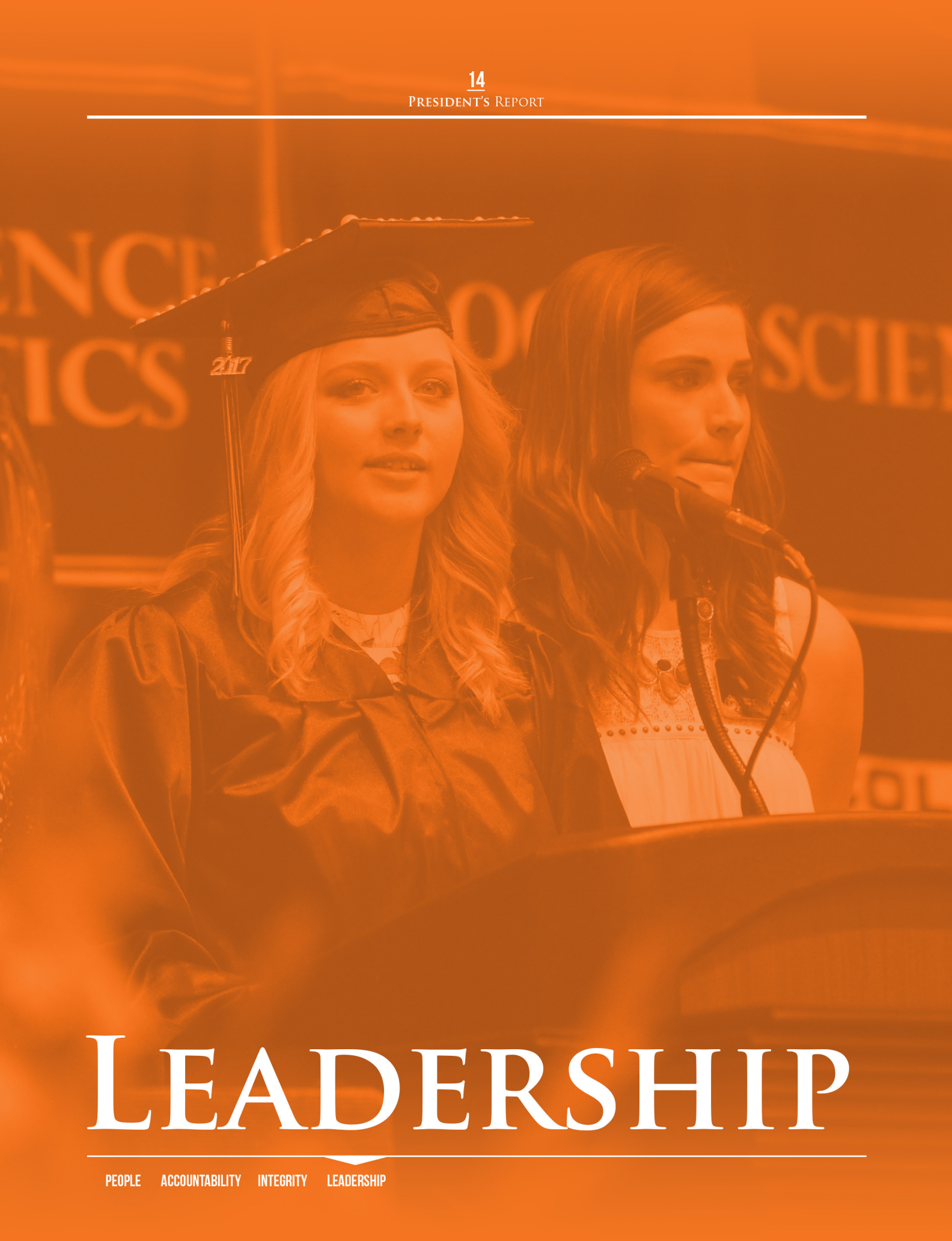
general education classes in the fall of 2019, while the Sumner Campus Technology and Innovation Center currently offers programs of study in manufacturing, agricultural studies, computer science and information technology, and general educational development.

Ken and Shari Carothers, who live a mile north of South Haven, are excited that they can begin taking their classes through the Golden Tigers’ program in Wellington.

Shari said the couple have had the Open House on their calendar as they were excited to see the Short General Education Center.

“We are impressed with the facility,” Ken said. “We think it’s great to have a campus here in Wellington.”

For more information on the Sumner Campus please call 620-441-6555, and for additional information on the Golden Tigers’ program at Cowley College contact alumni@cowley.edu.



LEADERSHIP



COWLEY COLLEGE AND KANSAS STATE UNIVERSITY PARTNER IN TROOPS TO TEACHERS' PROGRAM

Kansas now has a pathway to the Troops to Teachers' program through a grant received by Kansas State University. Students can begin their pathway to becoming an elementary classroom teacher by completing the Associate of Arts Degree in Elementary Education with Cowley College, using available scholarships, military aid and/or FAFSA funds.

Students would then transfer to K-State Global Campus for the online Bachelor of Science in Elementary Education, where they would apply for additional financial assistance through Troops to Teachers and/or the Kansas

Board of Regents Service to Profession Scholarship. The online delivery option allows veterans to remain in their local area schools to make a difference in their own communities.

In addition, K-State is making a commitment to offer Veteran Mentors for the Veteran Teacher Candidates upon the transition to the Global Campus Elementary Education program.

If veterans already hold a bachelor's degree, in any field, they would apply to the K-State Master of Arts in Teaching (MAT) online program of elementary education (12-month

master's program).

This is a great opportunity for veterans to find a way to continue their dedication and commitment to service, make a difference locally, and fill much needed teaching positions throughout the state of Kansas.

To find out more about eligibility for the Troops to Teachers' program visit www.proudtoserveagain.com/about/eligibility. To learn more about getting started with your degree, contact Cowley College Director of Education Julie Rhoads at julie.rhoads@cowley.edu or at 620.441.5316.

TRUSTEES TAKE PART IN ROUNDTABLE DISCUSSION WITH LOCAL LEGISLATORS

Members of Cowley College's Board of Trustees had an opportunity to ask questions of local legislators, Senator Larry Alley and Representative Kyle Hoffman, during a recent roundtable discussion held in the president's private dining room inside of the McAtee Dining Center.

College Liaison Jessica Lucas introduced Senator Alley and Representative Hoffman to the members of the Board.

Senator Alley mentioned good news

items from Topeka. Senator Alley also said the State needs trained employees and that is where Cowley College comes in.

Representative Hoffman spoke about recent bills that have passed. He also spoke of school funding and the extreme importance of fully funding Senate Bill 155 as this bill enables high school students to take qualifying technical education coursework with no cost in tuition.

Cowley College president Dr. Dennis C. Rittle was pleased to have Senator

Alley and Representative Hoffman on campus.

"I thank them for being responsive to the interests and concerns of the college," Dr. Rittle said. "They are always willing to listen and to ask questions."

Trustees in attendance were, Board Chair Jill Long, Vice Chair JoLynn Foster, past Chair, Bob Juden, Ned Graham, Gary Wilson, and Glennis Zimmerman.

TRUSTEES AND PRESIDENT REACH TERMS ON CONTRACT RENEWAL

Having recently completed his fourth year as president at Cowley College, Dr. Dennis C. Rittle was rewarded with a rolling three-year contract effective July 1, 2019.

Dr. Rittle is the fifth president in the history of Cowley College. He began serving in higher education in 1995 and has provided educational leadership for government, for-profit, and public educational sectors.

"I wish to express my thanks to the Board of Trustees, Chair Jill P. Long, Vice Chair Bob Juden, past Chair Mrs. JoLynn Foster, Mr. Brian Sanderholm, Mr. Ned Graham, Mrs. Nancy Short-Burger, Mr. Gary Wilson, and Mrs. Glennis Zimmerman for their generosity and continued support of my service and leadership to Cowley College and Tiger Nation,"

Dr. Rittle said.

Regarding Dr. Rittle's career in education, he concluded his pursuit of higher education, culminating in a Ph.D. in Organizational Leadership at the esteemed Regent University and has completed post-doctoral coursework at Harvard University.

Chair Jill Long and the Board of Trustees agreed that Dr. Rittle's contract will automatically be extended by an additional 12 months equating to three years on July 1 of each subsequent year.

"The Board of Trustees look forward to the future with Dr. Rittle's leadership and knowledge," Chair Long said. "The college has experienced continued growth and has accomplished many great things during Dr. Rittle's tenure, and we are excited to continue working together."

Dr. Rittle and his wife, Christy, have two children, Daniel and Childress. Three members of his family have completed a two-year degree at a community college and the fourth member of his family, Childress, is starting the second year of her two-year degree at Cowley College this coming fall semester.

In response to the Board's generosity, Dr. Rittle and his family have agreed to donate any cost of living adjustment difference in his salary to support the Student Emergency Fund and to support faculty and staff by offsetting the cost of their professional development in degree completion.

PRESIDENT AND VICE CHAIR DISCUSS BEST PRACTICES IN PRESIDENT AND TRUSTEE RELATIONSHIPS

Demonstrating a successful partnership between the president and the Board of Trustees, Cowley College president Dr. Dennis C. Rittle and Vice Chair Bob Juden have had an opportunity to speak about best practices in president and trustee relationships each of the past three years.

The Kansas Community College Leadership Institute (KCCLI), which is sponsored by the Kansas Association of Community College Trustees (KACCT), formally invited Dr. Rittle and Mr. Juden to speak on this topic in the annual open forums held in Hutchinson and twice in Arkansas City.

The presentation was to up and coming senior leadership in community colleges.

According to Mr. Juden, Linda Fund, who serves as the executive director of the KACCT said when Cowley hired Dr. Rittle they not only did well for the college but also did a favor for every community college in the state.

"During our talks we discussed what our relationship is between the Board and Dr. Rittle and what we feel it should be," Juden said. "We hired Dr. Rittle to run the college and once we did that we took on more of an advisory role. We talk about the direction we want the college to go and although we may not always agree, we have been good at finding common ground. He's the guy that runs the college, but he does not run the Board of Trustees. We work together."

Jackie Vietti, former president of Butler Community College, served as the facilitator at each of the presentations. The open forums allowed community members to ask questions of the Board and Dr. Rittle



"You don't always see things the same, but that is what makes you strong," Dr. Rittle said. "You bring in different vantage points that help steer the general direction of the college. I can give an opinion, but it is ultimately the chair's decision. Our discussions are never contentious or confrontational; it's about having good, candid dialogue. It's a friendship that's based on trust and respect.

Dr. Rittle and Mr. Juden not only covered topics regarding the relationship between the president and the Board of Trustees, but also the importance of having one voice.

"The trustees are always concerned about the success of our students," Dr. Rittle said. "When we stand together, side by side, and speak in one voice, it makes a big difference."

Juden has been a board member since July 2013. His current term expires in January 2022. Juden brings his previous experience as an educator and Cowley College employee to the Board.

"Some people don't understand the responsibility of the trustees," Mr. Juden said. "Our job is not to run the college on a daily basis; we hire the president and then confer with them to come up with something that is good for the college. We work well together and find common ground that supports the view of the president

and the Board."

Dr. Rittle said the college is fortunate to have tremendous trustees who take their roles very seriously and fulfill it well.

"We are different than other community colleges in a good way," Dr. Rittle said. "We want Cowley College to be a leader in the state and have others want to duplicate us. An institution cannot outperform its Board. I am blessed to partner with a Board that is forward thinking and is willing to do the things that don't just worry about today, but are worried about tomorrow. The work we do today will allow Cowley College to flourish for decades to come."

Having a productive relationship and not a controversial one allows the Board and Dr. Rittle to do what is best for the operations of the college.

"I consider us working partners," Mr. Juden said.

Dr. Rittle, who has served as president of Cowley College since 2015, echoed those sentiments.

"The Board collectively is my supervisor, and I give them that respect; unequivocally, but I also appreciate that they give me that mutual respect as well. The students succeed and the community is blessed when we work together in our roles."

COWLEY COLLEGE

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