

**REPORT OF MINUTES**  
**BOARD OF TRUSTEES**  
**PERSONNEL COMMITTEE MEETING**  
**BAY de NOC COMMUNITY COLLEGE**  
**Catherine Bonifas Board Room (201D)**  
**Escanaba, MI**  
**February 15, 2017**

The meeting was called to order at 5:45 p.m. ET by Personnel Committee Chair, Joy Hopkins.

Committee Members present: Joy Hopkins, Philip Strom, Eric Lundin (alternate), Jim Hermans (ex-officio member)

Committee Member absent: Bill Lake

Administration: Matt Barron, Laura Coleman, Mark Kinney

Faculty: Dave Konkel

Media: Jordan Beck, *Daily Press*

Recorder: Laura Johnson, Assistant Board Secretary

Personnel Committee Chair, Joy Hopkins, stated the Personnel Committee reviews tenure recommendations as presented by the Deans and President. The meeting was turned over to Mark Kinney, Dean of Business & Technology, to present the recommendation to grant tenure to Dave Konkel, full-time welding instructor.

Mark stated Dave came to Bay with a wealth of experience in the welding industry and has accomplished a tremendous amount in his three years at Bay. During his first year, the welding program was undergoing massive change. The welding facility was half the current size and Pete Noblet was in his last year as the full-time instructor. Dave hadn't been an instructor in the past and had to learn the curriculum in about two weeks. We were also planning how to purchase equipment through the TAACCCT grant and how that large equipment would be moved into the lab. The west campus welding program was started and we had to find someone to do instruction, especially blue print reading which had to be taught right away. The College was also going out for millage renewal that year to expand facilities.

Almost three years later it is amazing to see the welding facilities we have and how he continues to update them. The welding lab does not look like a typical welding shop. Through his influence, computers are on every desk, a very high tech robotic welder is in the classroom, and there are virtual welders to simulate welding.

Mark also stated the classroom environment is one of the best he has seen. During classroom visits, it was packed with 20 plus students joking around about the materials they were using and having side conversations about in depth aspects of what Dave was presenting. He had them completely engaged in the entire process and uses tools to facilitate this. He shows forward thinking and leadership in active learning, advising students entering the field, and makes welding something high tech and worth coming to college for.

Mark recommended Dave Konkel for tenure with full confidence.

There were no questions from trustees. They expressed their appreciation to Dave for the services he provides to the College.

It was motioned by Joy Hopkins and seconded by Phil Strom that:

**“The tenure recommendation for Dave Konkel be accepted as recommended.”**

No discussion. Motion carried unanimously.

On a motion made by Eric Lundin and seconded by Phil Strom:

**“The meeting was adjourned.”** Motion carried unanimously. The meeting adjourned at 5:50 p.m. ET.

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	2/16/17	
Laura L. Johnson Assistant Board Secretary	Completion Date	Approval Date

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Joy E. Hopkins Personnel Committee Chair	Approval Date
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