

D R A F T  
Delta College  
Board of Trustees Regular Meeting  
Delta College Lecture Theater (G-160)  
Tuesday, June 14, 2022  
7:00 p.m.

- BOARD PRESENT** A. Baldwin, M. Benecke, R. Emrich, S. Gannon, D. Middleton, M. Nash, M. Rowley, M. Thomas, M. Wood
- OTHERS PRESENT** D. Allen, R. Battinkoff, T. Brown, B. Bushong, J. Carroll, W. Childs, P. Clark, M. Crawmer, R. Curley, R. Curry, C. Curtis, S. DuFresne, J. Foco, M. Gavin, L. Govitz, K. Katzer, E. Lazzari, D. Lobsiger-Braden, G. Luczak, S. Raube, S. Roche, K. Schuler, E. Suniga, A. Ursuy, A. Williams, E. Yaworski, J. Young
- PRESS PRESENT** None
- CALL TO ORDER** Board Chair Nash called the meeting to order at 7:08 p.m.
- APPROVAL OF THE AGENDA** Board Chair Nash asked for a motion to approve the agenda.  
M. Rowley made a motion to approve the agenda. M. Wood seconded the motion.  
Motion passed unanimously.
- PUBLIC COMMENT** M. Nash called for public comment.  
  
Chris Curtis, Delta College Faculty Association (DCFA) President and Psychology Professor thanked Dr. Gavin and the Administrative Negotiations Team for the collaborative problem-solving approach during the negotiations process. He thanked the Board and the Administration for their support during this process.
- TREASURER'S REPORT** S. DuFresne presented the Treasurer's Report for year-to-date as of May 31, 2022 for all funds.  
  
She said that lower than expected enrollment does impact tuition and fee revenues, but the College is able to use HEERF grant dollars to recover the lost revenues.  
  
The College will finish the year in a positive position.  
  
In the other College funds, the operating deficit in the restricted fund, is simply a timing difference, when funds are expended and revenues are recorded.  
  
In the auxiliary funds, the College has an operational deficit of approximately \$612,000. The majority of this is from food service operations due to limited students on campus. The College is working very closely with our food service vendor, Creative Dining.  
  
In the endowment fund, there is a negative revenue in the investment income line item. This reflects the adjustments to market value as of May 31, 2022.

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The plant fund of the College does have more expenditures in the current year than revenue, as this is typical when major construction takes place such as the A-wing renovations and finishing the Midland Center.

**CONSENT AGENDA**

M. Nash called for approval of the consent agenda.

M. Benecke made a motion to approve the consent agenda. D. Middleton seconded the motion.

The Board voted unanimously to approve the consent agenda resulting in:

A. Acceptance of Minutes:

1. Board Special Meeting, Evaluation and Compensation Committee, May 3, 2022
2. Board Regular Meeting, May 11, 2022

**2022-2023 BUDGET  
AND TAX LEVY  
RESOLUTION  
(BA5446)**

WHEREAS, the Board of Trustees has carefully examined the financial circumstances of the College District for the 2022-2023 fiscal year, including the following:

- (a) Estimated General Fund expenditures: \$71,002,652
- (b) Estimated General Fund revenue from Tuition & Fees: \$27,438,840
- (c) Estimated General Fund revenue from State Appropriation: \$17,846,118
- (c) Estimated General Fund revenue from Property Taxes: \$24,705,463
- (d) Estimated General Fund revenue from Other: \$1,111,720
- (e) Estimated Total General Fund Revenue: \$71,102,141

A total levy of 2.0427 mills, consisting of 1.5563 charter mills, and .4864 extra voted mills on the taxable value of all taxable property within the district necessary for the sound management and operation of the College District for such fiscal year; and

WHEREAS, the Board of Trustees has complete authority to direct a 2022 tax levy of 2.0427 mills for operating purposes for fiscal year 2022-2023 from within its authorized millage rate in order to raise approximately \$24,705,463 by taxation;

NOW, THEREFORE, BE IT RESOLVED THAT:

For the year 2022, the sum of \$24,705,463 be raised by taxation which shall require a total millage rate of 2.0427 mills to be levied against the taxable value of all taxable property located within the College District for community college purposes, that appropriate notification of such tax levy be sent to all taxing authorities within the College District with instructions that the taxes so collected should be turned over to the College Treasurer as required by law and

FURTHERMORE, THAT:

The 2022-2023 operating budget be adopted for the entire College in the amount of \$110,023,241 which includes the General Fund budget of \$71,002,652 as contained in the attached budget document.

BE IT FURTHER RESOLVED that the administration be authorized to effect modifications and additions to the budgets where such modifications and/or additions are in keeping with sound business and fiscal practices.

DRAFT

It is the recommendation of the administration that the Board of Trustees approve the 2022-2023 Budget and Tax Levy Resolution.

R. Emrich made a motion to approve the resolution. D. Middleton seconded the motion.

Motion passed unanimously.

**APPROVAL OF ADMINISTRATIVE PROFESSIONAL, SUPPORT STAFF, AND CORPORATE SERVICES COMPENSATION RECOMMENDATION FY 2022-2023 (BA 5447)**

It is the recommendation of the Administration that the Board of Trustees approve for fiscal year 2022-2023, an increase of 2.5% in the Administrative/Professional, Support Staff, and Corporate Services (non-grant funded) wage and salary schedule to be granted to individual staff in accordance with the performance management system calculation of annual increases and with the contribution to medical insurance premium remaining at 20%.

Dr. Gavin noted that it is the goal of administration to recommend, at minimum, the same level of increase for our non-union groups as for our union groups.

M. Wood made a motion to approve the recommendation. D. Middleton seconded the motion.

Motion passed unanimously.

**APPROVAL OF 2022-2025 AFSCME AFL-CIO LOCAL UNION NO. 845 COUNCIL 25 FACILITIES MANAGEMENT AGREEMENT (BA5448)**

It is the recommendation of the Administration that the Board of Trustees approve the AFSCME AFL-CIO Local Union 845 Council 25 Facilities Management labor contract for the fiscal years 2022-2025 which includes a 2.5% wage increase in year one (FY 2022-2023), 2.0% wage increase in year two (FY 2023-2024) and a wage reopener in year three (FY 2024-2025).

M. Thomas made a motion to approve the recommendation. D. Middleton seconded the motion.

Motion passed unanimously.

**APPROVAL OF ADJUNCT FACULTY COMPENSATION RECOMMENDATION FY 2022-2023 (BA5449)**

It is the recommendation of the Administration that the Board of Trustees approve for fiscal year 2022-2023, an increase of 2.5% in the Adjunct Faculty pay.

M. Thomas made a motion to approve the recommendation. S. Gannon seconded the motion.

Motion passed unanimously.

**APPROVAL OF FACULTY COLLECTIVE BARGAINING AGREEMENT (BA5450)**

It is the recommendation of the Administration that the Board of Trustees approve the Faculty Collective Bargaining Agreement for academic years 2022-2023, 2023-2024 and 2024-2025.

M. Thomas made a motion to approve the recommendation. S. Gannon seconded the motion.

M. Thomas commented that the CBA is well-written and reflects a collaborative spirit.

M. Rowley congratulated the teams on wrapping up some of the tough issues that were outstanding.

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M. Nash echoed the comments and congratulated the team.

Motion passed unanimously.

**APPROVAL OF  
PRESIDENT'S GOALS  
(BA5451)**

M. Gavin provided an overview of his proposed goals for the 2022-2023 academic year. He noted that the goals align with the strategic plan.

M. Benecke made a motion to approve the goals as submitted. M. Thomas seconded the motion.

M. Wood made a motion to modify goal 5 to include "Tri-County area."

M. Benecke made a substitute motion to modify goal 5 to include "Bay, Midland, and Saginaw County" instead of "Tri-County area". D. Middleton seconded the motion.

The substitute motion passed unanimously.

M. Rowley referred to goal 1 and asked if it is really necessary to modify the mission, vision, and values of the College. M. Wood said that the Higher Learning Commission expects that the College regularly review the mission, vision, and values. It does not mean that it has to change completely. But some things may need to change. For example, the current values do not contain belonging and maybe they should.

M. Nash said maybe it would be a good idea to wait to vote on the goals until the August meeting. He said Dr. Gavin is moving in the right direction.

M. Wood said that he would like to have the Board approve the goals so that Dr. Gavin has direction beginning on July 1. The goals can always be modified slightly if needed.

M. Thomas commented that there is a difference between job expectations and goals.

The Board voted to unanimously approve the President's amended goals for 2022-2023.

**APPROVAL OF  
PRESIDENT'S  
COMPENSATION  
(BA5452)**

M. Benecke said that Dr. Gavin's first year performance has exceeded the Board's expectations. He has demonstrated vision, alignment of the strategic plan, and a commitment to the success of our students.

M. Benecke said that it is the recommendation of the Board Compensation and Evaluation Committee that effective July 1, 2022, the Board approve an increase to the President's annual base salary by 3.6% percent, an increase of \$5,000 to the annual employer non-elective contribution to a tax-sheltered annuity, an increase of \$2,000 to his annual auto allowance, an increase of \$3,000 to his Community Support Allowance, and an increase in his current employer paid life insurance policy from \$50,000 to a value of one time (1x) his annual salary.

She made a motion to approve the recommendation of the committee. R. Emrich seconded the motion.

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M. Rowley asked if the life insurance would be a taxable benefit because it will exceed \$50,000. S. DuFresne said that it will.

M. Nash thanked M. Benecke for her work in leading the evaluation process this year. He also said that the Board is very supportive of the work that Dr. Gavin is doing.

Motion passed unanimously.

**APPROVAL OF REVISIONS TO REFUND POLICY (BA5453)**

It is the recommendation of the Administration that the Board of Trustees approve the proposed revisions to the Refund of Tuition and Special Course Fees Policy for inclusion in the Board Policy Manual - Board Policy 8.015, the College Catalog and the Student Handbook.

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

S. DuFresne gave an overview of the proposed changes.

Motion passed unanimously.

**APPOINTMENT – 2022-2023 MCCA BOARD OF DIRECTORS (BA5454)**

M. Nash thanked M. Rowley and S. Gannon for serving as MCCA Director and alternate Director. He said that both Trustees have agreed to continue serving in this capacity.

M. Nash made a motion to appoint M. Rowley as MCCA Trustee Director and S. Gannon as MCCA Alternate Trustee Director for the 2022-2023 year.

M. Benecke seconded the motion.

Motion passed unanimously.

**STUDENT SUCCESS – GIRLS’ DAY OUT**

A Student Success Administrative Report on Girls’ Day Out was presented by Becki Bushong, Learning Resource Manager and Diane Lobsiger-Braden, Associate Professor of Engineering.

The event was held virtually on March 25, and 290 middle-school girls attended. Participating schools included Thompson Middle School, Hemlock, and White Pine. Sessions were taught by Delta faculty members as well as local industry leaders. The planning committee is looking forward to next year’s event and hopes to host 500 or more girls on Delta’s main campus.

**PRESIDENT’S REPORT**

Dr. Gavin began by thanking B. Bushong and D. Lobsiger-Braden for their presentation this evening. He noted that Girls’ Day Out is a great example of an equity project. The project has intentionality in giving girls an opportunity to experience STEM fields.

Dr. Gavin thanked the Board for the positive evaluation. He also thanked the Board for the level of support they have provided to him during his first year as Delta College President.

He also noted, for the record, that his raise of 3.6% is equivalent to the average raise of the A/P and Support Staff in accordance with the performance management system calculation of annual increases.

## DRAFT

### **Enrollment Report**

The Spring/Summer 2022 semester began on May 9. As of today, 3,121 students are enrolled. The College projected 20,017 contact hours for the spring semester and we are at 114.6% of budgeted projection (22,948 contact hours).

Registration is underway for the fall 2022 semester. As of today, 3,612 students have registered.

### **Information Sharing**

- Congratulations to Chris Hausbeck, Associate Professor in Physical Therapy Assistant. He was awarded a one-semester sabbatical for 2023-2024 to construct a new curriculum map for the Physical Therapist Assistant program. This will enable the documentation of PTA students meeting the criteria listed by the Commission on Accreditation in Physical Therapy Education. Video assignments and resources to enhance students' understanding of the motor skills are planned to be part of the curricular path.
- On May 18, the Saginaw Correctional Facility Graduation Ceremony was held with nine graduates. This partnership began in 2015 through Second Chance Pell when Delta was one of three community colleges in Michigan to offer incarcerated individuals the opportunity to earn college credit. Thanks to Jason Lijewski, Associate Professor in Management, for planning the ceremony. There are 16 students in the next cohort.
- Tomorrow, Delta College is hosting an event at the Downtown Midland Center. The University of Michigan operates the Dow Innovation Teacher Fellowship initiative, which helps train K-12 teachers in how best to educate students in sustainability. A new group of about 25 teachers will launch their new year of program learning in the morning. Then after lunch, the current year's participants will wrap up their year's efforts and they will share the sustainability units they implemented in their classrooms. Delta College partners with U of M on their work throughout the year for this project.
- Then next week, the Great Lakes Bay Regional Alliance is hosting the STEM Learning Ecosystems conference. The international gathering will be held at the DoubleTree in Bay City and they are expecting over 400 attendees from 70 communities across the country, as well as Israel and Kenya.

The conference is notable for several reasons – mainly talent development and next-generation STEM education, focused on filling our talent pipeline.

On Monday evening, June 20, there will be activities for the conference attendees in Wenonah Park. There will also be displays in the Planetarium and Delta's STEM Explorer will be on site for everyone to tour.

Then on Tuesday morning, there will be a field trip for 60 of the conference attendees, to be held at the Downtown Midland Center. Delta College has a strong involvement in all of the topics being presented that day:

- There will be information about Dow's LPGA event planning, focused on sustainability
- Attendees will learn about Delta's efforts to construct and use its building for sustainability learning

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- There will also be information on how Delta has integrated sustainability into our curriculum
- And, the University of Michigan will be on site to talk about its Dow Innovation Teachers Fellowship project

Thank you to Wendy Harness, Assistant Director of Sustainability, and Aurelian Balan, Associate Professor of Physics, for presenting. Thanks as well to Julie Dorcsey, Delta's Foundation Manager, for all of her work to help organize Delta's involvement in these events.

- Dr. Gavin encouraged the Board to take a look at this month's Fantastic Faculty which has been uploaded to BoardBook.
- Happy Birthday to Diane Middleton (July 11) and Mary Lou Benecke (July 26).
- Please be reminded that there is not a regular Board Meeting in July.
- Upcoming events:
  - MCCA Summer Conference, Wednesday–Friday, July 27-29, Traverse City
  - Public Broadcasting Dedication and Ribbon Cutting, Friday, September 9

### TRUSTEE COMMENTS

A. Baldwin said she appreciates Dr. Gavin's excellent leadership and noted how humble he is in his work.

D. Middleton thanked Dr. Gavin for a great first year. She said she appreciates his energy, enthusiasm, and focus.

D. Middleton said she enjoyed reading the Fantastic Faculty newsletter this month. She noted that this was a full agenda and thanked the leadership team for the preparation and Chair Nash for leading the meeting.

S. Gannon said it was a very joyful meeting and we have a lot to be proud of. She said that the College is poised for a very positive future.

S. Gannon recognized Andrew Reider, faculty member in the Art discipline for his excellent work on the Sanford mural. She said the mural means so much to the members of the Sandford community.

M. Rowley agreed with the comments of the other Trustees.

M. Thomas congratulated Dr. Gavin on a job well done. She said she appreciates the leadership that he has demonstrated.

M. Thomas also commented that Girls' Day Out is an awesome opportunity for young women.

M. Benecke thanked Dr. Gavin for a great year. She also said that the new billboards are awesome. She thanked Dr. Curry for keeping the student success topic "in front of us."

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R. Emrich thanked the staff for dinner. He said he will miss being on the Board and thanked the faculty and staff for all they do.

M. Wood said congratulations to Dr. Gavin on a great year.

**CHAIR COMMENTS**

Chair Nash recognized Dr. Russ Curley, Dean of Enrollment Management, who will be retiring. He thanked Russ for his service to the College.

Chair Nash asked if the Administration could take a look at the Fall schedule for Board Meetings and adjust to hold one meeting at the Midland Center if possible.

He said he appreciated the Girls' Day Out presentation and the involvement of the community in the event.

**ADJOURNMENT**

There being no further business, Board Chair Nash adjourned the meeting at 8:30 p.m.

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Andrea Ursuy, Board Secretary