

D R A F T

**DELTA COLLEGE
BOARD OF TRUSTEES
DINNER MEETING**

April 19, 2011

Delta College Main Campus Room N 7

Board Present: K. Ellison, R. Emrich, K. Higgs, K. Houston-Philpot, K. Lawrence-Webster, J. MacKenzie, E. Selby, D. Wacksman

Board Absent: R. Stafford

Others Present: C. Anguiano, B. Baker, K. Buehler, K. Butler, L. Butler, P. Clark, J. Goodnow, L. Govitz, P. Graves, J. Gravlin, T. Grunow, J. Haley, A. Hill, J. Hinds, G. Hoffman, H. Kinney, A. Klumpp, J. Knochel, W. Kraynak, T. Kubatzke, T. Lane, M. Lile, J. Lupp, C. Lusk, D. Lutz, G. Mallek, J. Miller, S. Montesi, M. Mosqueda, L. Myles-Sanders, C. Nilsson, F. Peters, G. Przygocki, B. Rammal, H. Rammal, L. Ramseyer, J. Roupe, T. Stitt, J. Shelley, J. Stahl, A. Ursuy, S. VanderLaan, C. Warner, B. Webb, M. Wiltse

Press Present: B. Howell, Bay City Times, J. Hall, WSGW

Board Chair Robert Emrich called the meeting to order at 6:00 p.m. He called on Tamie Grunow, Gail Hoffman, Wendy Kraynak, Tom Lane, Margarita Mosqueda and Felicia Peters to discuss their collaboration in diversity recruitment. The academic administration, with Human Resources, the Equity Officer and General Counsel have intensively reviewed the recruitment process to eliminate barriers to a broadened applicant pool. Reflecting accreditation requirements, the standard requirement for a beginning faculty member is reduced from Master's to Baccalaureate; community college teaching experience is desired but no longer a requirement; incomplete applications are not automatically eliminated until HR makes a follow up call to the candidate; letters of recommendation are no longer required at the beginning of the process. Overall, the goal is to look for talent and potential.

Responding to a question from Dr. Emrich, T. Grunow said that letters of recommendation are required at the end rather than at the beginning of the process in order to avoid raising red flags at the candidate's current place of work. Margarita Mosqueda presented statistics describing the Delta College community and its workforce, showing that the College has made improvements in looking more like the community it serves. Ms. Wacksman inquired about the length of the recruitment process from beginning to end, and Felicia Peters said this year it began in the Fall with requests and approval of posting of vacancies and is reaching conclusion in the next few weeks.

J MacKenzie asked, of the 35 faculty vacancies, how many were created by retirements; the response was most were. Responding to whether any area was particularly impacted, art and science were but the impact was across disciplines. Mr. Selby asked whether the process is

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working and whether the applicant pools are expanding, and T. Grunow responded that they are greatly increasing both in size and in diversity.

Tom Lane said that the goal is at minimum to reflect our community. The team has analyzed where applicants come from and are focusing on those who are not being reached. He has been meeting with numerous graduate students to encourage them to consider community college teaching as a viable career choice. The team is also using its professional contact to expand our recruiting networks.

Dr. Emrich called on Trevor Kubatzke, Margarita Mosqueda and Greg Mallek to provide an update on athletics at Delta College. They reviewed the history of athletics at Delta including programs discontinued in the past, and explained the requirements of Title IX. They reviewed the timeline for proposed changes for next academic year, starting with the budget process, until the decision and notice to teams in mid February. Finally, they reviewed the statistics for local high schools and Michigan conference schools, identifying greater competitiveness and the opportunity for more students to participate as reasons behind the decision.

Dr. Emrich asked about budget impact, and Jack MacKenzie asked about the number of scholarships and the total amount of each scholarship. There will be a budget increase to extend soccer for another year. Two thousand dollar scholarships are divided among teams depending on the number of participants, and some coaches divide them into two one thousand dollar scholarships. Dee Dee Wacksman asked whether baseball had been included in the past; it has not. Dr. Emrich asked what could have been done differently, saying that in these times there needs to be an opportunity for public input.

There being no further business, the dinner meeting was adjourned at 7:00 p.m.

Respectfully submitted,

Leslie Myles-Sanders, Board Secretary