

**Delta College**  
**Board of Trustees Regular Meeting**  
**Virtually via Zoom (1-929-205-6099 Webinar ID 862 2736 4792)**  
**Held virtually in accordance with Public Act 254 of 2020 due to the COVID-19 Pandemic**  
**(Due to declaration of a Local State of Emergency by the Bay County Executive on April 6, 2021,**  
**and the Bay County Board of Commissioners resolution No. 2021-59 on April 13, 2021, extending the Local Emergency**  
**Order for a three-month period to expire on July 13, 2021, and the Bay County Board of Commissioners resolution No.**  
**2021-112 on July 13, 2021, further extending the Local State of Emergency for a three-month period to expire on**  
**October 13, 2021, this meeting was virtual.)**  
**Tuesday, October 5, 2021**  
**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** N. Bovid, L. Brown, T. Brown, J. Carroll, P. Clark, S. Clauss, M. Crawmer, R. Curry, C. Curtis, A. Dickinson, A. Elias, P. Fox, J. Garn, M. Gavin, L. Govitz, M. Haswell, D. Johnson, B. Kelch, S. Lewless, D. Linton, D. McQuiston, K. Rishe, S. Roche, K. Schuler, S. Shinkel, A. Ursuy, J. Young

**PRESS PRESENT** R. Murdock (MLive)

**CALL TO ORDER** Board Chair Nash read a meeting overview at 7:00 p.m.

“Good evening,

The Board is authorized to hold this virtual meeting with participation through the Zoom platform in compliance with the Michigan Open Meetings Act as amended (Public Act 254 of 2020) which permits a public body to meet by electronic or telephonic means upon declaration of a local state of emergency if meeting in person would place at risk the personal health or safety of members of the public or members of the public body. On July 13, 2021, the Bay County Board of Commissioners issued resolution No. 2021-112, extending the Local Emergency Order for a three-month period to expire on October 13, 2021.

The Zoom platform allows participants to participate virtually via phone or computer and ensures that the public can participate in this meeting.

For those joining us today, we want to ensure everyone can hear the board meeting. To minimize audio feedback, we ask all virtual participants NOT to use any speakerphone options.

All participants are currently muted to prevent any background noise or feedback. Board members will be unmuted to allow full participation during the meeting.

I have asked our Assistant Board Secretary, Talisa Brown; and Kay Schuler, Administrative Assistant in the President’s Office, to serve as moderators to assist me with today’s meeting.

Our moderators will note those who wish to address the Board and will unmute your lines one by one, announcing who is being unmuted.

Please note that all votes will be taken via roll call by our Board Secretary, Andrea Ursuy.

In addition, “the amendments (to the Open Meetings Act that went into effect on October 16, 2020) impose a new requirement for any member of the public body participating remotely to publicly announce, at the outset of the meeting, that he or she is participating remotely. If the announcing member's remote participation is for any reason other than military duty, the member must announce his or her physical location "by stating the county, city, township, or village and state from which he or she is attending the meeting remotely." The member's public announcement must be included in the meeting minutes.”

Therefore, our Board Secretary, Andrea Ursuy, will take attendance immediately after I call the meeting to order. When she calls your name, please say “here” and announce the city, township, or village; county; and state from which you are attending the meeting remotely.

If members of the public wish to address the Board, you may do so during the public comment portion of the meeting, which is on our agenda and will be announced by the Board Chair.

At that time, those wishing to address the Board should indicate their desire to speak by pressing \*9 (star-9) or the “raise hand” option.

Notes on rules for public comment, when you are acknowledged by the Board Chair, we ask that you state your name and you may state your county of residence. As outlined in the Board of Trustees Bylaws, please limit your comments to five minutes.”

Board Chair Nash called the meeting to order at 7:04 p.m.

**BOARD MEMBER  
ATTENDANCE**

Board Secretary A. Ursuy took attendance. Each Trustee indicated their presence, township or city, county and state in which they were participating in this meeting.

A. Baldwin – Present, Saginaw, Saginaw County, Michigan  
M. Benecke – Present, Frankenlust Township, Bay County, Michigan  
R. Emrich – Present, Saginaw Township, Saginaw County, Michigan  
S. Gannon – Present, Jerome Township, Midland County, Michigan  
D. Middleton – Present, Williams Township, Bay County, Michigan  
M. Nash – Present, Larkin Township, Midland County, Michigan  
M. Rowley – Present, Hampton Township, Bay County, Michigan  
M. Thomas – Present, Saginaw Township, Saginaw County, Michigan  
M. Wood – Present, Midland, Midland County, Michigan

**APPROVAL OF THE  
AGENDA**

Board Chair Nash called for approval of the agenda.

M. Benecke made a motion to approve the agenda. M. Wood seconded the motion.

The results of the roll call vote to approve the agenda are as follows:

A. Baldwin – Yes  
M. Benecke – Yes  
R. Emrich – Yes

S. Gannon – Yes  
D. Middleton – Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes  
M. Wood - Yes

Motion passed unanimously.

**TREASURER’S REPORT** M. Gavin delivered the Treasurer’s Report in S. DuFresne’s absence.

M. Gavin said he has no variances to report at this time. Next month will be our audit report. The College is still working through the impact of the State Budget. We will receive one-time money that will not roll forward into our State base, in the amount of about \$590,000. Our budget projected a 2% increase in state aid for 2021-2022. The State appropriation for 2021-2022 actual is only 1%, or about \$150,000 less than we expected.

**CONSENT AGENDA** M. Nash called for approval of the consent agenda. M. Rowley made a motion to approve the consent agenda with support from M. Benecke.

The results of the roll call vote to approve the consent agenda are as follows:

A. Baldwin – Yes  
M. Benecke – Yes  
R. Emrich – Yes  
S. Gannon – Yes  
D. Middleton – Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes  
M. Wood – Yes

The consent agenda passed unanimously resulting in:

- A. Acceptance of Minutes:
  - o Board Regular Meeting, September 14, 2021
- B. Acceptance of Closed Meeting Minutes:
  - o September 14, 2021, Regular Meeting

**DELTA COLLEGE  
STRATEGIC VALUES  
REPORT (BA5412)**

It is the recommendation of the administration that the Delta College Board of Trustees certify to the State Budget Director that Delta College has met all 5 of the best practices in each of the 3 categories, thus exceeding the legislative requirements. This report will allow Delta College to comply with Public Act Number 86 of 2021, Section 230 (3), which went into effect on October 1, 2021.

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

The results of the roll call vote to approve the motion are as follows:

A. Baldwin – Yes  
M. Benecke – Yes  
R. Emrich – Yes  
S. Gannon – Yes  
D. Middleton – Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes  
M. Wood – Yes

The motion passed unanimously.

**MEETING LOCATION  
FOR REMAINDER OF  
BOARD MEETINGS IN  
2021  
(BA5413)**

It is the recommendation of the Administration that the Board of Trustees approve the continuation of meeting virtually for the remainder of the 2021 calendar year contingent on extension of the local state of emergency by the Bay County Board of Commissioners on October 13, 2021. If the emergency order is not extended, the November and December 2021 Regular Board Meetings will be held in the Delta College Lecture Theater, G160.

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

The results of the roll call vote to approve the motion are as follows:

A. Baldwin – Yes  
M. Benecke – Yes  
R. Emrich – Yes  
S. Gannon – Yes  
D. Middleton – Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes  
M. Wood – Yes

The motion passed unanimously.

**DELTA COLLEGE FIVE-  
YEAR CAPITAL  
OUTLAY MASTER  
PLAN  
(BA5414)**

It is the recommendation of the administration that the Board of Trustees approve the Delta College Five-Year Capital Outlay Master Plan for the State of Michigan's 2023 fiscal year as required by the State Budget Office.

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

R. Emrich asked about the status of the Observatory project. N. Bovid said that at this time the project has been paused for reassessment.

The results of the roll call vote to approve the motion are as follows:

A. Baldwin – Yes  
M. Benecke – Yes

R. Emrich – Yes  
S. Gannon – Yes  
D. Middleton – Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes  
M. Wood – Yes

The motion passed unanimously.

**DISCUSSION OF THE DELTA OF TOMORROW: CENTERING DIVERSITY, EQUITY, BELONGING AND INCLUSION (DEBI) IN OUR STRATEGIC PLANNING**

Dr. Gavin led a discussion, “The Delta of Tomorrow: Centering Diversity, Equity, Belonging and Inclusion (DEBI) in our Strategic Planning.” Plans from the Diversity Audit were embedded in the presentation.

Dr. Gavin said that the Strategic Focus Areas and Strategic Initiatives, as approved by the Board, have not changed. But, action projects that support the initiatives are being revised and the College will focus on the following goals:

1. Ensure there are no equity gaps in student enrollment, retention, and completion for all students when compared to county demographics.
2. Prepare us to build toward an innovative, flexible and sustainable college in the context of severely decreasing enrollments and financial concern by:
  - a. considering what we collectively learned from the pandemic;
  - b. innovating with new programs and considering new, non-credit and credit training; and
  - c. focusing on retention by distributing and using data widely.
3. Enhance our ability to address the needs of our students and employees, allowing them to achieve their full and authentic selves by:
  - a. enhancing our culture;
  - b. developing a robust and action-oriented diversity, equity, inclusion, belonging and anti-racism plan; and
  - c. ensuring our employee demographics by constituency, level, and rank mirror the counties we serve.

In addition, Dr. Gavin said that beginning in January 2022, the College would be closing for Martin Luther King Jr. Day. He asked Trustees if they would like to be included in the statement of support for closing on Martin Luther King Jr. Day. He noted that all employee groups at the College are in support of closing in honor of Dr. King’s birthday.

M. Thomas said “excellent job to Dr. Gavin and the Cabinet” for the work that has been done so far. She said that she loves the direction and the energy. She added that she is in full support of closing for Martin Luther King Jr. Day.

M. Benecke said that “she loves where Dr. Gavin is headed.” She said she appreciates the attention to collaboration. M. Benecke said she is in support of the MLK Jr. day statement. In addition, she said she wants to make sure that people with disabilities are included in the DEBI landscape.

M. Rowley said he appreciates the opportunity to weigh in on the MLK Jr. Day closure. He said that he greatly admires the leadership of Martin Luther King Jr. and has appreciated that we keep the College open and have programs to honor him.

M. Thomas said she believes it is important for us to do this and allow all to participate in a day of service and celebration.

R. Emrich said he is happy to see this closure in honor of Dr. King. He said this is long overdue.

M. Nash said that he is in support of the MLK Jr. Day closure. He added that he does not want the College to lose the service opportunities and events that honor Dr. King.

**RECOGNIZING MLK  
JR. DAY (BA5415)**

M. Wood made a motion that the Board of Trustees be included in the statement to recognize Martin Luther King's birthday as a Delta holiday. R. Emrich seconded the motion.

The statement follows:

*All workgroups at the college, The President's Cabinet, Executive Council, and the Board of Trustees, in keeping with the notion of community and consensus, all agree that Delta College, beginning January 2022, will recognize Martin Luther King's birthday by closing the college on the day celebrated nationally. They also endorsed the statement: To many on our campus, Martin Luther King Jr's birthday is an important day to reflect on one of America's foremost thinkers and leaders in social justice. A catalyst of deep and meaningful change, his vision is much aligned with the mission of Delta College. With our explicit and action-oriented approach to use education to enact equitable educational and life outcomes for all student who come to Delta, we believe it is in keeping with our very values—indeed our reason for being—to honor Dr. King by allowing our students and employees time to honor him in their own way. Starting in 2022, the first year of Dr. Gavin's presidency in which he has laid out an explicit and strong approach to diversity, equity, and belonging for Delta College, Martin Luther King Jr's birthday will be recognized at Delta on the same day that it is federally.*

The results of the roll call vote to approve the motion are as follows:

- A. Baldwin – Yes
- M. Benecke – Yes
- R. Emrich – Yes
- S. Gannon – Yes
- D. Middleton – Yes
- M. Nash – Yes
- M. Rowley – Yes
- M. Thomas – Yes
- M. Wood – Yes

The motion passed unanimously.

**PRESIDENT'S REPORT**    **Enrollment Report**

Classes for the Fall 2021 Semester began on August 28. As of today, 7,061 students are enrolled (5,053 part-time, 2,008 full-time).

**Personnel Report**

The complete report of hires, promotions, and separations for the month of September can be found in Board packets this evening.

**Information Sharing**

- Dr. Gavin recognized all of the staff members that were instrumental in gathering the information for the 2021 Strategic Values Report. They are Pam Clark, Lindsey Bourassa, Jennifer Carroll, Emily Clement, Russ Curley, Pete Fox, Melissa Haswell, Lynn Hoerauf, Sherrill Irish, Sheryl Kiscadden, Kim Klein, Lisa Lawrason, Dionne McCollum, Mike Murray, Elsa Olvera, Danielle Petersen, Michele Pratt, Jason Premo, Shelly Raube, Sue Roche, Gwen Serbus, Leslie Siefka, Melissa Wallace, Michelle White and Joe Yezak.
  
- Dr. Gavin said that at the Special Board Meeting last week of the Board DEI Committee, Committee Chair Thomas and Trustee Gannon asked about the inclusion of “social justice” in our DEBI work.
  - Previously, Delta College worked to integrate diversity, equity, inclusion and social justice into everything we do as a community college and partner.
  - One of the elements of the campus diversity committee’s work was to “Strengthen and enhance Delta’s commitment to advancing the cause of social justice in our individual representation and public advocacy work.”
  - Last October, the Delta College’s Board of Trustees formed an ad hoc committee focused on diversity, equity, inclusion and social justice, as well.
  - The College has been dealing with an increasing complexity of student and employee diversity and inclusion, and was focused on defining a campus environment where all individuals with diverse backgrounds and experiences felt “at home”.
  - The past year and a half has changed and focused our vision further, to acknowledge a greater need to create “belonging” as well in our work.
  - Delta’s police academy had some initiatives over the past year as well that brought social justice into our training and that will continue.
  - As we work to further implement our Diversity, Equity, Belonging and Inclusion work on campus, Dr. Gavin asked for patience as we define our direction and the elements that will be the primary focus in the year ahead.
  
- M. Gavin that the student vaccine incentive has been very successful. As a result of the incentive, more than 3,000 students have registered their vaccine with the College.

**TRUSTEE COMMENTS**    M. Wood thanked Dr. Gavin for his continued hard work.

S. Gannon said she had the pleasure of attending the MCCA Fall Board of Directors meeting as the alternate director for Delta College. During the meeting there was a presentation from the MEDC and the Board conducted interviews for Mike Hansen’s replacement.

D. Middleton said that she appreciated the presentation this evening and would be reading the audit report more thoroughly.

M. Rowley said that he would like to go on the record saying that he was wrong regarding Title IX at last month's meeting. He said that he is very comfortable in stating that the College is in compliance with Title IX. M. Rowley said that there was a revised court opinion on the matter that helped provide clarity. He thanked Loyce Brown for her good work and thanked the Administration for working to answer questions and provide him with additional information.

R. Emrich thanked his fellow Trustees for their contributions and wisdom. He thanked Dr. Gavin for his leadership.

A. Baldwin said she is proud to be a part of this community. She thanked Dr. Gavin and the Administration for "digging in deep" to DEBI. She said that she is happy to see the Martin Luther King Jr. day closure.

M. Thomas said she is very happy and very passionate about the DEBI work. She thanked Dr. Gavin for his leadership. She also thanked N. Bovid for his presentation this evening.

M. Thomas encouraged all to support A Chocolate Affair. This event supports the College's Possible Dream Program. It takes place on November 4 at the Horizons Conference Center.

**CHAIR COMMENTS**

Chair Nash thanked the Administration for the collaborative work. He thanked Dr. Gavin and said he looks forward to seeing the results of the planning efforts that have taken place so far.

**ADJOURNMENT**

There being no further business, Board Chair Nash adjourned the meeting at 8:24 p.m.

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Andrea Ursuy, Board Secretary