

REPORT OF MINUTES

**BOARD OF TRUSTEES
REGULAR MEETING**

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

September 19, 2018

- I CALL TO ORDER:** The meeting was called to order at 5:30 p.m. ET by Chair, Joy Hopkins.
- II ROLL CALL:** Roll call was taken by Laura Johnson, Assistant Board Secretary.
- Members present: Tom Butch, Phil Strom, Eric Lundin, Bill Lake, Terri Mileski, Steve Davis, Joy Hopkins
- Members absent: None
- Administration: Matt Barron, Travis Blume, Kim Carne, Laura Coleman, Penny Pavlat, Eileen Sparpana, Chris Williams
- Faculty: Molly Campbell, Spencer Slade, Tom Warstler
- Staff: Ashley Rogers
- Recorder: Laura Johnson, Assistant Board Secretary
- III CITIZEN INTRODUCTIONS AND COMMENTS:** None
- IV APPROVAL OF AGENDA:** Agenda changes included removing presentation of the TORCH Award under Presentations and first reading of Board Policies 1060 and 1061 under Board Action. The TORCH presentation will be moved to the November meeting and the policies will be presented after the College's legal counsel applies information received at a statewide meeting tomorrow.
- It was motioned by Terri Mileski and seconded by Eric Lundin to:
- “Approve removal of the TORCH Award presentation under Presentations and first reading of Board Policies 1060 and 1061 under Board Action from the Regular Agenda for September 19, 2018.”** No discussion. Motion carried unanimously.

V DECLARATION OF INTEREST:

Steve Davis disclosed he became a member of the Escanaba City Planning Commission but does not expect it will create a conflict of interest. Tom Butch stated he is a member of the Gladstone City Planning Commission and verified there is no conflict with service to both boards.

VI CONSENT AGENDA:

The consent agenda included approval of minutes from the Special and Regular Meetings on August 15 and the Special Meeting on September 11, and acceptance of the MIOSHA CET Grant for \$40,000.

It was motioned by Bill Lake and seconded by Steve Davis to:

“Approve the Consent Agenda for the Board of Trustees Regular Meeting on September 19, 2018, as presented.”

No discussion. Motion carried unanimously.

VII PRESENTATIONS:

A New Employee:

Eileen Sparpana:

Dr. Coleman introduced Eileen Sparpana, the new CFO. Eileen worked for Dickinson County Healthcare Systems for 30 years where she was their CFO for the last seven and one-half years. She has been very helpful with the audit and is a great addition to the President’s Advisory Council.

B Math Placement Using ALEKS – Insights and Data:

Dr. Coleman stated Administration committed to providing results of the new ALEKS placement test when the Board approved the change from the COMPASS to a new product.

Spencer Slade, Math Instructor; Penny Pavlat, Director of IR & Reporting; Ashley Rogers, Placement Tutoring Specialist; and Matt Barron, VP of Academics, presented information about math placement using ALEKS. The presentation slides are attached. Highlights and discussion included:

- ACT discontinued the COMPASS as of the 2016-17 academic year resulting in the need to find a new placement test. The Placement Replacement Team was formed in 2015 to review placement products and make a recommendation. ALEKS was the top choice.
- Whether it would be possible for students to be over placed in a math class if they prepared and took the placement test

multiple times was asked. Spencer Slade responded that was unlikely and that the placement cutoff scores for courses are reviewed according to success rates. Many students do not move multiple steps after taking the placement test multiple times. This is still successful placement because it shows they are placed where they need to be.

- Bay College has five levels of math from pre-algebra to trigonometry.
- The course success rate (earning a “C” or better) for MATH 102 Intro to Tech Math will be reviewed more closely because the rate was higher for students who took the COMPASS test compared to the ALEKS test. However, the sample size was 11 students and an additional successful student would change the comparison. Efforts during those academic years will be compared to determine if efforts in place contributed to the higher success rate.
- Students who took the ALEKS test without prep work still increased their placement score when they took the test more than once. Re-taking the test became a preparation.
- Matt Barron stated ALEKS is an investment of \$14,000 annually when other options are less, but in terms of retention and cost savings for students and the College, it is cost effective.

If students start in college algebra, they have a five percent chance of successful completion. In terms of preparation, if students are taking the ALEKS test multiple times or doing the prep and learning module, they are placed successfully in the right course and that is money the College is not spending on tutoring and savings to students for classes they do not need.

- The savings to the College in tutoring costs are near breakeven to the cost of ALEKS with only ten percent of Bay’s student population utilizing ALEKS. Increased efforts are planned to increase participation for greater savings to students and the College.
- Spencer Slade stated that every college has a different sequence of math so it would be difficult to compare our success rates with national success rates in response to a question about comparison to national figures. Anecdotally,

other schools using ALEKS report very positive feedback.

- Matt Barron responded to a concern about the middle math courses where the data for ALEKS is not reflected as strongly that these students may be placed in courses too high a level. Additional information will be reviewed for these courses to determine what efforts were in place during the years COMPASS was used; however, Spencer Slade added that because the sample size in MATH 102 and MATH 105 is so small, one more student would increase the comparison for ALEKS. Matt also mentioned that financially whether a student took a lower level course to get to the next course or the same course they were placed in twice, it would result in the same financial commitment.
- Math faculty are more confident in MATH placement and no longer feel the need to do a skills test at the start of each semester. The time has been used instead for Growth Mindset assessment which results in greater impact for student success.
- Dr. Coleman stated a report will be given to the Board next year with an additional year of data to solidify the results. Different efforts have been in place for MATH 102 (Intro to Tech Math) so the research will be done for MATH 102 and the middle math courses to determine what was and was not working.

Trustees extended thanks to the team for their work. It was impressive information.

Penny Pavlat, Spencer Slade, and Ashley Rogers left the meeting.

VIII ADMINISTRATIVE REPORTS:

A President's Report:

President Coleman reported:

Business Innovation Factory Summit:

Dr. Coleman attended the Business Innovation Factory (BIF) Summit and heard speakers known for their successful innovations. The stories were very inspirational and made the summit a worthwhile professional development experience.

One speaker, Dr. Nneka Tapia, is an experienced psychologist passionate about mental wellness, criminal justice reform, and supporting young people who have experienced trauma. Dr. Tapia serves as the inaugural Leader in Residence at Chicago Beyond, a youth equity platform that fights to give young people in the Chicago prison system the opportunity to achieve their fullest human potential. Dr. Tapia talked about seeing people for the people they are and how she worked with prison guards to see the prisoners as people that need help and guidance. Dr. Coleman related this experience to the work college employees do with our students.

David Ollila, originally from Marquette, was also a speaker. David is a serial entrepreneur and President of 100K Ideas, based in Flint, MI. He started NMU Invent before expanding the business to Flint where his company has created a new culture around helping passionate innovators create products/services and startups of their own through mentorship.

***Lockdown at
Bay College West:***

Bay College West employees reacted as trained during the lockdown ordered by the Iron Mountain Police department for the College and area businesses on the first day of classes. Students did not have the opportunity for training since it happened on the first day of classes. Valuable information was learned which will be added to future trainings.

B Academic Affairs:

Matt Barron, VP of Academic Affairs, reported:

Marshall Plan:

The Marshall Plan is Governor Snyder's initiative for consortiums across the State to increase the number of students going through CTE programs and getting into the workforce. The College is involved in application for the Marshall Plan through three consortiums. The fiscal agents are high schools.

The consortiums are: 1) MTU, Copper Country K12s and ISD, NMU, and several large companies across the State. Their goal is to focus on growth of Early Colleges and manufacturing. 2) NMU and Bay as a close partner focusing on cybersecurity and manufacturing. There are also some large companies associated with NMU. NMU would become the hub for cybersecurity training and Bay would be the dual enrollment provider. 3) Local employers, local K12s and ISDs.

The application deadline was today and the concept summaries accepted will be announced in upcoming weeks. The next step for those accepted will be to provide specific plan outlines.

Dr. Coleman responded to the question about the Marshall Plan's sustainability relative to legislative changes. It is prefunded for the next three years.

Matt added that the College used current initiatives with the consortiums for the application. Regardless of whether the grant is awarded, the College will continue efforts with local employers, K12s, and ISDs. The grant would provide additional support and tools for programs.

C Student Services: Travis Blume, VP of Student Services, reported:

Fall 2018 Enrollment: Enrollment overall is up 7% in students and down 1% in contact hours.

Dr. Coleman acknowledged the enrollment increase to the recent registration of about 164 dual enrolled Dickinson Iron ISD students. Work by many led to this successful venture. Kevin Carlson who laid the groundwork; Gina Wollner and Matt Barron who worked with Dickinson County Schools and ISD superintendents; and Mike Mulligan, the DIISD Director/Principal of Technical Education, who came up with idea to partner their CTE programs with Bay College and increased dual enrollment in that area and increased our enrollment.

Completing the admissions and registration process was a big task accomplished by Jessica LaMarch, Laura Moloney, Becky Landenberger, Renae Highum, Julie Dollhopf, and Linda Varda.

Trustees thanked everyone for their work to increase enrollment.

Cross Country Meets:

Cross Country began their season last weekend in East Lansing. The home meet at Beauchamp Grove takes place this weekend.

Baseball/Softball:

Baseball and Softball inaugural games begin this weekend at Gogebic Community College and next weekend at home. The official schedule will be out soon.

Day of Service:

The College's first Day of Service will be held on October 5. The day will close with a cook-out and concert featuring *Vinyl Theater* playing at *The Rave* in Milwaukee the night before.

Trustees extended kudos to Mike Pankow, Baseball Coach, for the social media and website updates on athletics.

D Operations:

Christine Williams, VP of Operations, reported:

Grants:

The College was awarded \$2,013 from the Native American Heritage Fund to complete planting in the Circle of Life, or medicine wheel, located in the courtyard, next spring.

The Toro Foundation is awarding funds to non-profits through the Greenspace Enhancement Grant Program. Christine applied for \$50,000 that could be applied to Bay College West Campus to add sidewalks, boardwalks, etc. behind the campus overlooking the marsh. The awards will be announced on November 1.

**E College
Advancement:**

Kim Carne, VP of College Advancement, reported:

Foundation Audit:

The Foundation Board approved the Foundation Audit this afternoon. Kim extended thanks to everyone in the College who made the successful audit possible; especially Vicki DeGrand and the Business Office staff.

Addison Event:

An Evening of Addison Art Foundation fundraiser will take place on November 1 in the Besse Center. Invitations will go out next week. Tickets will be sold two for \$100 or \$55 each. Featured speakers will discuss the art collection and six Addison pieces will be auctioned that night.

Marketing Campaign:

Billboards will focus on a series of "UP" marketing. The theme will also be carried throughout postcards and news advertisements. Each message is scheduled and will be promoted based on a calendar campaign for consistency in all marketing formats. The series was developed with the Admissions team to ensure the campaign is consistent.

Trustees complimented the new college webpage and the film series offered. The documentary on Mr. Rogers received a lot of positive feedback and excitement from the community.

Tom Butch requested kudos be extended to Nanci Love for keeping the film series alive through all these years.

Kim stated the Mr. Rogers documentary attracted a diverse audience and is the first film in the Film Series' history to turn a profit and have the largest audience.

F Finance:

Eileen Sparpana, CFO, reported:

- Net Assets decreased \$2,166,000 for the first two months of the current fiscal year.
- Tuition Revenue for fall semester is not recognized until September but overall Net Assets are up \$148,000 or 3% compared to the prior year.
- There are still some due tos and froms between the College and the Foundation to be recorded before the audit is complete. The bottom line should be available next month.

IX BOARD COMMITTEE REPORT & REQUIRED ACTION:

None

X BOARD ACTION:

A Transaction Report:

There were no questions or comments on the Transaction Report ending August 31, 2018.

On a motion made by Phil Strom and seconded by Bill Lake:

“The Financial Transactions for the month ending August 31, 2018, stand approved as presented to place on file.”

Roll Call:

Ayes: Eric Lundin, Tom Butch, Bill Lake, Terri Mileski, Steve Davis, Phil Strom, Joy Hopkins

Nays: None

Abstentions: None

No discussion. Motion carried unanimously.

B Appointment of Asst. Board Treasurer:

Joy Hopkins stated the Assistant Board Treasurer position can be filled with the new CFO, Eileen Sparpana.

It was motioned by Tom Butch seconded by Terri Mileski to:

“Appoint Eileen Sparpana, Chief Financial Officer, as the Assistant Board Treasurer to perform the duties outlined in the Board of Trustees Bylaws.” No discussion. Motion carried unanimously.

**C Section 230 of
PA 265 of 2018
Resolution:**

Joy Hopkins advised state law requires the Board to pass a resolution certifying that the College meets at least four out of five of the best practice standards under each of the three categories identified under Michigan Public Act 265 of 2018 to receive state appropriations. The resolution and evidence supporting these standards were found on pages 96-106 of the Board Report.

It was motioned by Eric Lundin and seconded by Steve Davis to propose this resolution:

“That the Bay de Noc Community College Board of Trustees certifies that the College does meet the best practice standards required for state appropriations under Michigan Public Act 265 of 2018.” No discussion. Motion carried unanimously.

**XI UNFINISHED
BUSINESS:**

None

**XIII NEW BUSINESS:
A BOT Resolution
Reaffirming
Commitment to
Title IX:**

Dr. Coleman advised that last winter with the activities going on with MSU, the Board wanted to pass a resolution reaffirming their commitment to Title IX. The intent was to pass it with the revisions to the Non-Discrimination and Anti-Harassment Policy 1060 but they are not ready at the same time. This is important because board members are responsible for reporting incidents and supporting investigations related to the College.

It was motioned by Tom Butch and seconded by Terri Mileski to:

“Accept the Resolution Reaffirming the Bay de Noc Community College Board of Trustee’s Commitment to Title IX as presented and place it with the Policy (1060) it supports.” No discussion. Motion carried unanimously.

Tom Butch added he is glad the College is staying ahead of the curve with safety training and Title IX policies and practices.

XII MCCA UPDATE:

Bill Lake and Phil Strom will attend the MCCA Fall Board of Directors meeting at Gogebic Community College on Oct 4 and 5.

XIV OTHER:

Birthday greetings were extended to Bill Lake for September 29.

XV ADJOURNMENT:

It was motioned by Phil Strom and seconded by Tom Butch to:

“Adjourn the meeting.” No discussion. Motion carried unanimously. The meeting adjourned at 6:41 p.m. ET.

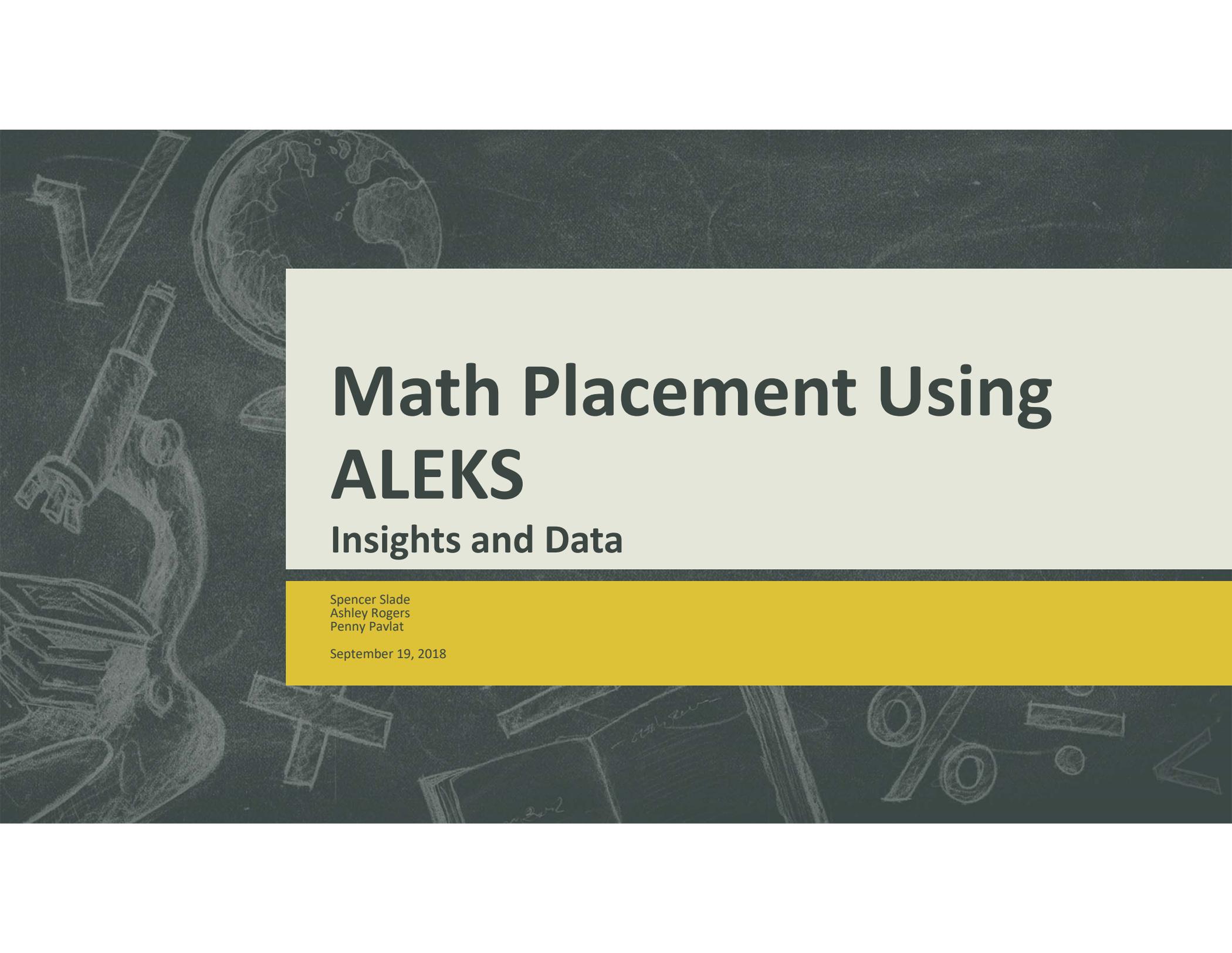
Laura L. Johnson
Assistant Board Secretary

Completion Date

Approval Date

Joy E. Hopkins
Chair

Approval Date

The background is a dark chalkboard with various white chalk drawings. On the left, there's a large drawing of a microscope. In the upper left, there's a drawing of a globe. In the lower right, there are drawings of mathematical symbols like a percentage sign, an exclamation mark, and a less-than sign. There are also some faint sketches of books and papers.

Math Placement Using ALEKS

Insights and Data

Spencer Slade
Ashley Rogers
Penny Pavlat

September 19, 2018

Agenda

- Review of Why ALEKS
- How ALEKS for Placement is being used
 - Incoming Students
 - Student Testimonials
- Student Results of ALEKS Placements
 - Placement Data
 - Course Data
- Moving Forward

Review of Why ALEKS

- Placement Replacement Team formed in 2015 to find a replacement for COMPASS
- Possible tools included ALEKS, Accuplacer, and McCann Vantage Learning
- Team chose ALEKS as their top choice
 - An introductory, customizable survey is included
 - Test is free response and adaptive; it is NOT multiple choice
 - The online calculator turns on and off during the test when required
 - ALEKS tells you how to enter your answer, and if your answer needs to be expressed in “simplest form”
 - The graphing tool is fantastic compared to other online math graphing tools
 - The Prep and Learning Module (PPL) feature sets ALEKS apart from all other placement tools (more individualized)
 - After a student does the placement test they see where they excel and where they are deficient; there are specific modules in place to brush up on weak areas
 - A student has 6 months access to ALEKS’ Prep and Learning Module; the student can use the module to prepare more adequately for a future placement test, focusing on those areas that had low scores the first time

Assessment and Learning in Knowledge Spaces - is a Web-based, artificially intelligent assessment and learning system. ALEKS uses adaptive questioning to quickly and accurately determine exactly what a student knows and doesn't know in a course.

How ALEKS Placement Works

- Placement Flyer
- ALEKS Placement Procedure No Prep Email
- ALEKS PPL Procedure Email
- Testing Center Flyer

Student Testimonial

- I am very grateful for the ALEKS Prep Course. It helped me refresh my memory and re-learn topics I had forgotten how to do. I really liked how it shows a pie chart of the topics you have mastered and which ones you should practice and spend more time on. Without the ALEKS Prep Course, I would have never scored as well as I did on the placement test and I would have never placed in the math course I need for my degree. I highly recommend this prep course to those who plan on taking the placement test.

-Marissa Rosebush

Placement Data: Aleks Placement Summary Results

Attempts

- 1,208 Students
- 1,371 Proctored Attempts
- Lowest Score: 0
- Highest Score: 88

Pre-Work before ALEKS

- 56 (4.64%) utilized the pre-work session prior to taking ALEKS
 - 48 (4.46%) of those taking it one time
 - 8 (7.08%) of those taking it two times

Multiple Attempts

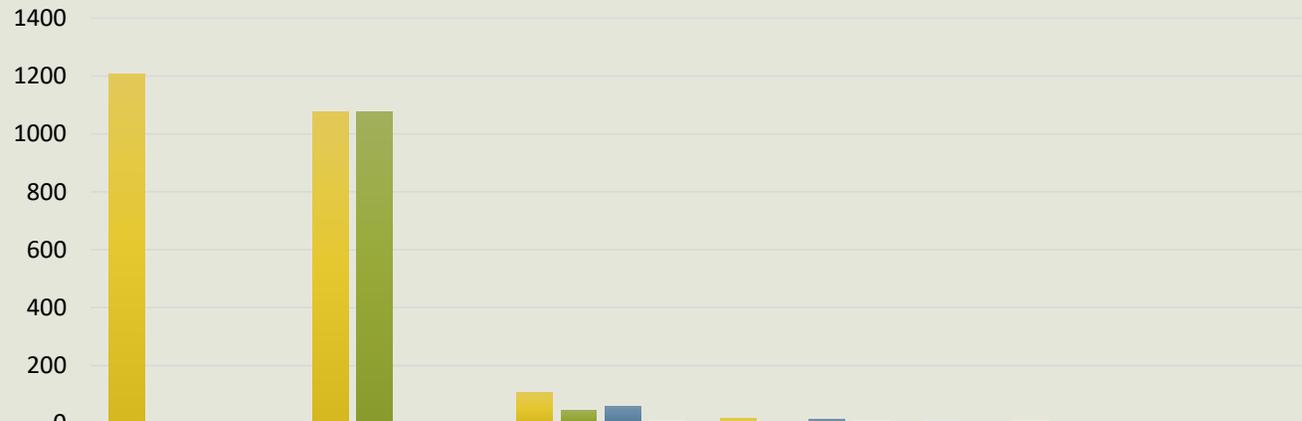
- 7.08 Average Improvement Score with 2 attempts (n = 108)
- 12.44 Average Improvement Score with 3 attempts (n=18)

Attainment of "M" (25 or higher) "College Ready in Math"

- Initial: 293 (24.25%)
- Final: 325 (26.90%)
 - Additional 32 Achieved "M" (2.65%) After multiple attempts at ALEKS

Placement Data: Student Results Overview

ALEKS Testing



	All ALEKS Placements	Took ALEKS 1 time	Took ALEKS 2 times	Took ALEKS 3 times	Took ALEKS 4 times	Took ALEKS 5 times
■ Took Placement	1208	1076	108	18	5	1
■ Remained Same		1076	44	2	1	1
■ Improved Placement by 1 level		0	60	13	4	0
■ Improved Placement by 2 levels		0	4	3	0	0

Of the 132 taking ALEKS multiple times: 48 remained at same placement, 77 improved by one level, 7 improved by two levels of math placement

Placement Data: Student Final Placements

ALEKS number of attempts	Place ment	MATH 085	MATH 097	MATH 105/106	MATH 110/210	MATH 111	MATH 141
1 Attempt	Initial and Final	547	356	134	30	8	1
2 Attempts	Initial	60	37	6	3	2	0
	Final	24	51	23	5	3	2
3 Attempts	Initial	8	8	2	0	0	0
	Final	8	7	3	0	0	0
4 Attempts	Initial	3	0	2	0	0	0
	Final	1	2	2	0	0	0
5 Attempts	Initial	0	0	1	0	0	0
	Final	0	0	1	0	0	0

Placement Data: Savings to Students Using ALEKS Math Placement Retest

Number of Attempts	Levels Moved	N=	Cost of Course(s) Moved	Cost Savings
2 attempts	1 Level	60	\$476	\$28,560
	2 Level	4	\$952	\$3,808
3 Attempts	1 Level	13	\$476	\$6,188
	2 Level	3	\$952	\$2,856
4 Attempts	1 Level	4	\$476	\$1,904
	2 Level	0	\$952	\$0
			Student Tuition Savings:	\$43,316

Fees (\$30 Technology, \$7 Student Development) would have cost students an additional \$ 13,468. Grand Total Savings: \$56,784

Placement Data: ALEKS Other Use Summary:

ALEKS Placement for Chemistry

- 13 students took Chemistry and no Math
- 10 received C or Better in Chemistry (76.92%)
- 2 did Pre-Work in ALEKS (15.38%)
- 10 took ALEKS one (1) time
- 2 took ALEKS two (2) times
- 1 took ALEKS 4 times (4)

ALEKS Placement for Biology

- 1 student took Biology and no Math
- One Attempt
- Earned C or Better

Course Data: Aleks Course Success Rates

	Pre Algebra MATH 085 % C or Better	Basic Algebra MATH 095 % C or Better	Intro to Technical Mathematics MATH 102 % C or Better	Intermediate Algebra MATH 105 % C or Better	Liberal Arts Math MATH 107 % C or Better	Mathematics of Business BUSN 177 % C or Better	College Algebra MATH 110 % C or Better	Introduction to Statistics Math 210 % C or Better
ALEKS Placement	61.02% (n = 118)	74.07% (n = 54)	54.55% (n = 11)	62.50% (n = 72)	66.67% (n = 18)	75.00% (n = 21)	85.29% (n = 34)	100% (n = 14)
Compass Placement (2014/15 to 2016/17)	54.53%	56.18%	60.56%	67.62%	82.19%	67.34%	78.70%	88.95%
Overall 2017/18	59.21%	70.19%	68.75%	62.19%	81.16%	80.52%	74.10%	89.29%
Previous 3 Year Average (2014/15 to 2016/17)	56.55%	58.08%	64.63%	66.68%	82.17%	72.11%	77.38%	90.33%

Time Spent on Prep Work for ALEKS

Placement Movement	1 Attempt	2 Attempts			3 Attempts			4 Attempts			5 Attempts			Total by Prep
	N/A	Same	Up 1	Up 2	Same	Up 1	Up 2	Same	Up 1	Up 2	Same	Up 1	Up 2	
No prep work	994	27	23	2	2	6	1	1	0	0	0	0	0	1,056
Less than an hour	43	6	3	1	0	0	0	0	0	0	0	0	0	53
More than 1 and less than 3 hours	14	6	10	0	0	1	0	0	0	0	0	0	0	31
More than 3 and less than 6 hours	10	3	12	0	0	4	0	0	1	0	1	0	0	31
More than 6 and less than 9 hours	6	0	6	0	0	1	0	0	2	0	0	0	0	15
More than 9 and less than 12 hours	4	1	1	0	0	0	0	0	0	0	0	0	0	6
More than 12 and less than 15 hours	2	0	0	0	0	0	1	0	0	0	0	0	0	3
More than 15 and less than 18 hours	2	1	2	0	0	0	0	0	0	0	0	0	0	5
More than 18 and less than 24 hours	1	0	2	0	0	1	0	0	0	0	0	0	0	4
More than 24 hours	0	0	1	1	0	0	1	0	1	0	0	0	0	4
	1,076	44	60	4	2	13	3	1	4	0	1	0	0	1,208

Measurement of time spent on prep work is cumulative over all attempts.

ALEKS and the path to Completion

- ALEKS by the \$\$\$ Numbers

Approximate Cost of ALEKS 2017/2018: \$ 14,000

Estimated Savings:

Tutoring Time for Preparation to Retest: \$ 5,500

(estimated using minimum hours spent on prep * Tutoring cost/hour)

Tutoring Time for Students not in MATH 085 Retesting \$ 3,000

(estimated using half of those placing into MATH 095 that would have been MATH 085 * 2 hours/week * Tutoring cost/hour)

Student Progress through Math Matrix \$ 3,700

(estimated using % of students completing 110 from 085 * 10.5 contacts per semester * assumption of 2 extra semesters)

Recommendations for ALEKS moving forward

- ALEKS is working
 - Math faculty are more confident in MATH placement and no longer feel the need to do a skills test at the start of each semester
 - Students are achieving a higher pass rate with ALEKS placement than prior placement results
- ALEKS moving forward
 - Increased opportunity for student education and completion of prep module prior to first test through outreach from the Placement Specialist
 - Investigate “turning on” mandatory math prep work after first proctored session for future tests

Questions:





YOUR Next Step: Placement

At Bay, we use computerized assessment tools to determine academic preparedness and satisfy prerequisites.

Accuplacer is used to determine placement in English Reading ("Next Generation Reading") & Writing ("Writeplacer"); **Aleks** is used for Math placement. Both of these tools are **free** to Bay students. Though these are not *pass* or *fail* assessments, the results are used to place students in appropriate classes.

Assessments are FREE & IMPORTANT

Step 1: **Study!**

See reverse side of this page for preparation information and visit www.baycollege.edu/placement

Step 2:

Schedule an appointment

Escanaba Campus
906-217-4010

Iron Mountain Campus
906-302-3000

Do I have to complete the assessments?

Yes... unless an exemption applies:

- SAT scores of 480+ in Evidence-Based Reading & Writing that are not more than 3 years old are exempt from English & Reading assessments. SAT scores of 480+ in Math that are not more than 3 years old are exempt from Math assessment.
- ACT scores of 18+ in English & Reading that are not more than 3 years old are exempt from English & Reading assessments. ACT scores of 20+ in Math that are not more than 3 years old are exempt from Math assessment.
- A "C" or higher in a college-level freshman composition course and an intermediate algebra or higher course, based on official documentation. This would include appropriate CLEP and AP scores. Send official transcripts to Bay College Admissions. (Fax: 906.217.1714 or Email: admissions@baycollege.edu)
- Those with a completed Michigan Uniform Guest Application for the current semester.
- Those enrolling **ONLY** in courses with no prerequisites as printed in the Bay College catalog.
- Those taking non-credit courses, courses for Continuing Education Units, or those auditing a course.

Required to take the assessments:

- **A Bay College I.D. number (assigned upon application to Bay)**
- **Your created secure myBay password**
- **A photo I.D.**

**Mobile devices and calculators are prohibited in testing areas.*



ALEKS & ACCUPLACER PLACEMENT CONSULTATIONS

FOR AN INITIAL PREP CONSULTATION AND/OR RESOURCES, CONTACT:

ESCANABA & IRON MT. CAMPUSES

Ashley Rogers

Placement & Tutoring Specialist

Student Success Center, HUB 825

rogersa@baycollege.edu

906.217.4301

YOU MIGHT WANT A PREP CONSULTATION IF YOU

- have been out of school for awhile
- have never taken a college-level English or math course
- want additional resources to self-study
- are looking for test-taking tips and strategies
- are unhappy with your current scores
- are considering tutoring to help sharpen your skills

BOARD OF TRUSTEES
RESOLUTION REAFFIRMING COMMITMENT TO TITLE IX

WHEREAS: It is the policy of the College to comply with Title IX of the Education Amendments of 1972 and its implementing regulations, which prohibit discrimination based on sex in the College's educational programs and activities. Title IX and its implementing regulations also prohibit retaliation for asserting claims of sex discrimination;

WHEREAS: Sexual harassment is defined as any unwelcome sexual conduct, whether the behavior is verbal or physical in nature, regardless of the peer, supervisory, or other relationship between the parties, and regardless of whether the manifestation of the harassment is requests for sexual favors, sexist remarks, or behavior that denigrates a person because of the person's sex or sexual orientation;

WHEREAS: The College is committed to take immediate and appropriate steps to investigate or otherwise determine what occurred when the College knows or reasonably should know about sexual harassment that creates a hostile environment. If an investigation reveals the existence of a hostile environment, the College is committed to taking prompt and effective steps reasonably calculated to eliminate the hostile environment, prevent its recurrence and address its effects;

WHEREAS: The College acknowledges that notice exists when a responsible employee knew or, in the exercise of reasonable care, should have known, about the harassment.

WHEREAS: Responsible employees includes any employee who: (1) has the authority to take action to redress the harassment; (2) has the duty to report to appropriate college officials sexual harassment or any other misconduct by students or employees; or (3) a student could reasonably believe has the authority or responsibility to take action;

WHEREAS: To facilitate the College's compliance with Title IX, responsible employees are required to share all relevant details about the reported incident, including identifying information about the complainant, respondent, other witnesses, and relevant facts, including the date, time, and location with the Title IX Coordinator;

NOW, THEREFORE, BE IT RESOLVED: That the Board of Trustees reaffirms its commitment to comply with Title IX of the Education Amendments of 1972 and its implementing regulations, which prohibit discrimination based on sex in the College's educational programs and activities, and also prohibits retaliation for asserting claims of sex discrimination; and assure that the College environment will be free of sexual harassment.