

D R A F T  
Delta College  
Board of Trustees Regular Meeting  
Delta College Lecture Theater (G-160)  
Tuesday, January 11, 2022  
7:00 p.m.

- BOARD PRESENT** A. Baldwin, R. Emrich, D. Middleton, M. Nash, M. Rowley, M. Thomas, M. Wood
- BOARD ABSENT** M. Benecke, S. Gannon
- OTHERS PRESENT** R. Battinkoff, L. Brown, T. Brown, J. Carroll, P. Clark, S. Clauss, A. Cramer, M. Crawmer, R. Curry, C. Curtis, S. DuFresne, J. Foco, P. Fox, J. Garn, M. Gavin, L. Govitz, M. Haswell, D. McQuiston, S. Raube, K. Rishe, S. Roche, K. Schuler, E. Suniga, A. Ursuy, A. Williams, E. Yaworski
- PRESS PRESENT** None
- CALL TO ORDER** Board Chair Nash called the meeting to order at 7:03 p.m.
- APPROVAL OF THE AGENDA** Board Chair Nash called for approval of the agenda.  
D. Middleton made a motion to approve the agenda. M. Wood seconded the motion.  
Motion passed unanimously.
- PUBLIC COMMENT** M. Nash called for public comment.
- TREASURER'S REPORT** S. DuFresne said that the Board has received the financial statements for the month ended December 2021. She has reviewed the financial statements and has no material variances to report.  
  
The Administration continues to monitor enrollment as the numbers impact tuition and fee revenue. S. DuFresne said that State Officials will meet for the first consensus revenue estimating conference on January 14. The second conference will take place in May.
- CONSENT AGENDA** M. Nash called for approval of the consent agenda.  
  
D. Middleton made a motion to approve the consent agenda. M. Thomas seconded the motion.  
  
The Board voted unanimously to approve the amended consented agenda resulting in:  
  
Acceptance of Minutes:  
1. Board Regular Meeting, November 9, 2021  
2. Board Special Meeting, Evaluation and Compensation Committee, December 16, 2021

D R A F T

**APPROVAL OF THE  
BOARD OF TRUSTEES  
2022 REGULAR  
MEETING CALENDAR  
(BA5422)**

It is the recommendation of the Administration that the Board of Trustees approve the 2022 Regular Meeting Calendar.

M. Wood made a motion to approve the recommendation. M. Rowley seconded the motion.

Motion passed unanimously.

**APPROVAL OF BOARD  
POLICY 8.012 -  
EQUITY GRIEVANCE  
POLICY  
(BA5423)**

It is the recommendation of the Administration that the Board of Trustees approve Board Policy 8.012 - Equity Grievance Policy as presented.

D. Middleton made a motion to approve the recommendation. A. Baldwin seconded the motion.

Motion passed unanimously.

**POSTPONE ACTION  
PENDING LEGAL  
REVIEW - BOARD  
POLICY 8.013 -  
STUDENT LEAVE OF  
ABSENCE (LOA)  
(BA5424)**

It is the recommendation of the Administration that the Board of Trustees approve Board Policy 8.013 - Student Leave of Absence (LOA) for inclusion in the Board Policy Manual, the College Catalog, and the Student Handbook.

R. Emrich made a motion to approve the recommendation. S. Thomas seconded the motion.

M. Rowley said that he has concerns regarding the clarity of bullet three and who qualifies as immediate family. He also asked why COVID absences are not covered by this policy.

S. Raube said that COVID absences are covered in a separate policy and are managed through the Office of Disability Resources (ODR).

S. Raube said that the policy is written to be more inclusive and to allow the Dean discretion in determining immediate family. She said that in some cultures many generations live in the household. The College has a goal of being open, welcoming, and inclusive for students. The policy is written with that as the goal.

D. Middleton said that she has some concerns about administration of the policy as the detail is lacking. S. Raube said that administration of the policy is outlined in the procedures that support it.

M. Thomas said that she is in full support of this policy and said sometimes we need to allow discretion.

M. Wood asked if our partners (such as clinical sites) are being addressed. S. Raube said yes, her office would work with the faculty and the partners throughout the process.

M. Nash asked if this policy has been reviewed by legal. S. Raube said that it was not reviewed by legal. The policy was developed by studying other Colleges policies, using best practices, partnering with ODR and the Equity Office.

R. Emrich offered a substitute motion to postpone action on the policy until it has been reviewed by legal counsel. M. Rowley seconded the motion.

D R A F T

The Board voted 6-1 in favor of approving the motion. M. Thomas voted in opposition to the motion.

**ACTION REGARDING  
LEGAL REVIEW OF  
BOARD POLICIES  
(BA5425)**

R. Emrich made a motion that the Board require that any Board Policy is reviewed by legal counsel prior to coming to the Board for approval. M. Wood seconded the motion.

Motion passed unanimously.

**APPROVAL OF NEW  
CERTIFICATE IN  
PLANT BASED  
NUTRITION -  
CERTIFICATE OF  
ACHIEVEMENT  
(BA5426)**

It is the recommendation of the Administration that the Board of Trustees approve a new Certificate of Achievement in Plant Based Nutrition, effective Fall semester 2022. This is proposed by the Health and Wellness Division.

R. Emrich made a motion to approve the recommendation. A. Baldwin seconded the motion.

M. Wood asked if this is tied to any existing programs. M. Crawmer responded that this is a stand-alone program but that it will partner well with existing health career programs. This is an up and coming field with high demand.

M. Rowley verified that this program is not related to hydroponics or marijuana. M. Crawmer said it is not.

Motion passed unanimously.

**APPROVAL OF  
PROGRAM  
ELIMINATIONS  
(BA5427)**

It is the recommendation of the administration that the Board of Trustees eliminate the following programs: Industrial Technology Education, (Dual Degree) Associates in Applied Science; (Dual Degree) Radiography - General Management, (Dual Degree) Associates in Applied Science/Associate in Business Studies; and (Dual Degree) Respiratory Care - General Management, (Dual Degree) Associates in Applied Science/Associates in Business Studies.

M. Wood made a motion to approve the program eliminations. M. Thomas seconded the motion.

M. Wood asked about the number of students impacted. E. Suniga said that there are no students in these programs.

R. Emrich asked that the minutes clarify that these are dual degree management programs and not health care programs that are being eliminated.

Motion passed unanimously.

**APPROVAL OF  
PRESIDENT'S GOALS  
(BA5428)**

M. Nash said that on December 16, 2021, the Evaluation and Compensation Committee (comprised of M. Benecke – Chair, R. Emrich, and M. Nash) met to discuss the draft of Dr. Gavin's Goals. He noted that Dr. Gavin is halfway through his first year.

R. Emrich made a motion to approve the goals as presented. M. Thomas seconded the motion.

M. Rowley asked about the status of the faculty negotiations process. M. Gavin said they were ongoing.

## DRAFT

The Board unanimously approved the President's Goals for 2021-2022 as presented below.

1. Ascertain the strategic needs specific to Delta College, its students, employees, the Board and the community-at-large by:
  - a. Hosting listening sessions for all employees to understand a) the culture of the College and b) what we learned during the pandemic that can be used for our future thinking;
  - b. Using data to consider new approaches to enrollment;
  - c. Hosting a Board strategy session;
  - d. Ensuring Delta College Faculty Association (DCFA) contract negotiations result in a contract that aligns with institutional direction of completion and equity; and
  - e. Developing relationships with thought leaders in the region.
2. Document a process/timeline for new 2023-2027 strategic plan for Delta College that includes:
  - a. a focus on equity and completion;
  - b. employee goals that contribute to student success;
  - c. partnerships with public schools and universities; and
  - d. a plan for ongoing assessment of these courses and programs.
3. Develop a college-wide communication and goal-setting component to increase employee engagement in the new strategic plan with the following milestones:
  - a. by February 25, 2022, the Board of Trustees will participate in a session to inform their expectations and participation in the development of a new strategic plan;
  - b. by May 15, 2022, the executive team will have a cascading set of goals for all employees that include completion and equity in the content; and
  - c. by June 2022, the president will propose the process for a revision of the College's mission, vision, values and strategic plan to be developed by January 2023.
4. Lead the College through the COVID-19 pandemic with student and employee safety driving decision-making.

### **PRESIDENT'S REPORT**

- Dr. Gavin said he is pleased to report that the College reached 101% of our winter enrollment goal. He reminded the Board that we were down in fall and added that shortfall to the winter goal. For the year, we are 1,600 contact hours off our budgeted goal. Thanks to everyone across the College for their efforts. Kudos to faculty who accepted additional students in their sections. This work will continue into the winter for the second half of the semester.
- Congratulations to Delta's student cybersecurity team. They recently competed in a national event and came in 99<sup>th</sup> place out of 316 colleges and universities.
- Congratulations to Lula Woodard, adjunct instructor, who was selected by Delta's Black Faculty and Staff Association to receive the 2022 Spirit of Martin Luther King Jr Award. The award will be presented on January 17 at the 26th annual Martin Luther King Jr. Unity Luncheon, taking place at The Dow Event Center in Saginaw.

## D R A F T

- The Great Lakes Bay Regional Martin Luther King, Jr. Celebration will take place on Wednesday, January 19, at 7pm, with Dr. Condoleezza Rice, 66<sup>th</sup> Secretary of State, as the speaker. Delta College is a sponsor of this event.
- The Administration has been meeting with various community groups and recently met with the local NAACP leadership team. We will be setting up a meeting with all members to help get the word out for enrollment. They will connect us with churches. If Delta's demographics reflected the three counties we serve, we are down 10% in African-American students and also down 35% in male students.
- Delta was represented very well at the recent Rise of the Phoenix national event. The program featured speaker Joe Madison and a panel discussion which included several Delta College faculty members.
- Winter Learning Day is on Friday, January 21. Dr. Cia Verschelden, keynote speaker, was at MCCA last summer. As part of our future completion, belonging, equity, diversity, and inclusion work she'll talk about student "bandwidth".
- For their leadership with the very successful Chocolate Affair, we have appreciation gifts for Stacey and John Gannon and Marcia and Daryl Thomas.
- Dr. Gavin wished Chair Nash a belated "Happy Birthday."

### TRUSTEE COMMENTS

A. Baldwin said she is excited to see the new program in plant-based nutrition. She also talked about the excellent service that Admissions Representative, Cynthia Reyes, demonstrated in helping students. A. Baldwin thanked all faculty and staff for their hard work.

M. Rowley congratulated the College on achieving 101% of goal for Winter 2022. He said he wondered if the goal should be higher. M. Rowley also expressed concern that the College did not move to the CDC's recommendations for 5-day quarantine policy (and instead kept the 10-day policy). While he respects the Administration's rights to determine how the College operates, he is ultimately concerned with not using the College Facilities to the fullest potential. In addition, he noted that some people don't want to mask and that may be influencing their decision to come to Delta. He said he believes that the conservative policies the College is employing could have an impact on the financials. For example, less students are on campus dining.

M. Rowley closed his comments by saying that in addition to the word "safety" in the President's last goal, he would like to see "student success."

M. Thomas wished all a Happy New Year. She said she is appreciative of the work that went into preparing the policies this evening and said the Board is in support of this work. M. Thomas congratulated L. Brown for a great job in facilitating the Rise of the Phoenix event. She added that the community is talking about the great work the College is doing.

M. Thomas said she is excited about the diversity officer position that is posted and added that the community appreciates it as well.

## DRAFT

R. Emrich expressed his gratitude for the difference that Delta College makes. He said that reaching 101% of goal under our current conditions is a miracle. R. Emrich thanked the staff members who have reached out to him as he worked to help his brother. He said that Delta is about caring and that is why he has dedicated 30+ years to serving on this Board.

D. Middleton congratulated the Foundation on their new members of the Board of Directors. She remarked that they are “stellar folks” and will do an excellent job on the Board.

D. Middleton said that she is again involved with the annual scholarship review process through the Foundation. She urged her fellow Trustees to get involved with the rewarding experience.

D. Middleton sent thoughts and prayers to Trustee Benecke whose mother-in-law passed away.

M. Wood said he had the pleasure of attending the Police Academy Graduation in December. He said it was wonderful to see the graduates and the proud families who attended.

### CHAIR COMMENTS

Board Chair Nash said that for the last two Januarys we have discussed COVID. In addition to the challenges of COVID, the Board worked together to hire Dr. Gavin following Dr. Goodnow’s resignation last January. While there has been a lot of adversity during COVID, there has also been a lot of opportunity.

Board Chair Nash thanked the faculty for being here for our students. He noted that many universities are not providing opportunities for in-person instruction. He said he appreciates it and the students appreciate it as well.

Board Chair Nash said that he would like the Board to make policies that empower our people to use discretion with checks and balances in place. He noted that the College hires talented individuals and they need to be empowered to lead the operations of the College.

Board Chair Nash thanked Dr. Gavin for his leadership. He closed his comments by asking that the “Student Success” agenda topic be brought back as a regular item.

### ADJOURNMENT

There being no further business, Board Chair Nash adjourned the meeting at 8:01 p.m.

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Andrea Ursuy, Board Secretary