

REPORT OF MINUTES

**BOARD OF TRUSTEES
REGULAR MEETING**

**BAY de NOC COMMUNITY COLLEGE
Board Room CB 201D
Escanaba, MI**

April 20, 2022

- I CALL TO ORDER:** The meeting was called to order at 5 p.m. ET by Chair Terri Mileski.
- II ROLL CALL:** Roll call was taken by Laura Johnson, Assistant Board Secretary.
- Members present: Eric Lundin, Steve Davis, Tom Butch, Nick Chenier, Wendy Middaugh, Terri Mileski
- Member absent: Joy Hopkins
- Administration: Travis Blume, Kim Carne, Cindy Carter, Eileen Sparpana
- Faculty: Molly Campbell
- Guest: Larry Gabka, UniServ Director with MEA
- 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 APPROVAL OF MEETING MINUTES:** The Meeting Minutes from the Special Meetings on March 14 and 17 and the Regular Meeting on March 16 were approved by unanimous consent.
- VII PRESENTATION:**
- A Institutional Research & Reporting Update:** Penny Pavlat, Director of Institutional Research & Reporting, reviewed recent results of the Student Financial Wellness Survey,

the Community College Survey of Student Engagement (CCSSE), the Survey of Entering Student Engagement (SENSE), and the MI-BEST Student Focus Group. The presentation slides are attached.

VIII **ADMINISTRATIVE REPORTS:**

A **President's Report:**

President Coleman was absent.

B **Academic Affairs:**

Cindy Carter, VP of Business, Technology, Allied Health & Workforce Development reported:

Workforce Trainings:

Workforce training at main campus this month included confined space and health care trainings and the Leadership Academy at west campus with 77 participants.

The College was notified that IPEDS reporting will begin collecting workforce training numbers as workforce training becomes an integral part of higher education.

Massage Program:

Bay College received approval through the National Certification Board for Therapeutic Massage & Bodywork (NCBTMB) to provide a massage program through workforce training. Seven students are registered for the main campus program that will start on May 17. The west campus program will begin in August.

Eric Lundin added there is a huge demand for massage from multiple sides: the elderly, athletes, and wellness.

Cindy responded it has taken a few years to find the right curriculum and certify it so a program could be offered.

C **Student Services:**

Travis Blume, VP of Student Services, reported:

Summer '22

Enrollment:

Summer enrollment overall is on track and close to meeting budget for the fiscal year.

Fall '22 Enrollment:

Fall enrollment opened in March. So far, headcount is up 2% and contact hours are down 5%. The same trend of more students taking fewer credits is emerging.

Bay-Con Event:

The first all-inclusive pop culture convention and event in the U.P. will be held on main campus on May 21. The event will feature video games, vinyl records, vintage toys, a gaming room, a taco truck, and more. Bay student organizations are sponsoring the event as a fundraiser for Bay College student organizations.

**D College
Advancement:**

Kim Carne, VP of College Advancement, reported:

Foundation:

The Foundation Board West Campus met today to present potential new board members and discuss increasing returns of funds invested with First National Bank's Trust Department.

Awards Celebration:

The Awards Celebration was held last night. It was incredible to hear from the outstanding graduates, employees, and educators. The importance of receiving scholarships was reiterated. Students who do not qualify for Early College, MI Reconnect, and Futures for Frontliners are benefitting from the increased scholarship dollars available.

MSO Concert:

The College and the Marquette Symphony Orchestra presents Christine Harada Li with a violin/cello duo performance on May 9 in the Besse Theater.

Trustees commented on the professional and impressive concerts recently held at the Besse Theater.

**E Operations/
Financial Reports:**

Eileen Sparpana, VP of Finance & Operations, reported:

Operating Revenue: Total operating revenues of \$8.662 million for the last nine months compared to \$8.816 million or 2% behind the same period last year. The difference will resolve when the federal grant drawdowns are complete.

Operating Expenses: Total operating expenses of \$15.580 million for the last nine months compared to \$15.612 million for the same period last year.

Non-operating Revenue (Expenses): Total net non-operating revenue of \$7.486 million for the last nine months compared to \$8.182 million or 9% unfavorable variance for the same period last year. The variance is due to the timing of the receipt of restricted donations from the Hannahville Indian Community and related disbursements to the YMCA for their capital project and one-time money from the MI Coronavirus Relief Fund.

Net Assets: The year-to-date result is an increase in Net Assets of \$567 thousand compared to an increase in the prior year of \$1.386 million. The budget anticipates an increase in Net Assets of \$216 thousand for the fiscal year with \$200 thousand allocated for infrastructure costs and \$16 thousand to the General Fund. The

current budget is looking good with three months to go in the fiscal year.

IX BOARD COMMITTEE REPORT & REQUIRED ACTION:

None

X BOARD ACTION:

A Transaction Report:

There were no questions or comments on the Transaction Report ending March 31, 2022.

On a motion made by Steve Davis and seconded by Nick Chenier:

“The Financial Transactions for the month ending March 31, 2022, stand approved as presented to place on file.” No discussion.

Roll Call:

Ayes: Steve Davis, Tom Butch, Nick Chenier, Wendy Middaugh, Eric Lundin, Terri Mileski

Nays: None

Abstentions: None

Motion carried unanimously.

B Revised Committee Assignments:

The Board Committee assignments were revised to reflect Wendy Middaugh’s appointment. The assignment changes were presented for approval.

It was moved by Eric Lundin and seconded by Steve Davis to:

“Approve the revised board committee assignments as presented for the remainder of 2022.” No discussion. Motion carried unanimously.

C WC Advisory Board Appointments:

Four seats on the Bay College West Campus Advisory Board were subject to appointment for two-year terms. Andrew Brisson, VP, Loadmaster Corporation; Bruce Orthenburger, retired from Dickinson Area Partnership; and James Rice retired from the Oscar G. Johnson VA Medical Center, agreed to continue serving. Jon Harry, VP of Operations, Systems Control, cannot continue serving. The West Campus Advisory Board recommended Alyssa Chamberlain, Sr. HR Generalist at Systems Control, be appointed to fill Jon Harry’s seat. The terms will expire June 30, 2024.

It was moved by Tom Butch and seconded by Wendy Middaugh to:

“Approve the recommendation to appoint Alyssa Chamberlain and reappoint Andrew Brisson, Bruce Ortteneburger, and Jim Rice to two-year terms expiring on June 30, 2024 on the Bay College West Campus Advisory Board, effective July 1, 2022.”
No discussion. Motion carried unanimously.

XI UNFINISHED BUSINESS:

None

XII NEW BUSINESS:

None

XIII MCCA UPDATE:

None

XIV OTHER:

None

XV ADJOURNMENT:

It was moved by Nick Chenier and seconded by Wendy Middaugh to:

“Adjourn the meeting.” No discussion. Motion carried unanimously. The meeting adjourned at 5:41 p.m. ET.

Laura L. Johnson
Assistant Board Secretary

Completion
Date

Approval Date

Terri T. Mileski
Chair

Approval Date

INSTITUTIONAL RESEARCH AND REPORT UPDATE

PENNY PAVLAT – DIRECTOR OF INSTITUTIONAL RESEARCH

BOARD OF TRUSTEES PRESENTATION – APRIL, 2022

Student Financial
Wellness Survey



INSTITUTIONAL RESEARCH UPDATES

- Student Financial Wellness Survey – conducted by TRELIS, fall 2020
- MI-BEST Focus Group Report – conducted by Public Policy Associates, winter 2021
- CCSSE Update – Community College Survey of Student Engagement, winter 2021
- SENSE Update – Survey of Entering Student Engagement, fall 2021
- CEPI Update on Postsecondary Success Rates for Community Colleges



STUDENT FINANCIAL WELLNESS SURVEY

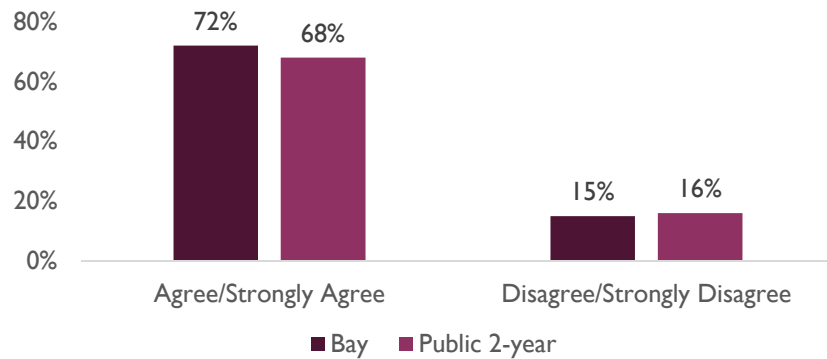
The Student Financial Wellness Survey (SFWS) was conducted as a self-reported, online survey, seeking to document the financial well-being and student success indicators of postsecondary students across the nation. Designed and administered by Trellis Research, a department within Trellis Company. This survey opportunity was made available to us by the MCCA (Michigan Community College Association).

The Student Financial Wellness Survey (SFWS) provides critical insights into topics such as financial wellness, basic needs security, and institutional support. The survey findings allow institutions to identify acute areas of student need allowing the school to wisely ration scarce resources to maximize positive outcomes for students. Survey was 139 questions.

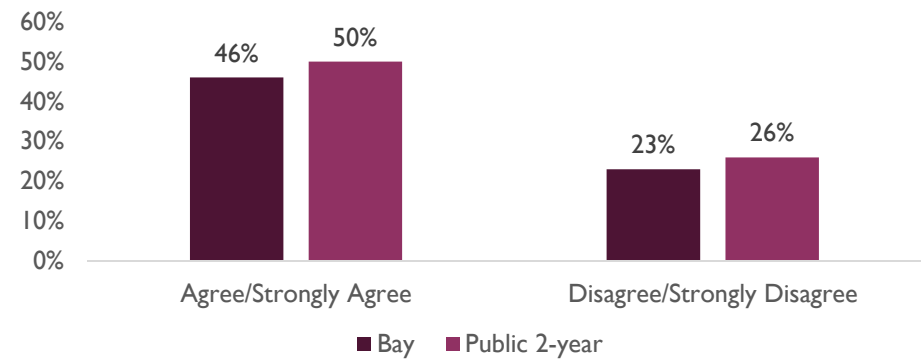
Survey Metrics for Bay de Noc Community College – Fall 2020	
Survey Population	1,321 students
Responses	181 students
Response Rate	13.7%
Completion Rate	90%
Median Time Spent	14 minutes

STUDENT FINANCIAL WELLNESS SURVEY – COMPARATIVE FINDINGS

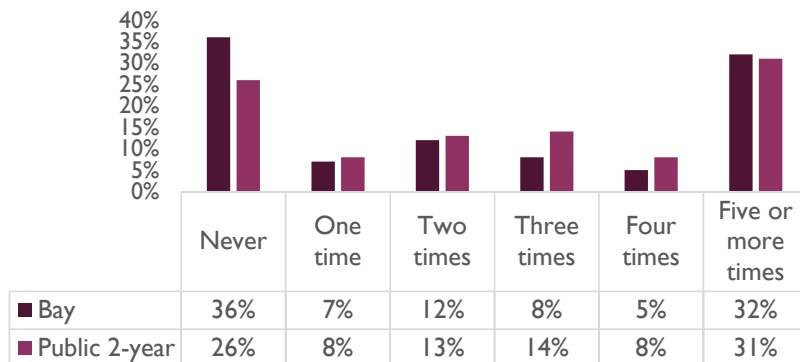
Q58: I worry about having enough money to pay for school.



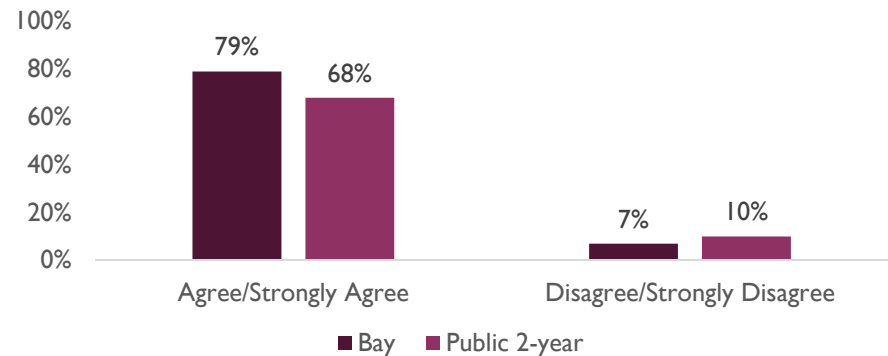
Q59: I know how I will pay for college next semester.



Q52: In the past 12 months, how many times did you run out of money?



Q2: My school has the support services to help me address my financial situation.

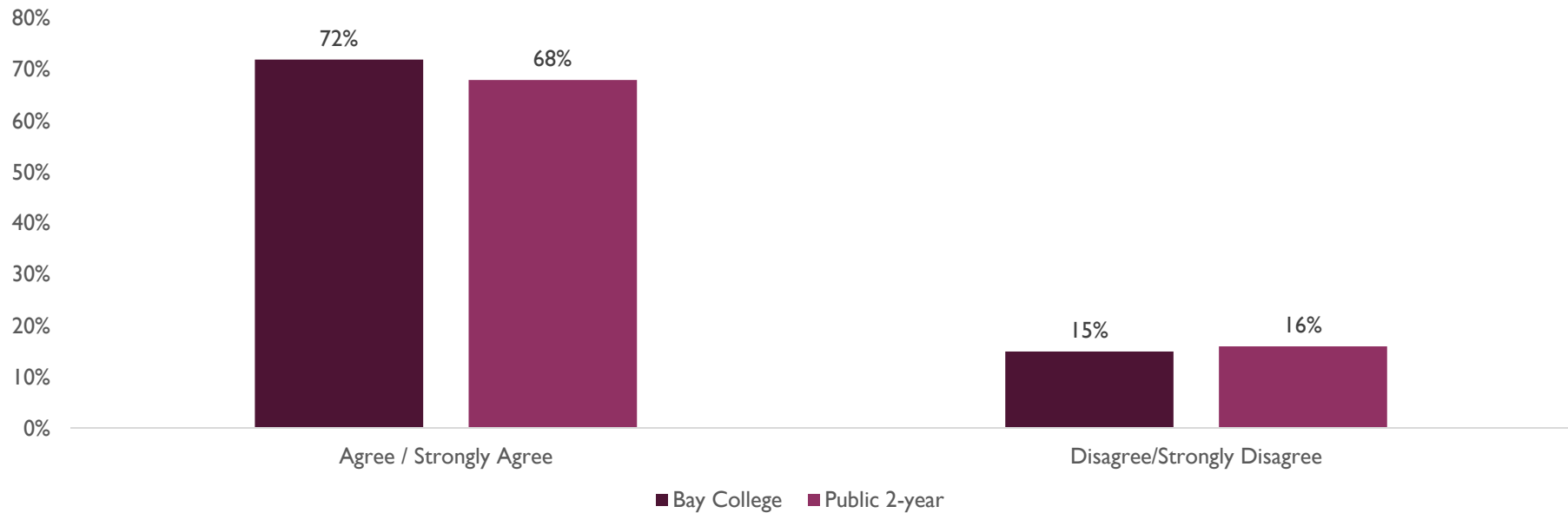


STUDENT FINANCIAL WELLNESS SURVEY – KEY FINDINGS

Student Financial Security:

Students surveyed signaled concern with being able to afford college. Nearly three-quarters of respondents either agreed (72 percent) or strongly agreed that they worry about having enough money to pay for school. Q58

Q58: I worry about having enough money to pay for school.*



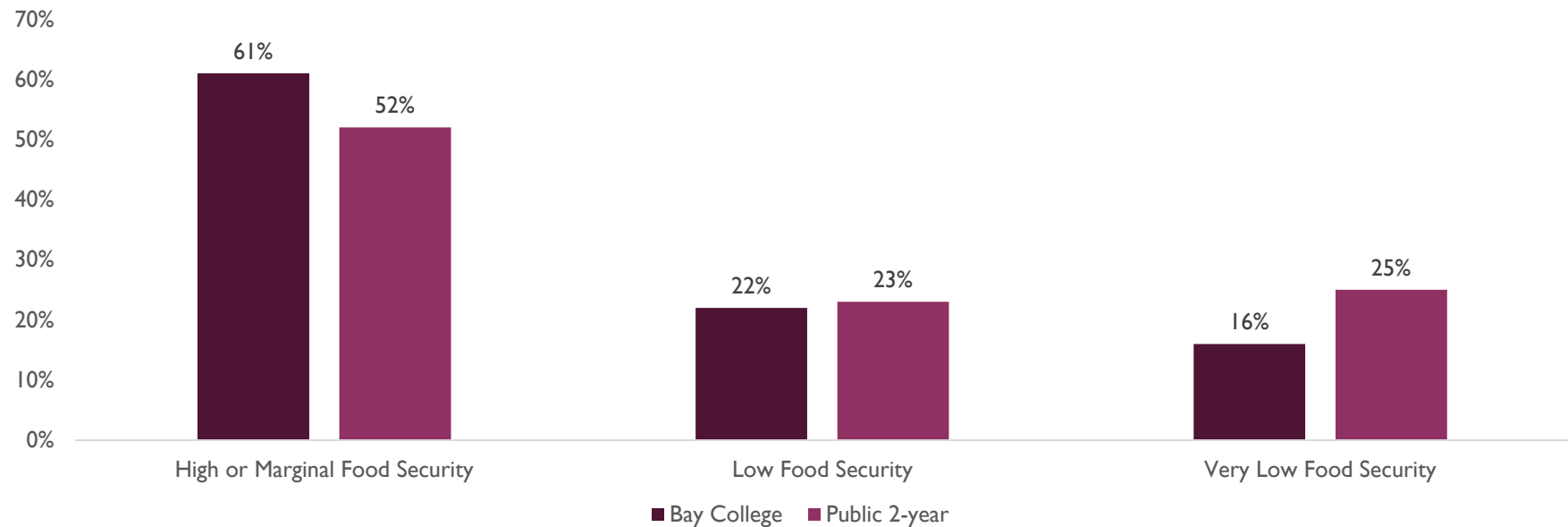
*Responses indicating 'Neutral' are not shown.

STUDENT FINANCIAL WELLNESS SURVEY – KEY FINDINGS

Student Basic Needs Security:

More than one-third of respondents showed signs of either low food security (22 percent) or, more troubling, very low food security (16 percent).

Q89-94: USDA Food Security Scale (30-Day)



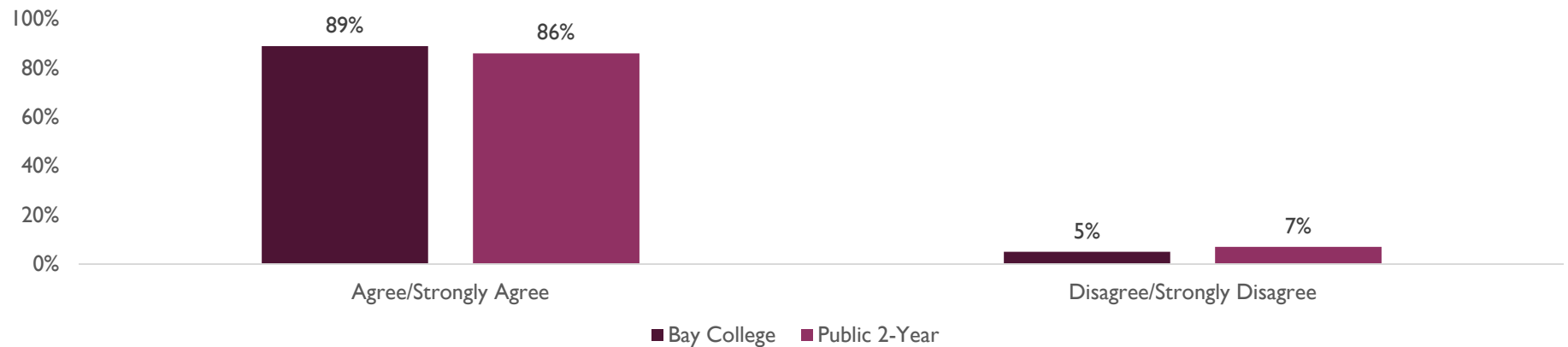
STUDENT FINANCIAL WELLNESS SURVEY – KEY FINDINGS

Impact of COVID-19 Pandemic:

Before the onset of the pandemic, college students were already reporting a range of mental health challenges, such as anxiety, depression, and high levels of stress. More than four in five respondents agreed or strongly agreed (89 percent) that the COVID-19 pandemic has added to their mental health struggles. **Q29**

Forty-nine percent of surveyed students indicated their family's financial situation had worsened over the course of the coronavirus pandemic. **Q31**

Q29: The coronavirus (COVID-19) outbreak of 2020 added to my level of stress, anxiety, or depression.



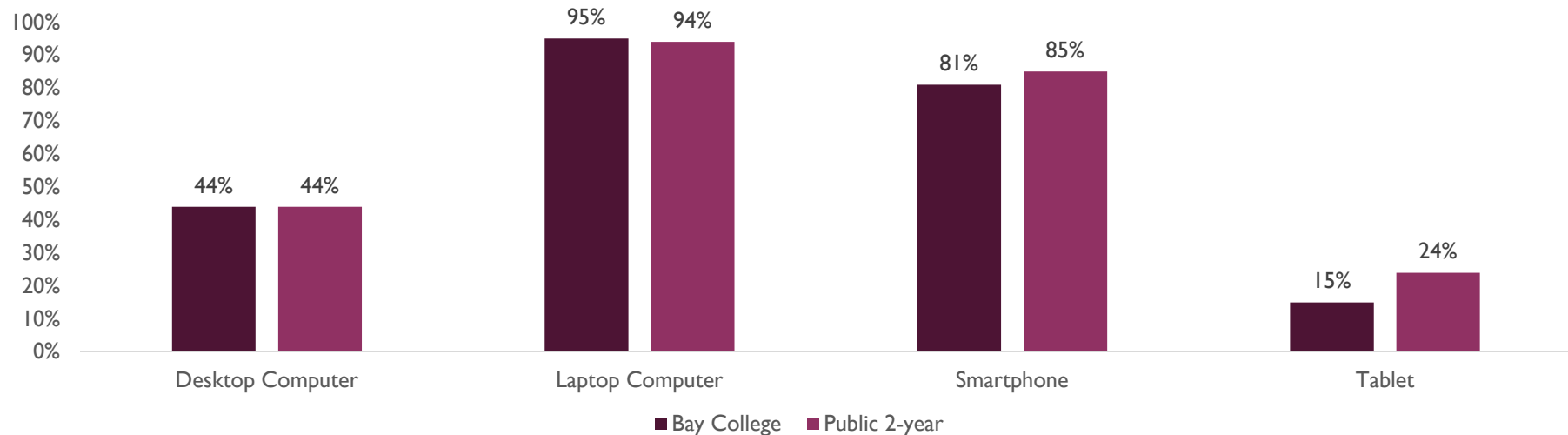
*Responses indicating 'Neutral' are not shown.

STUDENT FINANCIAL WELLNESS SURVEY – KEY FINDINGS CONT'D

Technology Security:

Irregular access to required technologies and devices can leave students with little opportunity to engage in online learning, complicating their academic plans and expected graduation timeline. At Bay de Noc Community College, nearly four in five respondents agreed or strongly agreed (79 percent) that they can access their computer or device for coursework when needed, but more than one in ten disagreed or strongly disagreed. **Q80**

Q76-79: Do you use any of the following devices for college coursework?
(percentage who answered 'all of the time' or 'Some of the time')



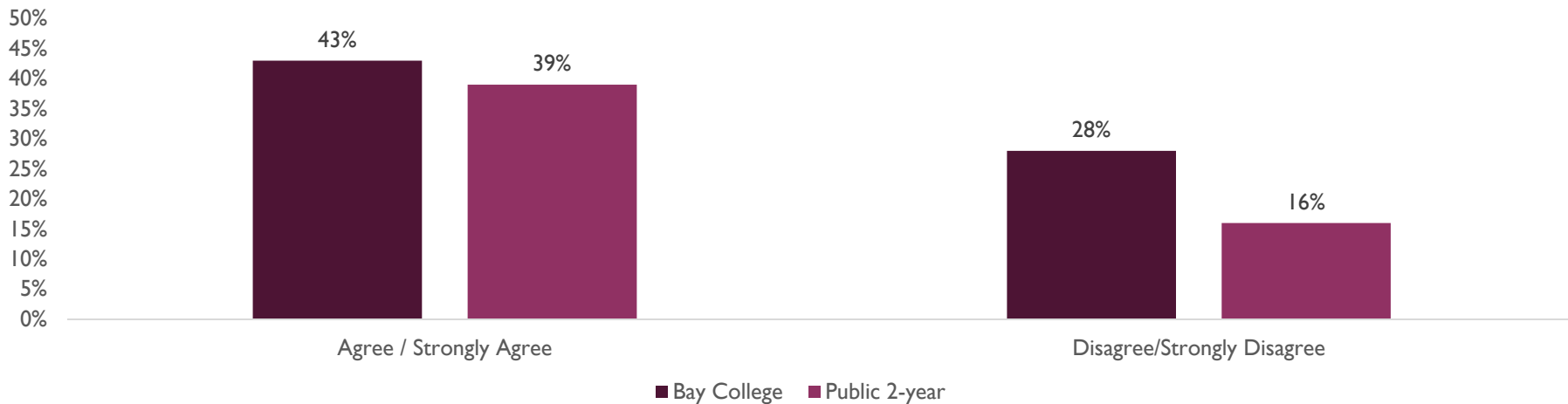
*Responses indicating 'Neutral' are not shown.

STUDENT FINANCIAL WELLNESS SURVEY – KEY FINDINGS CONT'D

Student Perceptions of Institutional Support:

Students at Bay de Noc Community College express their financial difficulties to advisors and faculty members with some regularity. Respondents most commonly report speaking to a financial aid advisor about financial struggles (45 percent), followed by academic advisors (32 percent), and faculty members (25 percent), but 45 percent never speak with school faculty or staff. **Q13-Q18**

Q3: My school is aware of the financial challenges I face.*



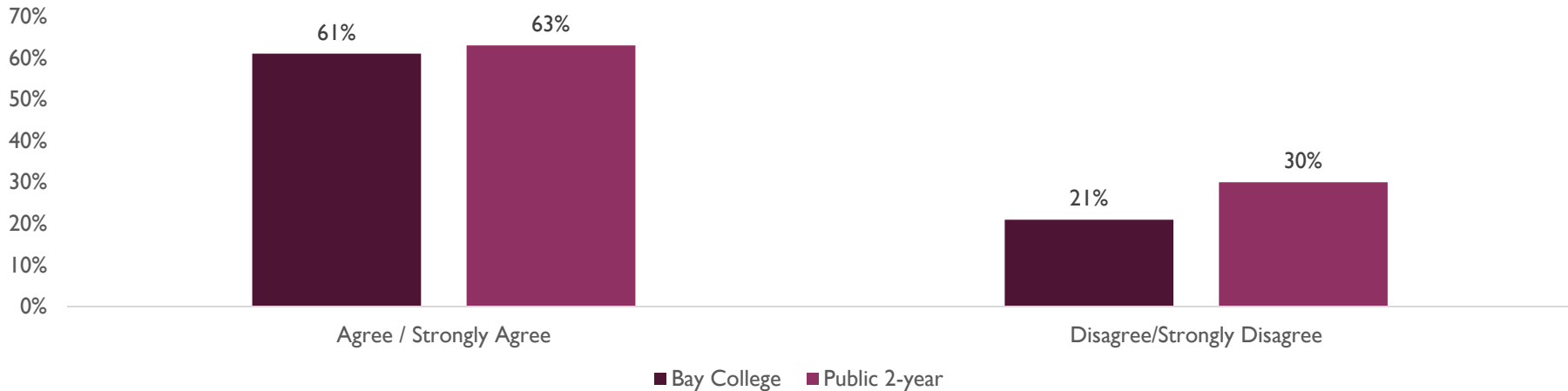
*Responses indicating 'Neutral' are not shown.

STUDENT FINANCIAL WELLNESS SURVEY – KEY FINDINGS CONT'D

Paying for College and Student Debt:

Nearly three-quarters of respondents who reported having student loan debt were not at all confident (38 percent) or only somewhat confident (35 percent) that they would be able to pay off the debt acquired while they were a student. **Q86**

Q85: I have more student loan debt than I expected to have at this point.*
(of those who indicated having a student loan they took out for themselves)



*Responses indicating 'Neutral' are not shown.

STUDENT FINANCIAL WELLNESS SURVEY – RESEARCH TO PRACTICE

Conclusion

College is designed to be challenging. It builds knowledge, develops skills, and reveals character. Students who confront financial threats, often while balancing work and study, must become adept at managing scarce time, moderating material wants, securing basic needs, and maintaining concentration to master their academic requirements. Colleges that deeply understand the financial challenges of their students can best structure programs, initiatives, and communication to bolster student success while optimizing administrative efficiency. – Jeff Webster, Director of Research Trellis Company



MI-BEST STUDENT FOCUS GROUP – GATHERING STUDENT VOICES TO BETTER SUPPORT FINANCIAL STABILITY AND ACADEMIC SUCCESS

MI-BEST is designed to assist Michigan community colleges in developing a systematic strategy to address the needs of their students at scale that can affect student completion and success, such as access to food, housing, transportation, childcare, and other basic needs. The goal of the MI-BEST initiative is to help meet student needs and better support them in reaching their educational goals.

As a partner in MI-BEST, Public Policy Associates (PPA) conducted ten student focus groups at a sample of four Michigan community colleges. The purpose of the focus groups was to understand the experiences students have with economic instability and how they perceived their colleges' support offerings. Bay College, along with Kalamazoo Valley Community College, Oakland Community College and Lake Michigan Community College worked with PPA in fall 2020 to develop a process and timeline to conduct the focus groups. All focus groups were done virtually, with PPA providing participants a gift card of \$40 to each participant within two weeks after the focus group. Focus groups were conducted in the winter 2021 semester.

College	Number of Students
Bay College	13
Kalamazoo Valley Community College	11
Oakland Community College	15
Lake Michigan College	5
Total School: 4	Total Participants: 44



MI-BEST STUDENT FOCUS GROUP – STUDENT FINANCIAL CONCERNS

Focus group participants did not mention their financial concerns in the groups right away. When asked how they felt about their financial situation, most indicated they were “getting by”. Student profile forms ranked food, housing and mental health as their top challenges across all colleges. Only 4 of the overall 44 students indicated they cared for young children, and in the focus groups, child care was a concern.

Overall:

Most expenses discussed included rent or mortgage, utilities, and books and materials. Most indicated they had difficulty paying these bills on the questionnaire, while none indicated they had been homeless in the last 12 months.

Students were paying for college with a variety of means, including student loans, Pell grant, other grants, scholarships, employment, savings, and credit cards. The top funding means were Pell grant, scholarships and independent loans. None of the participants indicated their parents had taken out loans to help pay for their schooling, and none were receiving veterans benefits.

Students expressed a lack of familiarity for non-academic supports being offered. Most mentioned academic supports (tutoring, scholarship funding, and grant funding). Those familiar with non-academic supports referred to food assistance programs.

Most said they prefer learning about resources by email and text messages, some with a strong reference for one or the other. They also felt that the information should be sent at the beginning of the semester and again in the middle. Also, they felt that additional offerings of counseling and study groups would be helpful just before finals.



MI-BEST STUDENT FOCUS GROUP – STUDENT FINANCIAL CONCERNS

Bay College Students:

Students had financial concerns for paying their mortgage, utilities, child care, groceries, transportation costs, car maintenance costs, books and materials, and software for classes. Discussion about transportation cost for either public transportation or for gas and expenses were discussed. Employment issues were discussed, with a lack of funds due to quarantine protocols and the semester beginning at an earlier time.

Students receive and are aware of support – primarily the food pantry and career closet. Only one know of off campus resources. Students prefer to receive communication through email, text or social media about available non-academic supports – both on and off campus.

Helpful for students to have on campus would be:

- Health personnel – nurse on staff
- More options for school supplies – cost of bookstore is too expensive – outsource through Barnes and Noble
- Not having a limit of work hours for work/study if you work outside the college
- On-campus resource for help with resume, job applications, mock interviews, and help with technical questions

“Bay College was described by its students as a big family, where there is always someone to assist you, it is always easy to get help, and staff are nice and say “hi”.”

SURVEY OF ENTERING STUDENT ENGAGEMENT (SENSE) COMMUNITY COLLEGE SURVEY OF STUDENT ENGAGEMENT (CCSSE)

- Administered through University of Texas at Austin
- SENSE – surveys incoming students in their first semester as a degree seeking student
 - Initial courses in English and Math are selected by SENSE to develop a representative sample
- CCSSE – surveys students in their second or last semester
 - Courses that exclude the initial English and Math are selected by CCSSE to develop a representative sample



COMMUNITY COLLEGE SURVEY OF STUDENT ENGAGEMENT

- Winter 2021 Administration
- What is CCSSE?
 - Asks students about their college experiences
 - Grounded by research identifying educational practices related to retention and student success
- Bay College's 8th Administration
 - Winter 2008, Winter 2010, Winter 2011, Winter 2014, Winter 2015, Winter 2016, Winter 2019, Winter 2021
- Most Recent - Completed by 144 students in courses at all levels in all disciplines (first online only version)
- All students 18 and over were invited to participate (unless enrolled exclusively in courses on the high school campus)
- Offered incentive to completers – 3 awards of \$100/each randomly selected

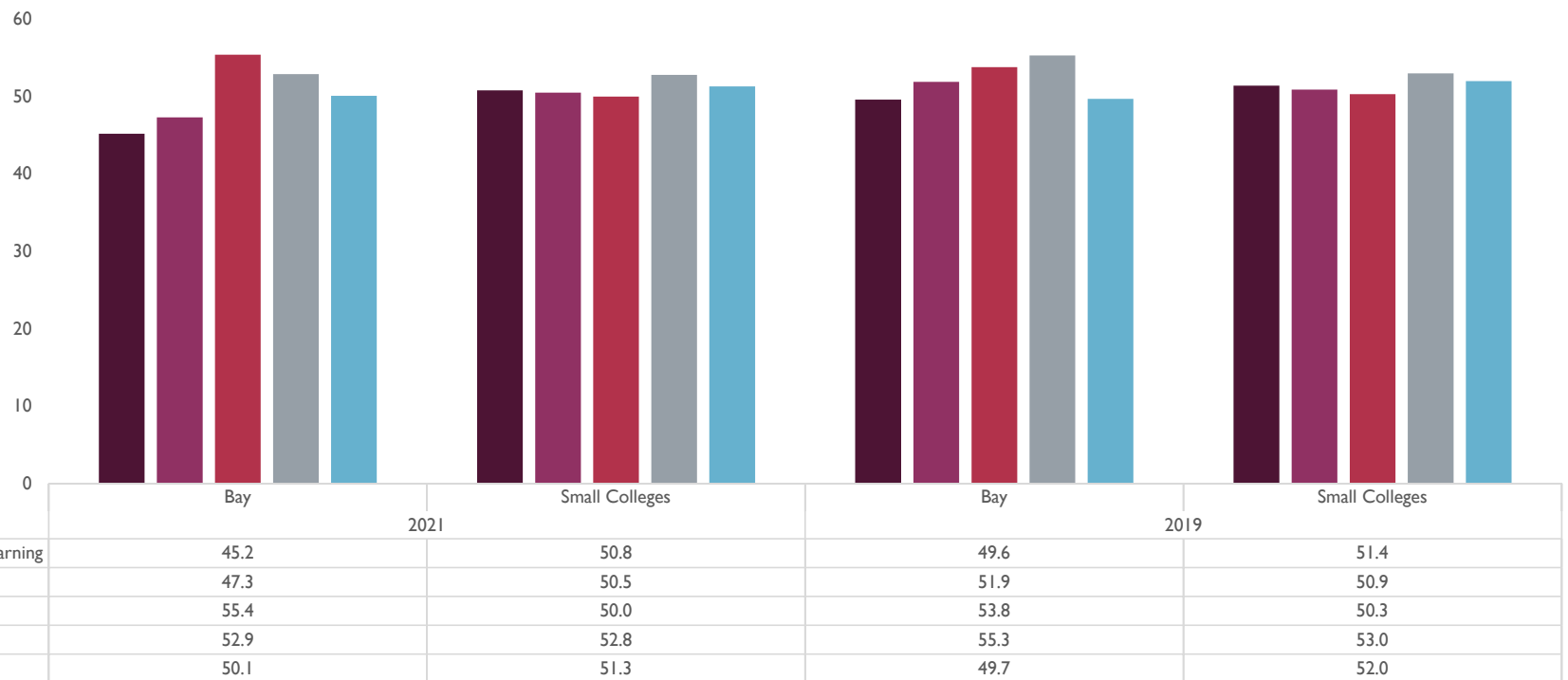


CCSSE BENCHMARKS

- Groups of conceptually related survey items that address key areas of student engagement
 - Active and Collaborative Learning
 - Student Effort
 - Academic Challenge
 - Student – Faculty Interaction
 - Support for Learners
- These are areas that educational research has shown to be important to students' college experiences and educational outcomes
- Provide colleges with a useful starting point for looking at institutional results
- Allow us to gauge and monitor performance in areas that are central to our work
- Opportunity to make appropriate and useful comparisons between performance and that of groups of other colleges

COMMUNITY COLLEGE SURVEY OF STUDENT ENGAGEMENT HOW DOES BAY COMPARE?

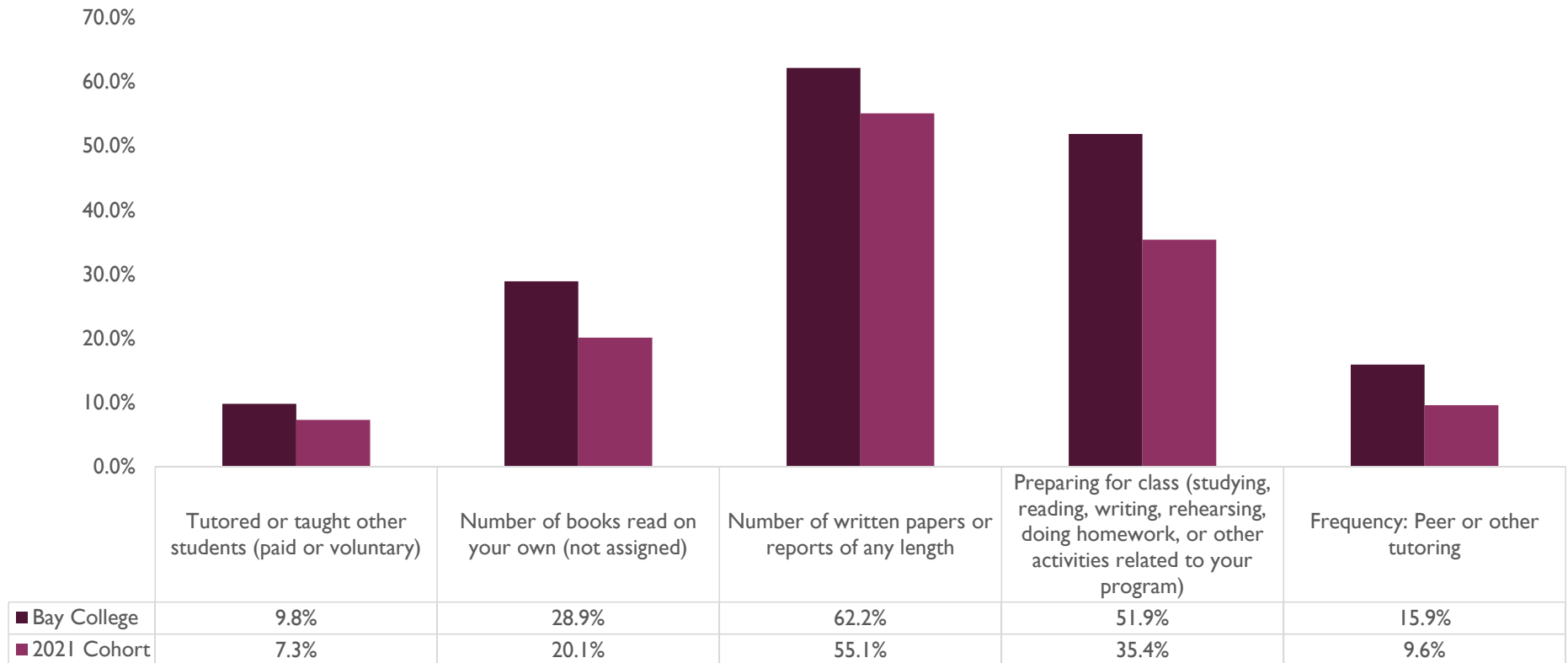
Bay College Comparison to Small Colleges



COMMUNITY COLLEGE SURVEY OF STUDENT ENGAGEMENT

ASPECTS OF HIGHEST STUDENT ENGAGEMENT

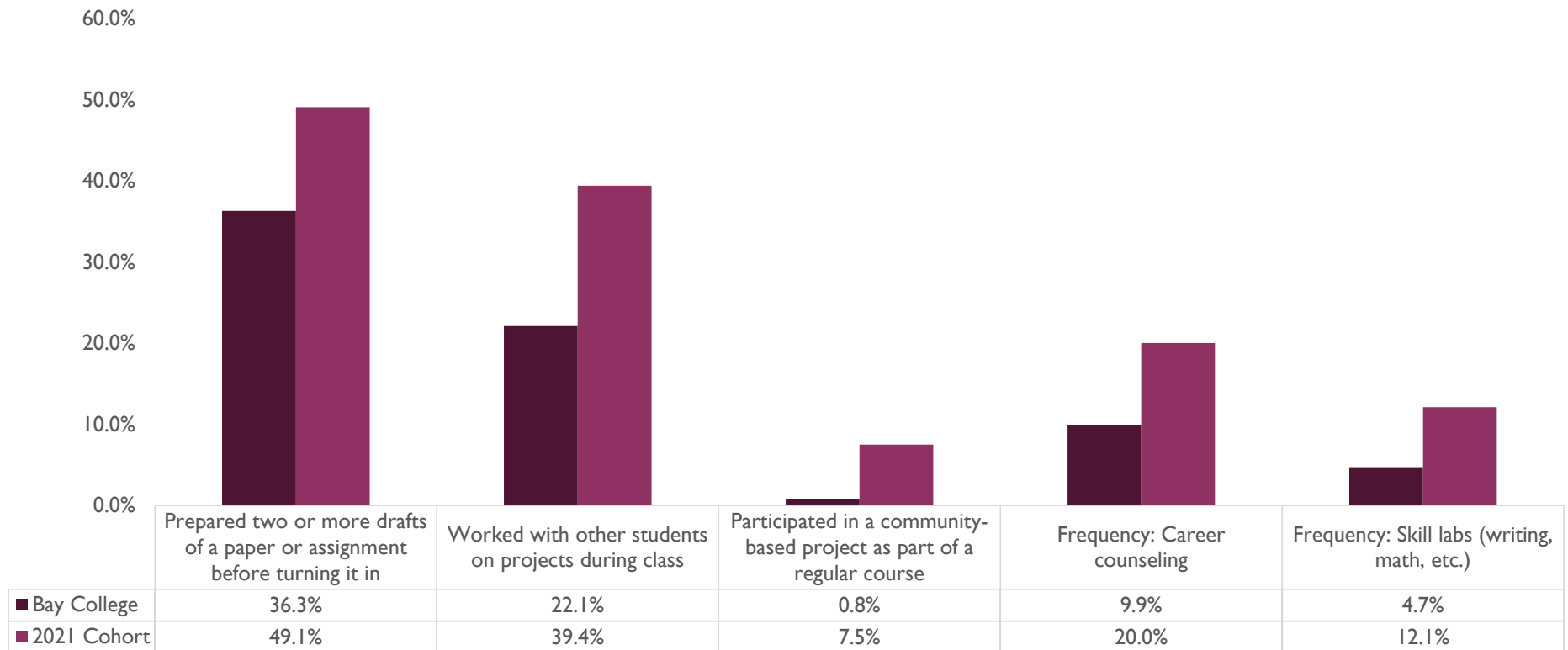
Aspects of Highest Student Engagement



COMMUNITY COLLEGE SURVEY OF STUDENT ENGAGEMENT

ASPECTS OF LOWEST STUDENT ENGAGEMENT

Aspects of Lowest Student Engagement



SURVEY OF ENTERING STUDENT ENGAGEMENT

- 2021 Administration
- What is SENSE?
 - Asks students about their college experiences in their first semester
 - Administered in the first three weeks of the fall semester
- Bay College's 5th Administration
 - Fall 2014, 2015, 2016, 2019 and 2021
- Most Recent - Completed by 79 students in beginning English and Math courses (first online only version)
- All students 18 and over were invited to participate (unless enrolled exclusively in courses on the high school campus)
- No incentives were offered to completers

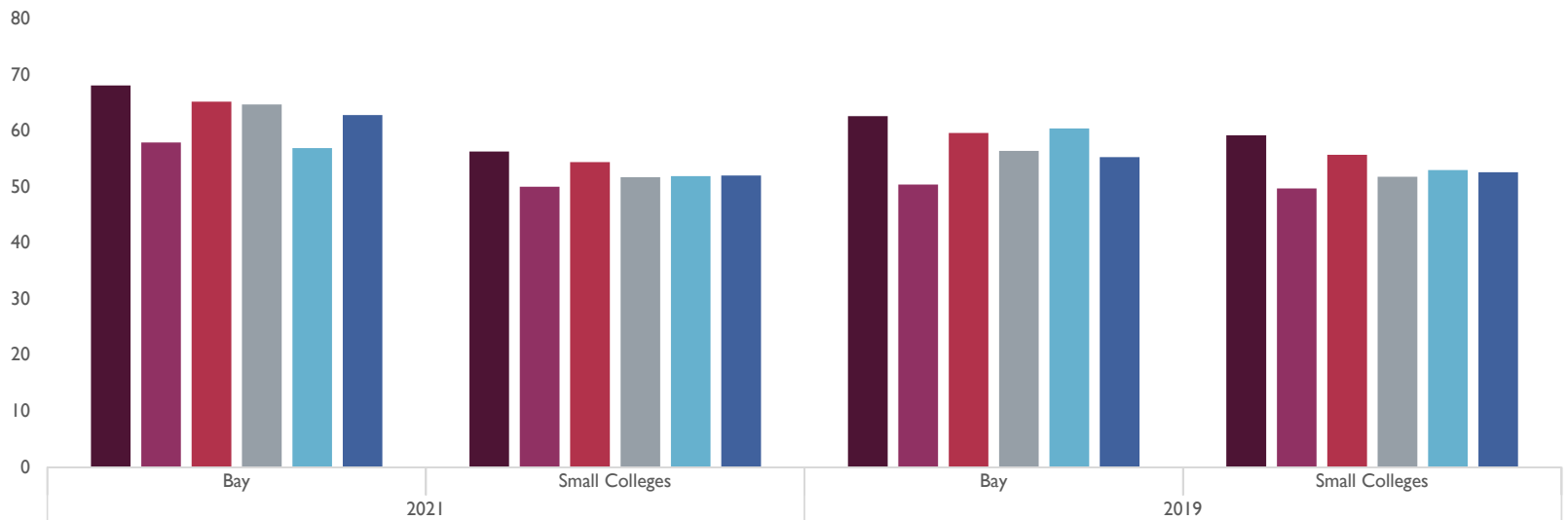


SENSE BENCHMARKS

- Groups of conceptually related survey items that address key areas of student engagement
 - Early Connections
 - High Expectations and Aspirations
 - Clear Academic Plan and Pathway
 - Effective Track to College Readiness
 - Engaged Learning
 - Academic and Social Support Network
- These are areas that are important to entering students' educational outcomes
- Provide colleges with a useful starting point for looking at institutional results
- Allow us to gauge and monitor performance in areas that are central to our work
- Opportunity to make appropriate and useful comparisons between performance and that of groups of other colleges

SURVEY OF ENTERING STUDENT ENGAGEMENT HOW DOES BAY COMPARE?

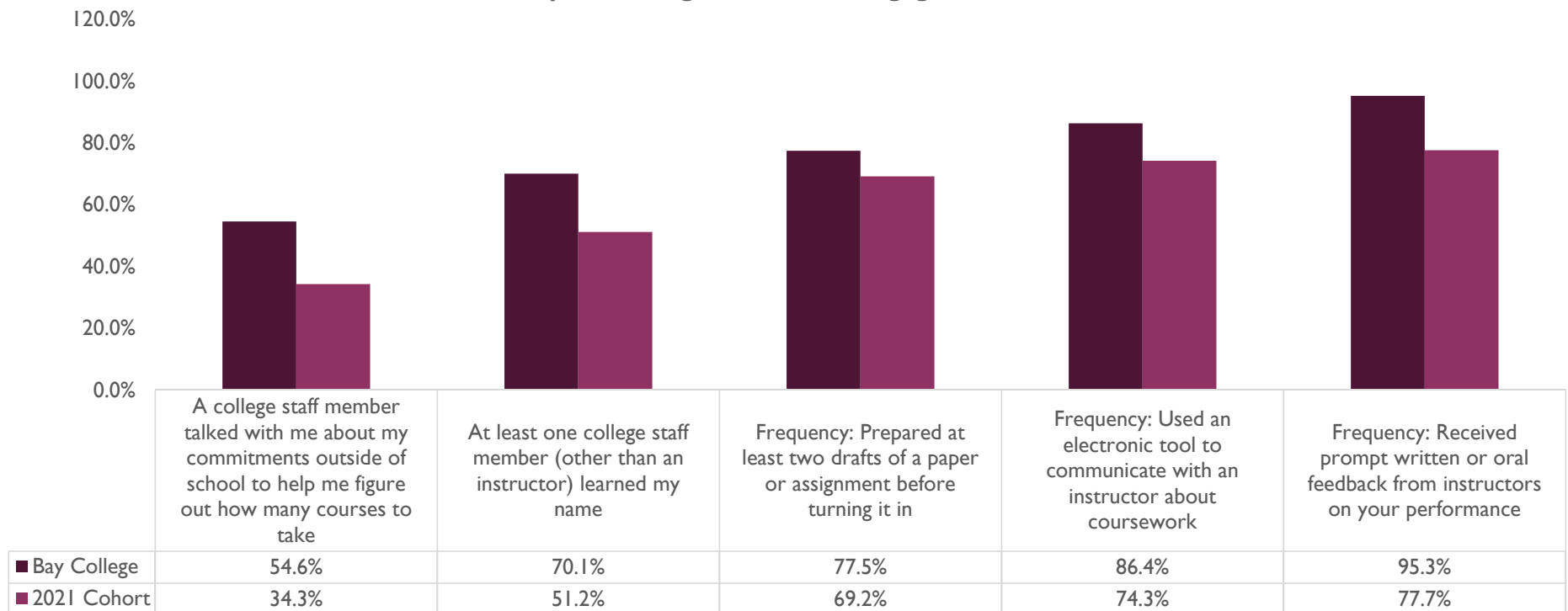
Bay College Comparison to Small Colleges



	2021		2019	
	Bay	Small Colleges	Bay	Small Colleges
■ Early Connections	68.1	56.3	62.6	59.2
■ High Expectations and Aspirations	57.9	50.0	50.4	49.7
■ Clear Academic Plan and Pathway	65.2	54.4	59.6	55.7
■ Effective Track to College Readiness	64.7	51.7	56.4	51.8
■ Engaged Learning	56.9	51.9	60.4	53.0
■ Academic and Social Support Network	62.8	52.0	55.3	52.6

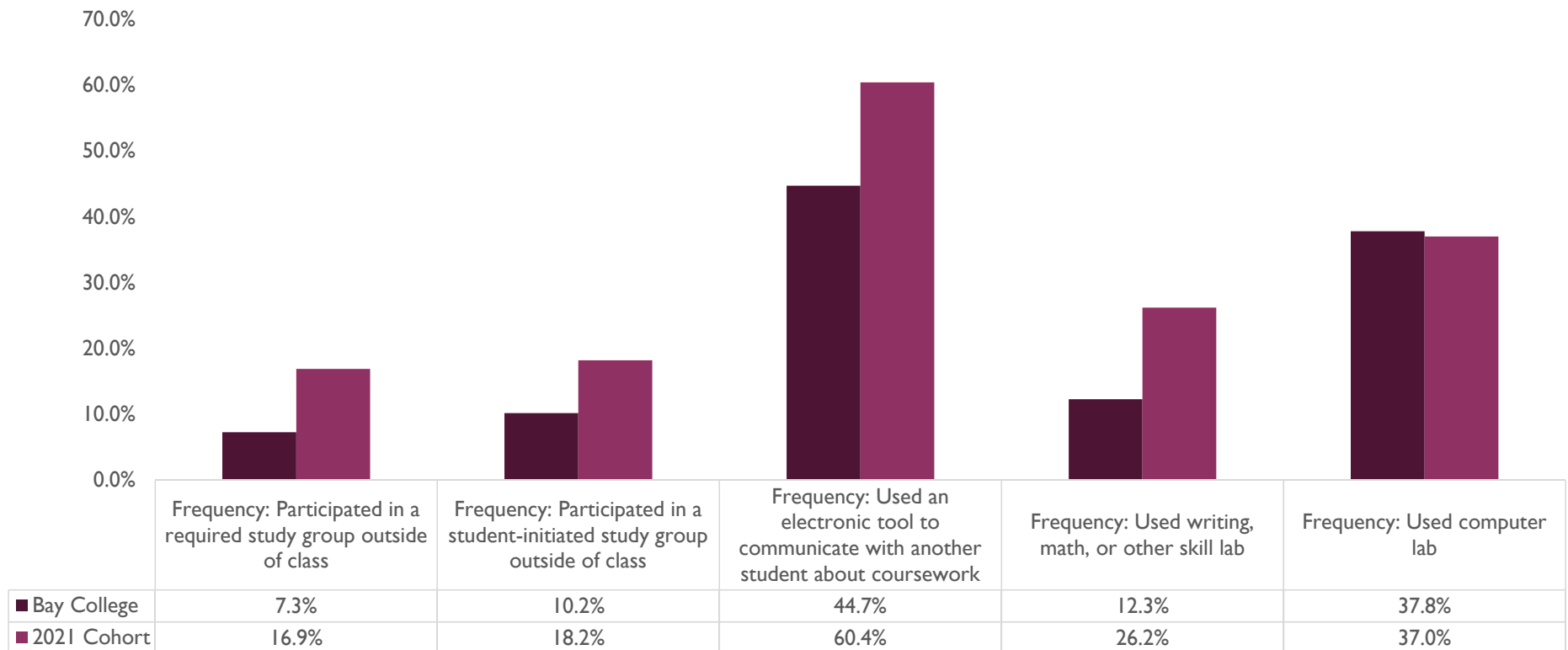
SURVEY OF ENTERING STUDENT ENGAGEMENT ASPECTS OF HIGHEST STUDENT ENGAGEMENT

Aspects of Highest Student Engagement



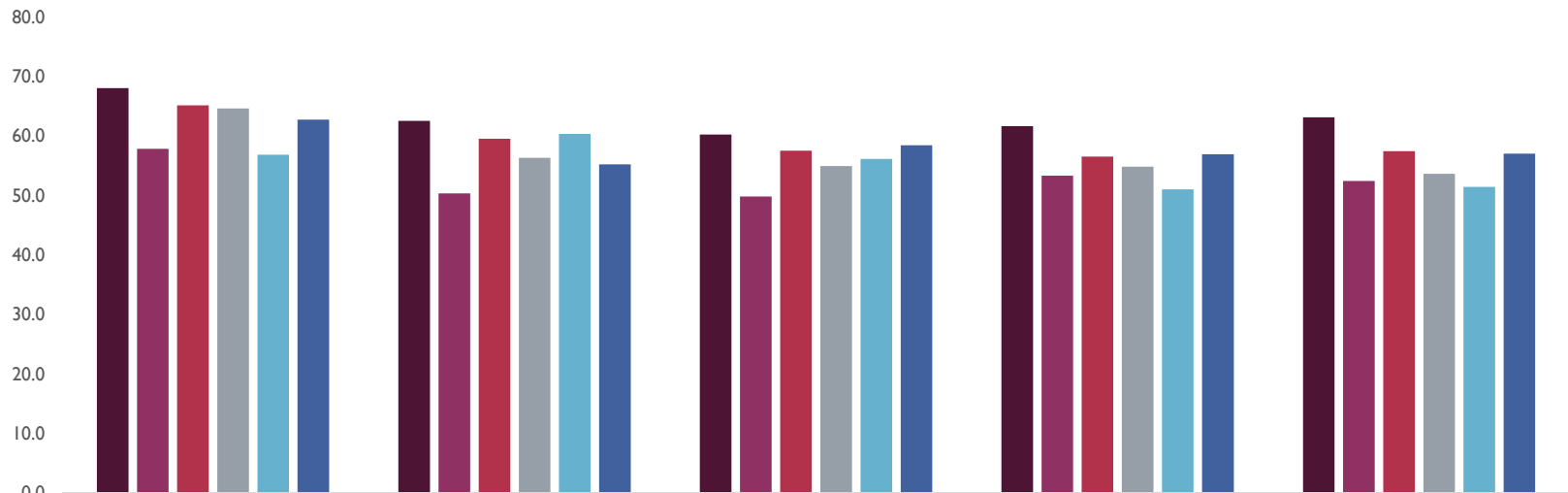
SURVEY OF ENTERING STUDENT ENGAGEMENT ASPECTS OF LOWEST STUDENT ENGAGEMENT

Aspects of Lowest Student Engagement



SENSE COMPARISON – HOW IS BAY DOING

Bay College Longitudinal Results



- Early Connections
- High Expectations and Aspirations
- Clear Academic Plan and Pathway
- Effective Track to College Readiness
- Engaged Learning
- Academic and Social Support Network

	Bay 2021	Bay 2019	Bay 2016	Bay 2015	Bay 2014
Early Connections	68.1	62.6	60.3	61.7	63.2
High Expectations and Aspirations	57.9	50.4	49.9	53.4	52.5
Clear Academic Plan and Pathway	65.2	59.6	57.6	56.6	57.5
Effective Track to College Readiness	64.7	56.4	55.0	54.9	53.7
Engaged Learning	56.9	60.4	56.2	51.1	51.5
Academic and Social Support Network	62.8	55.3	58.5	57.0	57.1

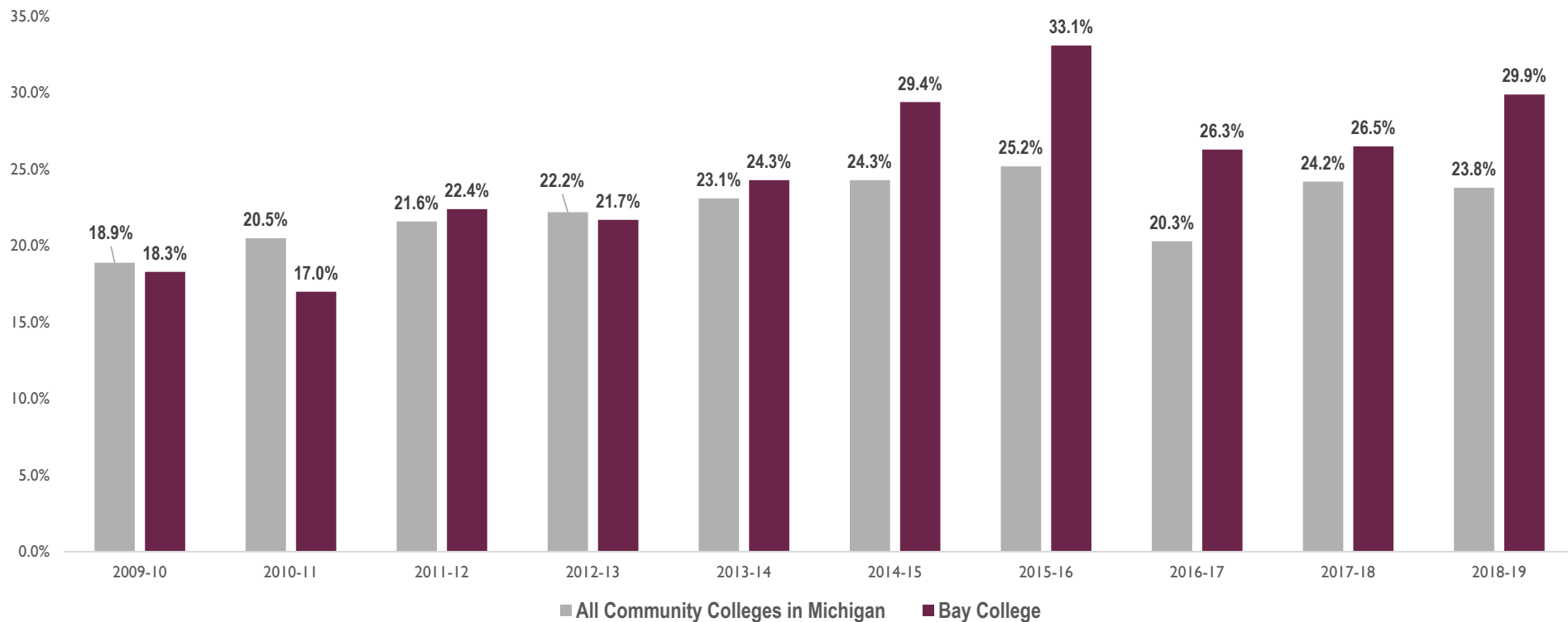
POSTSECONDARY SUCCESS RATES FOR MICHIGAN COMMUNITY COLLEGES CENTER FOR EDUCATIONAL PERFORMANCE AND INFORMATION

- Center for Educational Performance and Information (CEPI)
- Annually send files to CEPI of all students enrolled in a given “year” - student’s entire academic record
- CEPI utilizes a system known as STARR (Student Transcript and Academic Record Repository) and the National Student Clearinghouse Student Tracker data
- Started with the 2009-10 enrollment class to calculate the success rates
- Postsecondary Success Rates show the number of degree-seeking students who enter a Michigan community college and achieve a successful outcome
 - Full-time and part-time students
 - Achievement of a certificate, associate or bachelor’s degree are considered a success
 - Enrollment at a 4-year institution after having been enrolled as a degree-seeking student at a Michigan community college is also considered a success
 - Report student success at the end of two, three, four, five and six years



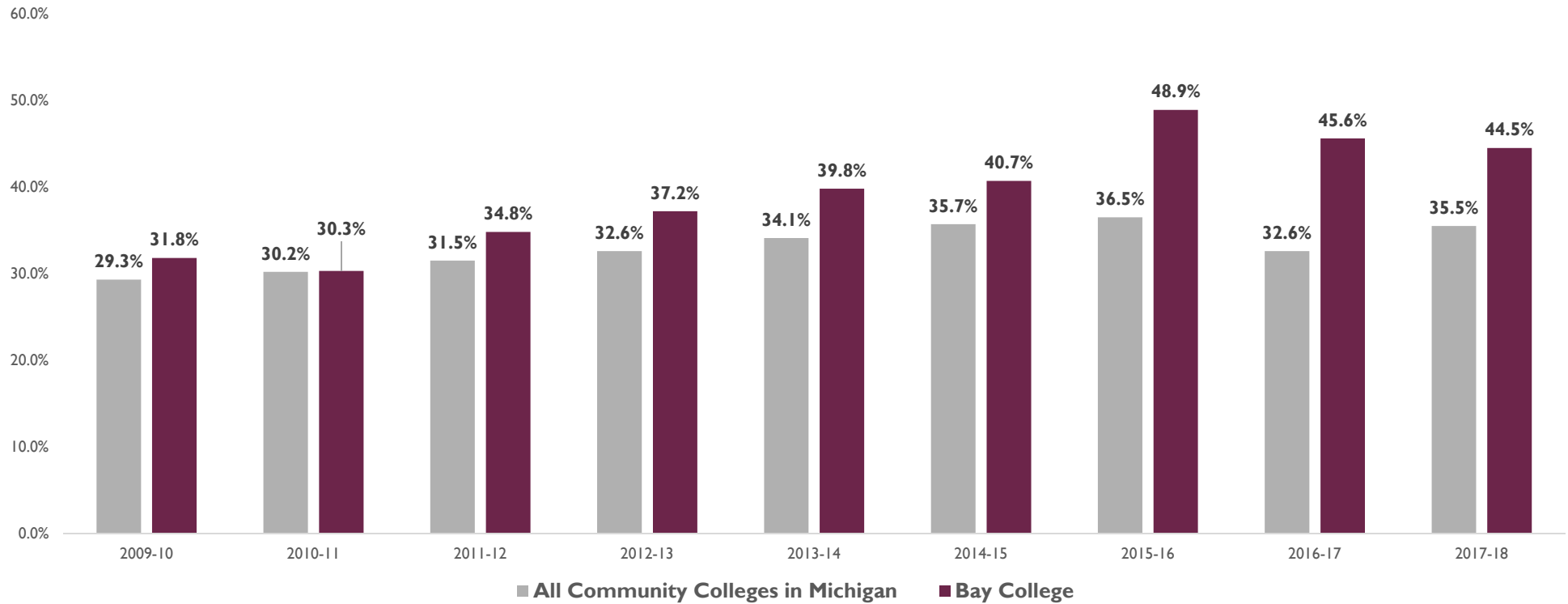
POSTSECONDARY SUCCESS RATES FOR COMMUNITY COLLEGES

Two Year Cumulative Success Rates
Michigan Community Colleges



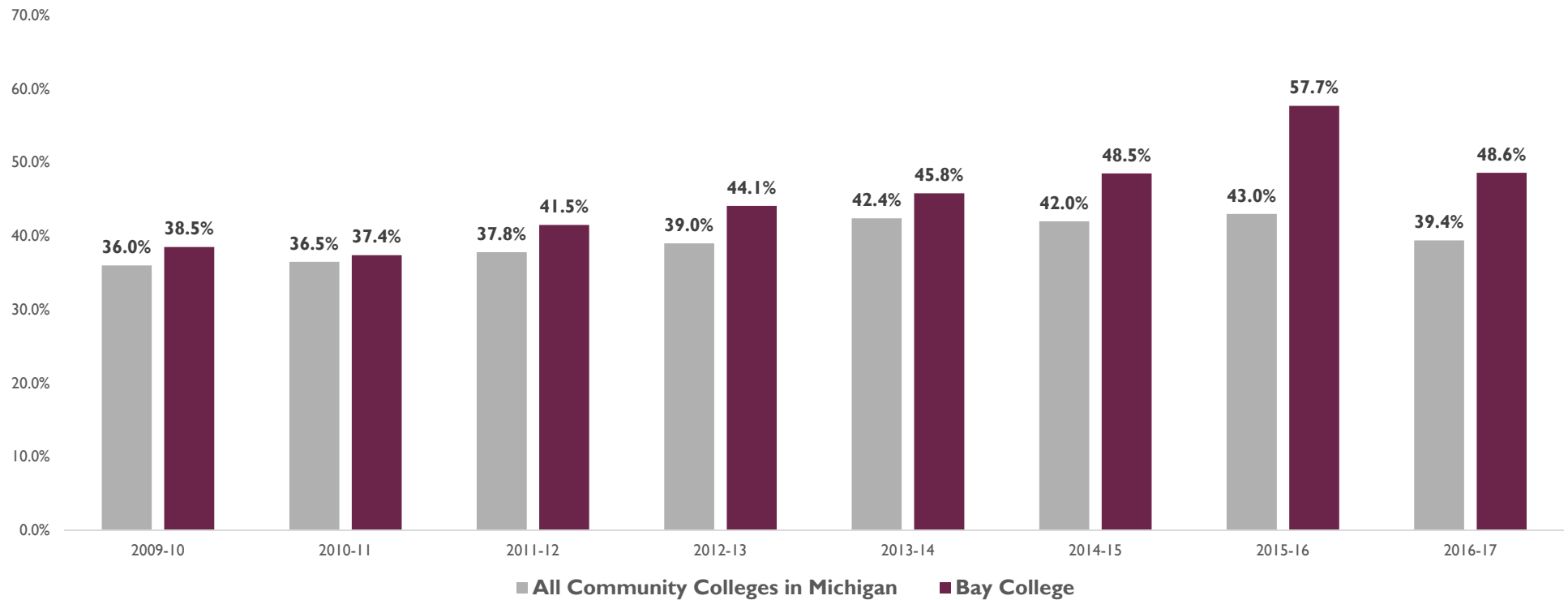
POSTSECONDARY SUCCESS RATES FOR COMMUNITY COLLEGES

Three Year Cumulative Success Rates
Michigan Community Colleges



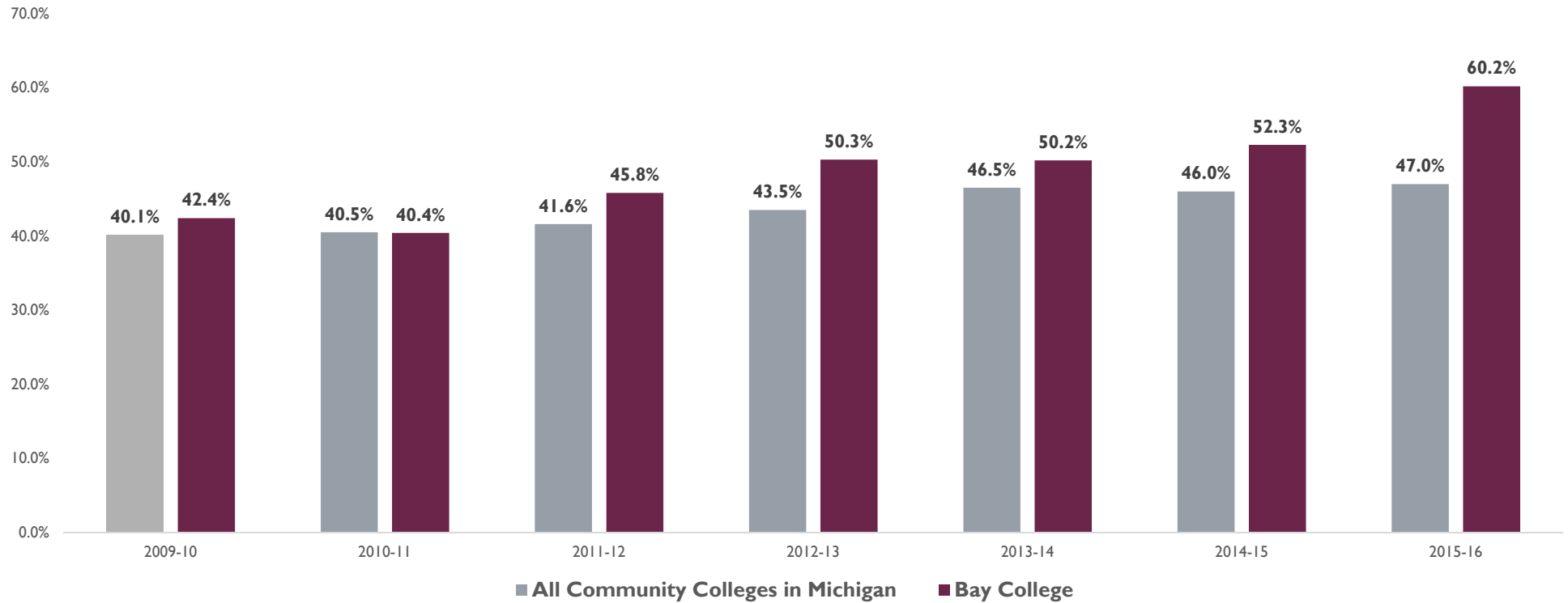
POSTSECONDARY SUCCESS RATES FOR COMMUNITY COLLEGES

Four Year Cumulative Success Rates
Michigan Community Colleges



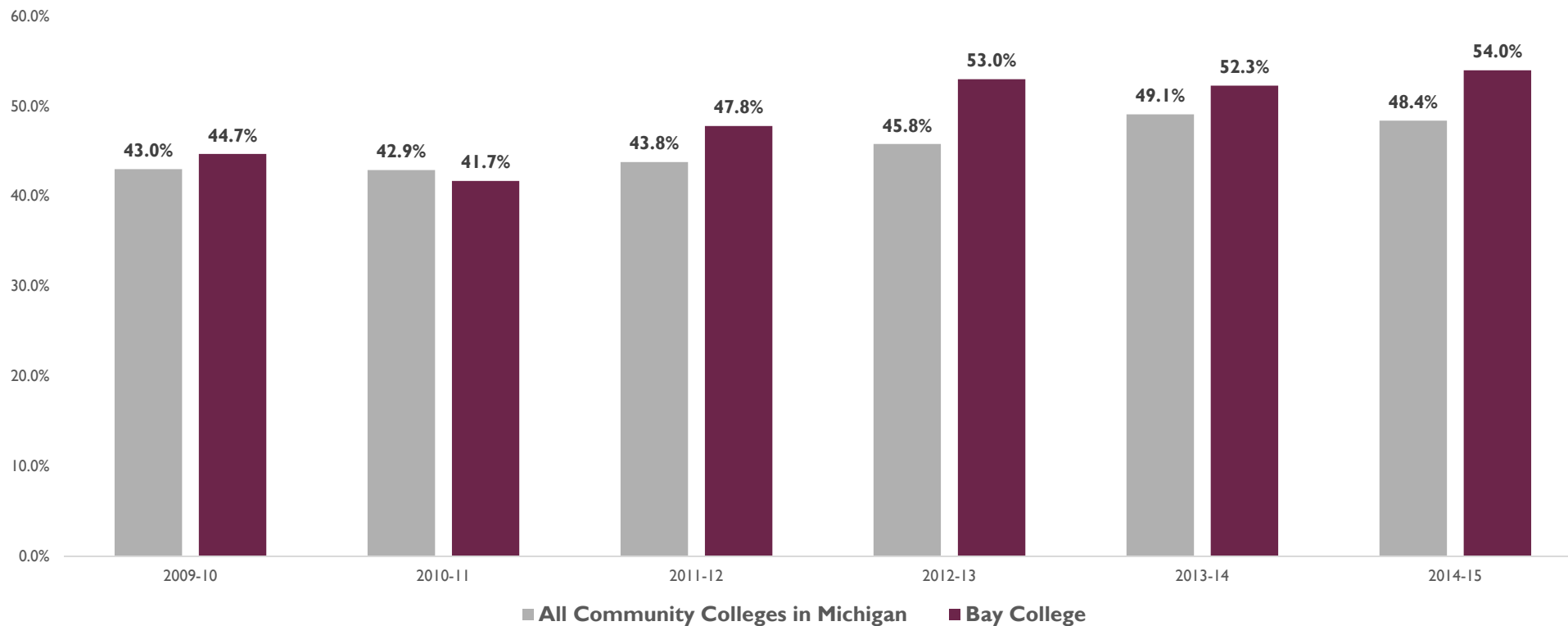
POSTSECONDARY SUCCESS RATES FOR COMMUNITY COLLEGES

Five Year Cumulative Success Rates
Michigan Community Colleges



POSTSECONDARY SUCCESS RATES FOR COMMUNITY COLLEGES

Six Year Cumulative Success Rates
Michigan Community Colleges





Any
Questions?



THANK YOU