

REPORT OF MINUTES

BOARD OF TRUSTEES SPECIAL MEETING

**BAY de NOC COMMUNITY COLLEGE
Catherine Bonifas Board Room (201D)
Escanaba, MI**

April 29, 2016

The meeting was called to order at 12 p.m. ET by Board Chair, Philip Strom.

Philip Strom stated the meeting was called to hear concerns of faculty and students besides those expressed at the Regular Board Meeting on April 13, 2016. He reviewed the order of business for the meeting which included an agenda item presented by Dr. Coleman.

Roll call was taken by Assistant Board Secretary, Laura Johnson.

Members Present: Tom Butch, Jim Hermans, Tom England, Bill Lake,
Eric Lundin, Philip Strom, Joy Hopkins

Members Absent: None

Administration: Matt Barron, Beth Berube, Travis Blume, Kevin Carlson,
Kim Carne, Laura Coleman, Bridget DeGroot,
Mark Kinney, Jessica LaMarch, Jeanette Stebelton,
Christine Williams

Faculty: Brian Black, Molly Campbell, Gregory Cutler,
Allen Hansen, Mark Highum, Joyce King,
Amber Kinonen, June Klees, Matt Krynicki, Cory Larson,
Karl Linderoth, Jennifer McCann, Bill Milligan,
Jane Mudrovich, Ronald Pearson, Thomas Warstler,
Mike Young

Students: Enisha Hill, Josh Kane, Sara Larson, Aaron Radlicki,
Mallory Ramelis, Samantha Sweet, Laurel Zar

Guests: Jordan Beck, *Daily Press*
Frank Mongene, MEA Uniserv Director

Recorder: Laura Johnson, Assistant Board Secretary

1) Summer Work Schedule Pilot

Philip Strom requested President Coleman review the proposed summer work schedule pilot. Information was sent to trustees prior to the meeting.

Dr. Coleman stated one of the cost saving proposals made by the President's Advisory Council for the 2016-17 budget is to offer a modified work schedule from May 9 to August 19, 2016 to reduce operating expenses by closing both campuses from Friday through

Sunday. Service hours to the public will be posted and advertised as Monday through Thursday during this period. Hours of work would begin at 7:30 a.m. and end at 5:30 p.m. including a half hour paid lunch. Dr. Coleman requested approval from the Board for the half hour paid lunch so employees would not be required to take two hours of vacation each week to meet the proposed schedule. An alternative was extending the work day without a paid lunch but the likelihood of employees able to manage an eleven hour day with childcare needs and other responsibilities was not likely to make the pilot succeed.

Dr. Coleman stated the idea was proposed by employees last year when budget saving ideas were solicited.

Responses to questions from trustees included:

- The modified work schedule is not mandatory. Employees will have one opportunity to move back to a five-day week schedule during the pilot if they prefer. A survey will be conducted at the end of the summer to determine employees' preference between the modified and regular work schedules for the future.
- The College will be closed to the public on Friday with exception for events already scheduled on campus.
- Extended library hours are better utilized Monday through Thursday compared to offering a Friday schedule. Students are generally not on campus on Fridays.

Philip Strom stated consensus for allowing the paid half-hour break during the pilot was heard through the discussion. Trustees agreed a vote was unnecessary.

2) Discussion of Communications

Philip Strom stated Bill Milligan, Full-Time Faculty Association President, notified him that Sara Larson requested to speak on behalf of students and several faculty members, including himself, requested to speak about concerns regarding the proposed reduction in force of two full-time faculty members.

The floor was given to Sara Larson, student and TRiO Peer Mentor. Sara presented petitions to support reinstating faculty contracts for the 2016-17 academic year for Theater Instructor David McGinnis and History Instructor John Mathews. The petition for David McGinnis was signed by 114 students. The petition for John Mathews was signed by 103 students. Concerns brought by Sara on behalf of the student body included the consequences losing the named faculty members will have on individual education plans, students not hearing about the restructuring first hand, and the high technology fees students pay. She stated students expressed they are not opposed to modest tuition increases to support reinstating the faculty positions.

Philip Strom presented the opportunity for additional students to speak.

Enisha Hill introduced herself as a student and the Production Stage Manager for the past four drama productions. She spoke about her positive experience with Instructor Dave McGinnis and read two statements from previous students Adria Streichert and Colton

Ranguette to support retaining Mr. McGinnis.

Aaron Radlicki, student, FYE SI Leader, and TRiO Peer Mentor, spoke about the impact losing both instructors could have in student retention and enrollment. He shared his positive experiences as a student taking Public Speaking with Dave McGinnis and Intro to World Religions with John Mathews. He stated agreement with previous statements made by Sara and Enisha to reinstate these faculty contracts.

Philip Strom identified faculty members Bill Milligan, Brian Black, and Molly Campbell, as having requested to address the Board. No other faculty members came forward to speak.

The floor was turned over to Bill Milligan. Bill read an apology he sent to the law firm that employs attorney JoJean Miller for comments that included her at the Regular Board Meeting on April 13 and the Awards Dinner on April 27.

Bill shared requests from the Full-Time Faculty Association to the Board of Trustees:

- Reconvene the Association Management Council (AMC)
- Hold a discussion or series of discussions on communication and governance changes the faculty think will be productive in helping move the College forward in its KPIs: Student Success, Community Success, and Culture of Success
- The Board's willingness to move forward

Bill introduced Frank Mogene, MEA UniServ Director.

The floor was turned over to Brian Black.

Brian shared his background as a faculty member and stated positive and negative experiences as past Full-Time Faculty Association President. He emphasized changes to the Full-Time Faculty Master Agreement language in 2013 moved from seniority as the only criteria to stipulating three factors: qualification, experience, and past performance, ahead of seniority to justify retrenchment and how this change resulted in the reduction in force of the two instructors. He also spoke on behalf of each instructor's abilities and knowledge.

Brian disputed several points made in response to a letter he sent to the Board: the suggestion that philosophy and history courses are replaceable, the data presented in determining the retrenchment, and how a HLC qualified instructor will be found in this area to teach Art History.

Philip Strom asked Brian if there was something the Board could have done better in the process. Brian responded there should have been more conversations with faculty and expressed concerns about the Deans' work load.

Molly Campbell addressed the Board with concerns about the lack of communication with faculty about enrollment projections and budget implications and planning over the last five years, top-down governance of the institution, and the data presented to support the

retrenchment. She advised the Full-time Faculty Committee should have been included in the budget conversations. Molly emphasized the retiring economics instructor will not be replaced reducing the number of full-time faculty by three and calling concern about the quality of academics as a result.

Philip Strom stated the Board's intention of this meeting was to confirm the master agreement language was being followed and to hear the concerns of faculty and students. A legal opinion was requested to advise the Board on these matters. The opinion must be discussed in closed session as material exempt from public discussion and disclosure. Because the Board can invite individuals into closed session, the faculty association representatives were asked to stay and be invited into the closed session at the appropriate time. Bill Milligan requested Frank Mongene, Tom Warstler, Molly Campbell, and Brian Black also be included. Jane Kidder requested an invitation to represent adjunct faculty. Students Samantha Sweet and Mallory Ramelis requested an invitation. Members of the President's Advisory Council would also be invited. Trustees advised the invitations would be discussed in closed session.

Philip Strom provided an opportunity for Dr. Coleman to respond to the statements shared. She declined.

It was motioned by Bill Lake and seconded by Jim Hermans to:

“Enter into closed session to consider the written legal opinion dated Tuesday, April 26, 2016, from College attorney, Patrick Sturdy, addressed to the Board of Trustees.”

Roll Call:

Ayes: Jim Hermans, Tom England, Bill Lake, Eric Lundin, Joy Hopkins, Tom Butch,
Philip Strom

Nays: None

Abstentions: None

No discussion. Motion carried unanimously.

The meeting moved to closed session at 12:51 p.m. E.T.

The meeting moved to open session at 1:16 p.m. E.T.

There being no further business, it was moved by Eric Lundin and seconded by Tom England to:

“Adjourn the meeting.” No discussion. Motion carried unanimously. The meeting adjourned at 1:17 p.m. ET.

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Laura L. Johnson Assistant Board Secretary	5/2/2016 Completion Date	Approval Date
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Philip L. Strom Board Chair	Approval Date
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