

REPORT OF MINUTES

**BOARD OF TRUSTEES
REGULAR MEETING**

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

January 16, 2019

- I CALL TO ORDER:** The meeting was called to order at 5:59 p.m. ET by Chair, Bill Lake.
- II ROLL CALL:** Roll call was taken by Laura Johnson, Assistant Board Secretary.
- Members present: Joy Hopkins, Phil Strom, Terri Mileski, Steve Davis, Eric Lundin, Tom Butch, Bill Lake
- Members absent: None
- Administration & Staff: Matt Barron, Travis Blume, Kim Carne, Laura Coleman, Trevor Quinlan, Eileen Sparpana, Chris Williams
- Faculty: Molly Campbell, June Klees, Nanci Love, Thomas Warstler
- Guest: Jordan Beck, *Daily Press*
- Recorder: Laura Johnson, Assistant Board Secretary
- III CITIZEN INTRODUCTIONS AND COMMENTS:** None
- IV APPROVAL OF AGENDA:** The agenda stood as presented.
- V DECLARATION OF INTEREST:** None
- VI MINUTES:** Minutes from the Regular Board of Trustees Meeting on December 19, 2018, were presented for approval.

It was motioned by Joy Hopkins and seconded by Steve Davis to:

“Approve the Minutes from the Regular Board of Trustees Meeting on December 19, 2018, as presented.”

No discussion. Motion carried unanimously.

VII PRESENTATIONS:

A Trustee Service Pins:

Dr. Coleman presented one-year service pins to trustees, Steve Davis and Terri Mileski. She thanked Terri and Steve for their year of service and stated they have been fantastic additions to the Board and provide great insights.

B New Employee:

Matt Barron, VP of Academic Affairs, introduced Trevor Quinlan, EMT/Paramedic Program Director. Trevor has been a paramedic since 2005. He came to Bay from the Chippewa County Health Department as the Public Health Emergency Preparedness Coordinator and owns Rural IC LLC. Trevor holds an Associate degree in Paramedic from LSSU and a Bachelor’s degree in Health Education from Ashford University.

Trustees welcomed Trevor.

Trevor expressed his appreciation for the opportunity before leaving the meeting.

C Bay MEA Community Outreach Initiatives:

Faculty members Nanci Love and Molly Campbell presented “Poverty and Economics: How MEA Community Outreach Initiatives Got Bay College Faculty More Engaged”. The presentation slides are attached.

Discussion was held about improving promotion of hardship services available to students.

Employees were trained on the College’s new Early Alert system at winter in-service to document concerns and request assistance for students through co-advisors. This new tool can alert advisors about anything from attendance to security concerns.

Concerns about students’ child care needs were also discussed.

Molly and Nanci will share the presentation with faculty next month.

Trustees thanked them for the presentation.

**VIII ADMINISTRATIVE
REPORTS:**

A President's Report: President Coleman reported:

***Employee Satisfaction
Survey Results:***

The annual Employee Satisfaction Survey results were shared with trustees. Administration is pleased with the results. The largest area of improvement was attained for onboarding new employees from 3.2% to 3.9%.

***Government
Shutdown:***

The government shutdown is affecting students who need verification of their financial aid. The Department of Education is allowing original tax returns for the verification and the College will not drop these students during the drop for non-payment. Food pantry and emergency fund usage is expected to increase if food stamps and other services are not disbursed.

B Academic Affairs: Matt Barron, VP of Academic Affairs, reported:

Early Alert System:

The new Early Alert System has been up for three days with 14 flags reported on students in the first day. This new tool provides the ability for any faculty or staff member to enter notes about areas of concern. An attendance concern was documented by three instructors for one student during the first week. The student was contacted and the situation remedied.

Dr. Coleman acknowledged Jeremy Belanger, Director of Transfer & Advising; Heidi Charon, Retention Program Manager; Justin Izzard, Director of IT; Jonathan Lane, Enterprise Application Manager; Matt Barron, VP of Academic Affairs; and Travis Blume, VP of Student Services for the work accomplished, along with great collaboration across campus, to implement this new tool.

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

Enrollment:

Winter 2019 enrollment compared to this time last year is down 1% in contact hours and up 6% in student headcount. The fall to winter persistence goal of 83.56% was met. This can be attributed to a lot of work across campus to register students. Drops for no-pays and no-shows are coming up. A lot of work is ongoing to maintain enrollment before it is finalized for the semester.

Phil Strom extended credit to all faculty and staff for working toward increases in enrollment this semester and prior semesters,

despite a good economy when students can opt to work instead of go to school.

Eric Lundin recognized efforts for the increases in west campus enrollment. Dr. Coleman extended credit to Matt Barron, VP of Academic Affairs; Kevin Carlson, former VP of Finance & Bay West; and Gina Wollner, Director of Bay West, for their work with Dickinson area schools and the DIISD resulting in almost 200 dual enrollments with the DIISD a week into the fall semester. This was a huge collaborative effort among many.

Matt responded to a question about Early College programs in Dickinson County. The College has an Early College agreement with the DIISD for three programs: Mechatronics/Robotics, Welding, and Computer Network Systems & Security (CNSS).

D Operations:

Christine Williams, VP of Operations, reported:

RAVE App:

A new communication tool, the RAVE app, was deployed to employees for 911 notification and internal communication. The app provides the caller's exact location based on geo-fencing, for timely emergency response. Students will receive a similar tool next fall.

Athletic Addition:

The Athletic addition is progressing on schedule. The walls are done and the roof is going on. Bids for fire safety, mechanical, and plumbing are due on January 24. There is one more RFP to go out. The project budget can be finalized when these bids come in.

E College Advancement:

Kim Carne, VP of College Advancement, reported:

Foundation Year-End:

The Foundation ended the year with contributions of \$1,036,632. The Annual Campaign took in just over \$300,000 in the last quarter from employees and the community. New scholarships and endowments were established. Other highlights include gifts to purchase SIM Nursing Anne for each campus, emergency and food pantry support and nearly \$25,000 from athletic team solicitations.

Wizard of Oz:

The Wizard of Oz musical announcement generated 6,000 Facebook views; the most Bay College has ever had.

F Business Office:

Eileen Sparpana, VP of Finance, reported as of December 31, 2018:

Increase (decrease) in Net Assets is running behind last year at this time by \$551,000 due to the timing difference of the Personal Property Tax payment compared to last year. If the payment was received at the same time, the Increase (decrease) in Net Assets for the current fiscal year would be within \$33,000 of last year's performance.

The first semi-annual payment from the Hannahville Indian Community of \$300,000 was received toward the bond payments for the Athletic addition. The Tribe will reimburse the College more quickly than the money is needed. The last payment from the Tribe will be received June 2032 and the last bond payment is due December 2042. The funds will be allocated to a segregated account to pay the final decade of the bond issue.

IX BOARD COMMITTEE REPORT & REQUIRED ACTION:

None

X BOARD ACTION:

A Transaction Report:

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

On a motion made by Tom Butch and seconded by Eric Lundin:

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

Roll Call:

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

Nays: None

Abstentions: None

No discussion. Motion carried unanimously.

B 2019 BOT Committees:

The Board of Trustees committee membership appointments for 2019 were presented for approval.

It was motioned by Phil Strom and seconded by Terri Mileski to:

“Approve the Board of Trustees Committee assignments for 2019 as set forth on the memorandum on page 31 of the Board Report.” No discussion. Motion carried unanimously.

**C First Reading
BOT Policy
Revision:**

Board of Trustees Student Residency Policy 4002 was updated to include additional veterans benefits required with the enactment of Public Law 115-251 for semesters or terms that begin after March 1, 2019. The revisions were presented for first reading approval. It was motioned by Tom Butch and seconded by Steve Davis to:

“Approve first reading of Board of Trustees Student Services 4002 Student Residency Policy as presented.” No discussion. Motion carried unanimously.

**XI UNFINISHED
BUSINESS:**

**A Second Reading
BOT Policy
Revision:**

Board of Trustees Credit Card Policy 2012 received first reading approval at the December 19 meeting. The policy was presented for second reading approval.

It was motioned by Joy Hopkins and seconded by Terri Mileski to:

“Approve second reading of Board of Trustees Business 2012 Credit Card Policy as presented.” No discussion. Motion carried unanimously.

**B Revised First Reading
BOT Bylaws
Revisions:**

The Board of Trustees Bylaws received first reading approval at the December 19 meeting for revisions to make the bylaws consistent with the Open Meetings Act for posting meeting notices. Meanwhile, the President’s Office received notice that Senate Bill 1261, now Public Act 485 of 2018, amended the Open Meetings Act to require a public body holding a public meeting under the Act to establish procedures to accommodate the absence due to military duty of any member of that body. These procedures were also proposed for board approval.

Trustees recommended all revisions be presented for first reading.

It was motioned by Tom Butch and seconded by Steve Davis to:

“Approve first reading of the revisions to the Board of Trustees Bylaws as presented.” No further discussion. Motion carried unanimously.

XII NEW BUSINESS:

None

XIII MCCA UPDATE:

Dr. Coleman will attend the MCCA Legislative Summit on January 30 in Lansing. There are a lot of new legislators to educate about community colleges.

The MCCA Spring Board of Directors meeting will be held at Schoolcraft Community College in Livonia the end of March.

Dr. Coleman reported that several bills were passed in December that affected community colleges. One bill clarified that community colleges no longer have to pay into MPSEs (retirement) on behalf of part-time students. This will save the College about \$20,000 per year.

Discussion was held about the effects of new legislation to reform the dark store tax loophole.

The MCCA is considering selling their building and leasing a building across the street.

XIV OTHER:

Birthday greetings were extended to Chris Williams for January 24.

XV ADJOURNMENT:

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

“Adjourn the meeting.” No discussion. Motion carried unanimously. The meeting adjourned at 7:11 p.m. ET.

Laura L. Johnson
Assistant Board Secretary

Completion
Date

Approval Date

William W. Lake
Chair

Approval Date



Poverty and Economics: How MEA Community Outreach Initiatives Got Bay College Faculty More Engaged



Molly Campbell and Nanci Love
Bay College in Escanaba
(*Bay de Noc Community College*)



Professional Issues in Higher Education Conference
Creating Positive Changes In Higher Ed: Empowering MEA Members on Campus
MEA Headquarters, East Lansing, MI
October 26, 2018

*Updated for Presentation to
Bay College Board of Trustees
January 16, 2019*

Introduction: Why this Topic?

- ▶ **Nanci Love**, Bay College faculty and President of Region 17B Coordinating Council
- ▶ Invited to present on the topic of **Poverty/Economics** because of efforts she has been leading to help our students (*see article from MEA Voice*)
- ▶ “This session will focus on student economic disparity as a type of Diversity issue that should be directly addressed by higher ed institutions along with other inclusion and equality efforts. **Local faculty/staff associations can help members coordinate with other staff and administration to bring more awareness of diverse economic needs and improve access to services for all students.**”
- ▶ **Focus today: Explain the “paradigm shift”** in our thinking surrounding the role of our **Faculty Association** in supporting the college’s efforts.



Socio-Economic barriers to student success

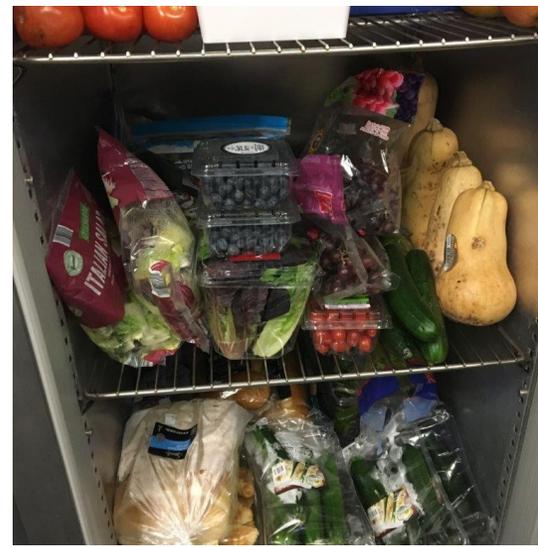
- ▶ It is often **NOT** academic inability but **economic hardships** that cause students to fail or not complete
- ▶ **Food insecurity**
- ▶ **Lack of transportation**
- ▶ **Housing insecurity**
- ▶ **Health care and child care**
- ▶ **Lack of access to broadband internet**
- ▶ “Rural community colleges grapple with **non-academic barriers** that hinder their students from staying and completing.”
- ▶ “Poverty in the rural community just looks different from poverty in urban areas.”



Inside Higher Ed, Oct. 2017

<https://www.insidehighered.com/news/2017/10/04/nonacademic-barriers-highlight-challenges-facing-rural-colleges%C2%A0>

Food Insecurity



- ▶ **Food insecurity:** defined as reduced quality of diet and access to nutrition
- ▶ “13 percent of community college students lack the food and nutrition they need.” (*Urban Institute report, Inside Higher Ed, 8/1/17*)
- ▶ Wisconsin HOPE lab released a new report based on an online survey of more than **40,000 students at 66 community colleges and universities.** (*NPR report, April 3, 2018*)
- ▶ Among the findings: In the past 30 days, **36 percent of university students and 42 percent of community college students felt food insecure**, which “means that students have trouble getting enough to eat on a daily basis.”
- ▶ “And some of them — including people who, frankly, look middle class — are now struggling with food or housing insecurity because their resources pale in comparison to those high college prices. **So they really wouldn't be going through these issues if they weren't in college.**”

Doesn't the Pell Grant cover this?

- ▶ **Pell Grants** can be used to cover:
 - ▶ Tuition and fees
 - ▶ Books, supplies
 - ▶ Transportation and misc. personal expenses
 - ▶ Living expenses such as room and board
 - ▶ An allowance for dependent care
- ▶ **Why is it still not enough?**

**WHAT IS A
PELL GRANT?**



Pell Grant: Impact on completion?

Outcome Measures Component Summary - IPEDS Winter 2018 Reporting						
Fall 2009/2010 Cohort Entering Cohort Year 2009-10	4-year Award Rate	6-year Award Rate	8- year Award Rate	Still Enrolled after 8 years	Did not receive an award and subsequently enrolled at another institution	Award or Transfer Combined 8 Year Rate
Four-year status point as of 8/31/2013						
Six-year status point as of 8/31/2015						
Eight-year status point as of 8/31/2017						
<u>First-time entering</u>						
Full-time	22%	26%	27%	1%	25%	52%
Pell Grant recipients	21%	25%	26%	1%	17%	43%
Non-Pell Grant recipients	25%	29%	30%	1%	38%	68%
Part-time	13%	18%	19%	1%	24%	43%
Pell Grant recipients	13%	18%	19%	1%	15%	34%
Non-Pell Grant recipients	13%	18%	19%	1%	35%	54%

4 Stage Paradigm Shift

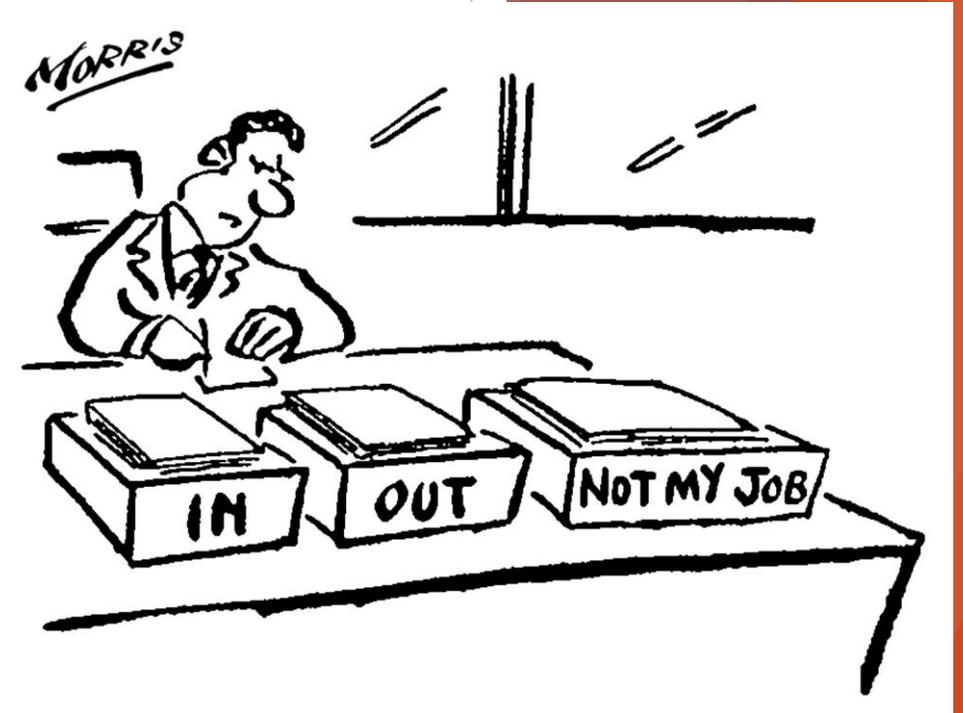
Faculty Reaction to New College Initiatives for Meeting Student Needs

- ▶ STAGE 1: Passive Reluctance
- ▶ STAGE 2: Passive Support
- ▶ STAGE 3: Active Collaboration
- ▶ STAGE 4: Active Empowerment

STAGE 1: PASSIVE RELUCTANCE

Food Pantry:

- ▶ Not faculty's problem?
- ▶ Isn't that a job for Student Services?
- ▶ Nothing faculty can do about student financial needs
- ▶ Faculty should focus on the classroom, be content experts
- ▶ Why on campus?
- ▶ Why can't they use local area social services?
- ▶ Why in our classroom building?
- ▶ Why not wait for a permanent location?



STAGE 1: PASSIVE RELUCTANCE *continued*

Open Educational Resources (OERs):

- ▶ Nothing faculty can do about rising costs of textbooks
- ▶ Requires a lot of research and time to switch textbooks
- ▶ Quality of OER materials?



Note:

Passive Reluctance, Not *Resistance*

- ▶ We are faculty; academics
- ▶ Academics ask questions
- ▶ Faculty are critical thinkers
- ▶ We dig deep on process, procedure, standards
- ▶ Data? Outcomes? Practical implications?
- ▶ Larger theoretical questions, societal impact?
- ▶ **But asking questions does not mean opposition**
- ▶ It means we want to be **included in decisions** that affect our students
- ▶ Faculty have tremendous **expertise** that can be valuable to these discussions

STAGE 2: PASSIVE SUPPORT

- ▶ Once we are included and informed, faculty can become your biggest supporters for new college initiatives
- ▶ But it does **take time** for some (many?) faculty to come around
- ▶ Credit to the Bay College **Administration, Student Services, TRIO staff** for moving ahead to make sure our students' needs are being met **NOW**



Bay College Food Pantry



*Board of Trustees Report, Student Services VP **Travis Blume** (5/17/18 - 6/11/18)*

- ▶ “The student food pantry has been a huge success in its first year. There are many good stories of **students’ gratitude and amazement** for having this resource on campus. The **donations and support** have been amazing from the faculty, staff, students, and community.”
- ▶ Our partnership with **Feeding America West Michigan (FAWM)** has been excellent as they provided high quality, reasonably priced food with access to **USDA products** which are also high quality and very inexpensive.
- ▶ **FAWM is responsive and their online order and delivery system works like clockwork, making the operation run quite smoothly.**
- ▶ It was through FAWM that we have established our **partnership with the new ALDI store**. This unique partnership has provided many items that we would otherwise not have or might not be able to afford, since **all of their goods are donated prior to sell dates without charge.**



Bay College Food Pantry continued

- ▶ Through the network of local food pantries we have come to learn about the reasonable cost of many stock items through **Dollar Tree**. This vendor provides other items not generally available through FAWM or ALDI, such as **spices, flour, sugar, oil, and condiments**.
- ▶ **Events to raise awareness** of the food pantry such as a grand opening, a **student cook-off** competition, and weekly items to sample in the **hospitality area** of the HUB.
- ▶ **Staff advisor, Jill Martin**, manages the ALDI pickups 3 times a week, **orders** the FAWM and Dollar Tree food and makes the pickups for these items. **Other staff and students have volunteered** to help with pick-ups at ALDI and FAWM.
- ▶ The **maintenance staff** has assisted with food pickup, and taking the recycling, compost, and garbage out on a daily basis.



Food Pantry usage within first year open

Bay College Food Pantry Use November 8, 2017 through May 31, 2018

Total Students (Duplicated)	450
Total Students (Unduplicated)	127
% of Students On Campus	32
% of Students Off Campus	68
Total No. of Items Used	4641
Total No. of Pounds Used	3842
Average No. of Items per Visit	10
Average Pounds of Items per Visit	8.5



Food Pantry use in second year



Bay College Food Pantry Use

June 1, 2018 through **October 15, 2018**

Total Students (Duplicated)	575
Total Students (Unduplicated)	207
% of Students On Campus	26
% of Students Off Campus	74
Total No. of Items Used	5895
Total No. of Pounds Used	4687.3
Average No. of Items per Visit	10.25
Average Pounds of Items per Visit	8.15



Student-run food pantry

- ▶ TRIO students run the operations
- ▶ Also a volunteer student from BPA (Business Professionals of America)
- ▶ The students enter the pantry use data and keep the inventory rotated and cataloged for operations.
- ▶ Students using the food pantry are much more comfortable knowing students are working there

TRIO Student Support Services
Support is our middle name!

BUSINESS
professionals
OF AMERICA



Food and household supplies



Significant Bay College Efforts to Meet Student Financial Needs

- ▶ Financial Aid
- ▶ Food Pantry
- ▶ OER free or low-cost textbooks
- ▶ Career Closet clothing
- ▶ Student Emergency Fund
- ▶ Gas cards, grocery cards for hardship
- ▶ YMCA Child Care/Tot Watch *(Note: Services were reduced because students didn't know about/use)*
- ▶ Delta Area Transit Authority (DATA) bus student discounts
- ▶ Student Meal Plans for Café Bay



Ever tried getting faculty more involved in anything on campus?

- ▶ Our efforts were somewhat haphazard, disorganized.....



Importance of MEA Faculty Association Board

- ▶ We discovered that the MEA itself provides the necessary structure needed to create a purpose, a mission for lining up faculty to help students
- ▶ It is union membership that gives us the mechanism through which we can make a difference in helping students
- ▶ The faculty could not have progressed to full active collaboration or empowerment without the structure of the Association to coordinate efforts
- ▶ MEA provided the Framework for Action
- ▶ Started with a call from the MEA for Community Outreach Service Projects for local associations to pursue each year



STAGE 3: ACTIVE COLLABORATION

- ▶ Faculty **begin** to provide **Active Collaboration** and full support
- ▶ Faculty Association decides to purchase a **freezer** for the Bay College Food Pantry
- ▶ Remember what got us there was the MEA call for community service outreach years ago
- ▶ MEA pushed us to **remind our communities that teachers care**
- ▶ In 2014 faculty donated a **dishwasher** to the local women's shelter, **Tri-County Safe Harbor**
- ▶ **Nanci** made us realize the **most important community members** we should be directly helping are **OUR OWN STUDENTS!**
- ▶ Faculty also began to **embrace the OER movement**



OER: Open Educational Resources

- ▶ College secures **OER grant** from **Achieving the Dream** used to help train **instructional design staff** and **enable faculty time** for research and transition to OER materials
- ▶ Bay College currently offers **35 courses using OER**, approximately 100 credits
- ▶ **6,131 students** have taken courses using OER since the fall of 2016, **saving them over \$600,000 in textbook costs**
- ▶ Bay also encourages instructors to use **low-cost (under \$40) texts**
- ▶ **Video (1 minute)** www.baycollege.edu/oer
- ▶ Bay College now offers a path for students to **complete an entire Associate in Arts degree** by taking courses **using OER**.
- ▶ The college would **not** be able to do this without **ACTIVE COLLABORATION** by **faculty**



STAGE 4: ACTIVE EMPOWERMENT

- ▶ Faculty Association Board works to formalize a long-term commitment to supporting community service projects and support to meet student needs
- ▶ Will use local association budget process to plan, prioritize and track faculty support efforts
- ▶ Local dues amount set aside to build funds
- ▶ Individual faculty can make personal donations at any time
- ▶ Full Association votes on service projects



STAGE 4: ACTIVE EMPOWERMENT examples

Recent Bay College Faculty Association Service Projects:

- ▶ Apr 2014 Cash paid for Tri-County Safe Harbor dishwasher donation (284.99)
- ▶ Mar 2017 Cash paid for Outstanding Graduate awards (600.00) *(annual commitment)*
- ▶ Jun 2017 Cash paid for Scholarship endowment **(10,000.00)**
- ▶ Dec 2017 Cash paid to purchase Food Pantry freezer (500.00)
- ▶ Mar 2018 Cash paid for Outstanding Graduate Awards (600.00) *(annual commitment)*
- ▶ May 2018 Cash paid for Purchase of Solar Charging Stations (2,000.00)
- ▶ Sep 2018 Cash paid for Annual Contribution to Scholarship (500.00) *(annual commitment)*
- ▶ Oct 2018 Cash paid for Purchase of Solar Charging Stations (1,200.00)

Ron Pearson, Treasurer, Bay College Faculty Association

Community Service Mission within Association Bylaws

- ▶ Codify your **commitment to service** into your **unit bylaws**
- ▶ **Plan for it** and **ensure** that it does not get forgotten in **future years**
- ▶ Bylaws of the Bay de Noc Community College Faculty Association
- ▶ **The Association Board shall:**
- ▶ **3. Work with the Treasurer to develop an annual Association budget and establish strategic planning priorities for Association initiatives, including regular community service projects.**
- ▶ Ask MEA staff for more ideas, tools

Positive Outcomes for Union Members

- ▶ Reinvigorated local membership—**positive feedback** on what their local dollars are used for
- ▶ Sense of **belonging** in the unit
- ▶ Increase “**Building Full Capacity Locals**”
- ▶ **Positive cooperation** with **staff, administration** across campus
- ▶ **Community awareness** of what good teachers do
- ▶ Tired of bad press, negative image of teachers and labor unions?
- ▶ **What are YOU as association members doing to turn it around?**
- ▶ **Create good press for your locals!**
- ▶ This is how you **help your students and help your members—positive coverage** of our local unions in the community, media



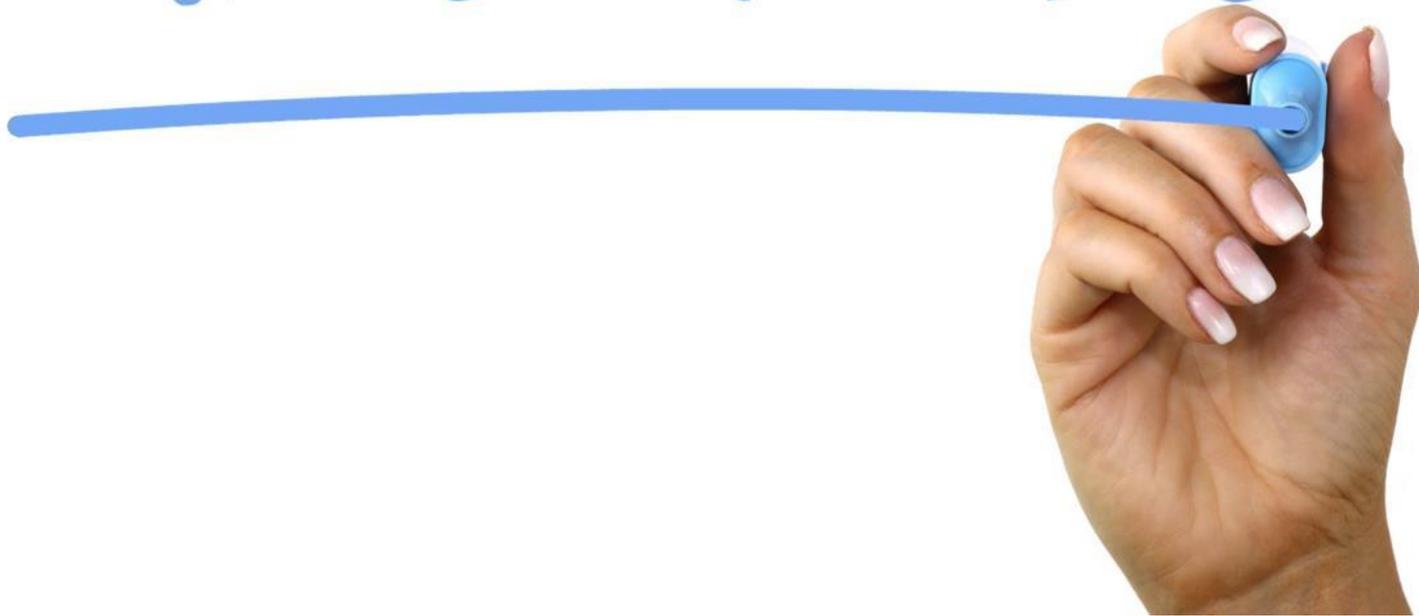
Empower Your Members to work with Staff and Administration to Create Positive Social Change On Your Own Campus!

- ▶ Molly Campbell, Social & Behavioral Sciences campbelm@baycollege.edu
- ▶ Nanci Love, Arts & Letters nanci.love@baycollege.edu
- ▶ Jill Martin, TRIO and Bay College Food Pantry martinj@baycollege.edu
- ▶ Feeding America-West Michigan: <https://www.feedwm.org/>



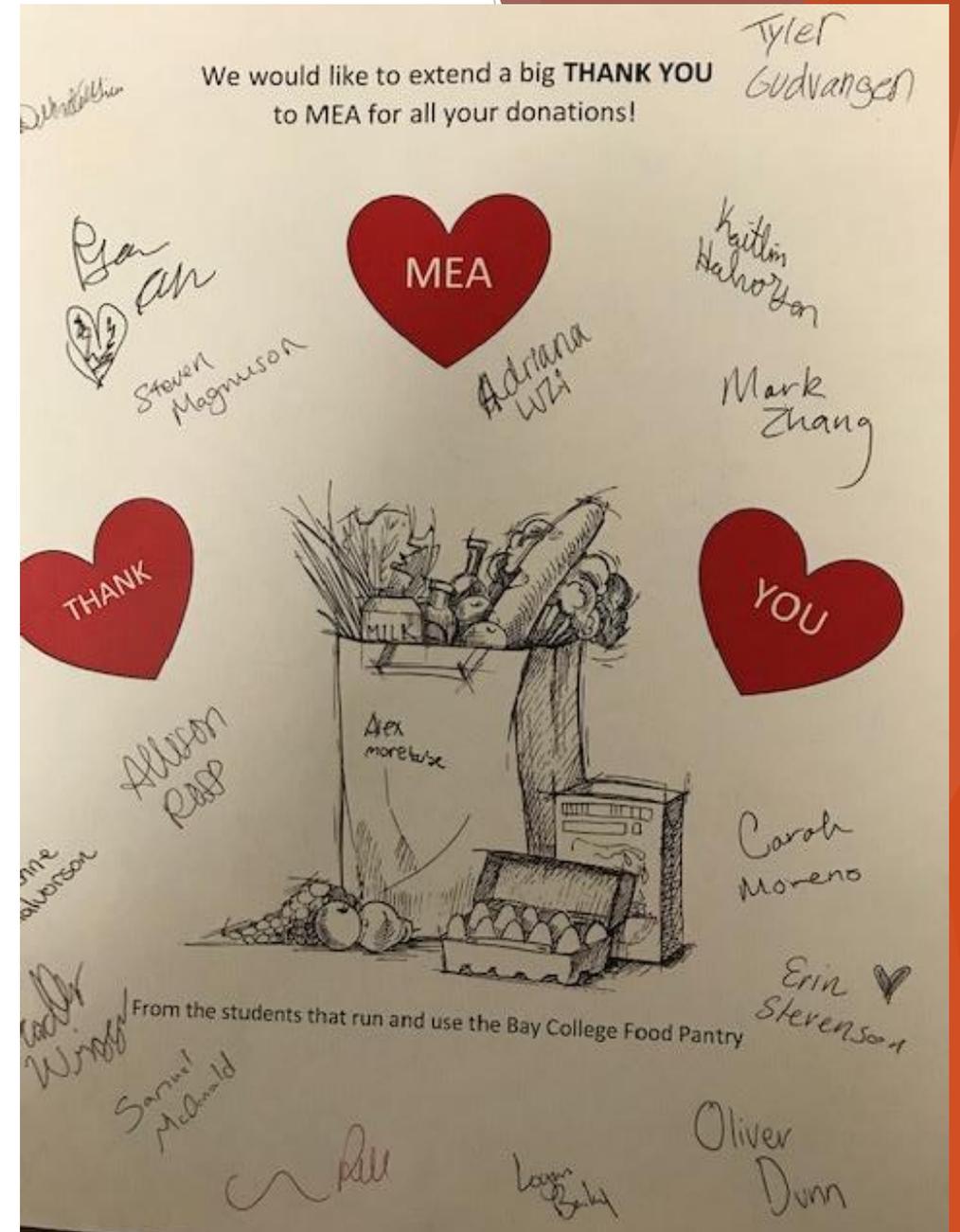
Thank you to everyone for donations!
Checks may be made out to **Bay College Food Pantry**

RESULTS



Statewide MEA Selection of Bay College Food Pantry as Social Justice Project for annual Higher Ed Conference, Oct. 2018

- ▶ MEA members donated 51 food items (a total of 46 pounds)
- ▶ Large bag of dozens of bath and shower items
- ▶ \$145 in monetary donations
- ▶ Molly Campbell collected items and delivered donations after conference
- ▶ Michigan Education Association President Paula Herbart visited Bay College on Oct. 23. Nanci, Molly, and Tom Warstler gave her a tour of the college including the Bay College Food Pantry.



Positive Outcomes for the College due to this MEA presentation



- ▶ **Faculty** have become much **more aware of financial needs of students** overall
- ▶ **Faculty** learned more about **services already available** to our students
- ▶ **Faculty** realized that we can (should) be a part of helping them more
- ▶ For example, out of this process **faculty** worked with **Jill Martin** and a **TRIO student worker** created a brand **new Food Pantry brochure** (*see handouts*)
- ▶ Most importantly, the **Association Board members** recognize the need to continue to work toward increased involvement and commitment of all faculty

Discussion and Questions

Thank you for your time!