

**REPORT OF MINUTES**

**BOARD OF TRUSTEES  
REGULAR MEETING**

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

**November 13, 2024**

- I CALL TO ORDER:** The meeting was called to order at 5:03 p.m. ET by Chair Eric Lundin.
- II ROLL CALL:** Roll call was taken by Laura Johnson, Assistant Board Secretary.
- Members present: Nick Chenier, Joy Hopkins, Terri Mileski, Wendy Middaugh, Eric Lundin
- Tom Butch attended by phone as a reasonable accommodation for a disability.
- Member absent: Steve Davis
- Administration: Beth Berube, Travis Blume, Tanner Brown, Nerita Hughes, Lynn Martinson, Penny Pavlat, Amy Reddinger
- Recorder: Laura Johnson, Assistant Board Secretary
- Faculty: Amber Kinonen
- III CITIZEN INTRODUCTIONS AND COMMENTS:** None
- IV APPROVAL OF AGENDA:** The agenda was approved by unanimous consent.
- V DECLARATION OF INTEREST:** None
- VI APPROVAL OF MINUTES:** The meeting minutes from the Regular Meeting on October 9, 2024, and the Special Meeting on October 21, 2024, were approved by unanimous consent.
- VII PRESENTATION:**  
**A F24 Enrollment:** Penny Pavlat, Director of Institutional Effectiveness, and Tanner

Brown, Data Analyst, presented a closer look at the final 2024 fall enrollment report. The presentation slides are attached.

## **VIII PRESIDENT'S REPORT:**

President Hughes reported:

- The organizational chart has been finalized for Student Affairs.
- Dr. Hughes notified trustees of a situation that took place during a third-party hosted event on the Escanaba campus. Trustees reinforced their stance that the College takes all reported incidents seriously, including reports of discrimination and harassment. Bay College is actively investigating this situation under Title IX and with Escanaba Public Safety. A statement was released to the local media shortly after the incident.
- Academic Career and Executive Search has been retained for the Dean of Nursing and Allied Health position due to the upcoming retirement of Evelyn Norkoli.
- The Director of Marketing and Public Relations and the Executive Director of Institutional Advancement positions have been posted due to the upcoming retirement of Kim Carne.
- Three proposals have been received for the ERP (Enterprise Resource Planning) software. The proposals will be reviewed, and the finalists notified by November 22 of invitations to demo on campus in late January to mid-February.
- Advocacy efforts were taking place today at the Capitol to keep the reduced age limit for the MI Reconnect program. The SBs 406 and 407 propose expiring MI Reconnect in 2032.
- Ferrilli will be on campus on December 9 and 10 to launch the gap analysis process with employees and interview stakeholders. Their leadership will assist the College in improving enrollment forecasting and admissions processes and creating a strategic enrollment management plan. The increased enrollment realized in the fall is expected to continue.
- Health insurance premiums for employees increased 9.2% to 13.3% depending on the plan. HR held sessions with employees to educate them about the different plan options.

HR Director Beth Berube continues to talk with our consortium about ways to reduce overall cost.

- Dr. Hughes attended the board meeting remotely while she attended the American Association of Community Colleges (AACC) Commission meeting in Arlington, VA. David Baime, AACC Senior VP for Government Relations, spoke about the impact of federal policy on community colleges. He advised that the removal of the Dept. of Education by the Trump Administration is not a present concern, unless there is talk of eliminating programming (e.g., Pell Grant) and nothing has been said about that.

**IX BUSINESS OFFICE REPORTS:**

There were no questions or comments on the financial statements. The financial position of the College was discussed during the audit review at the special meeting held prior to this meeting.

**X BOARD COMMITTEE & REQUIRED ACTION:**

None

**XI BOARD ACTION:**

**A Transaction Report:**

There were no questions or comments on the Transaction Report ending October 31, 2024.

On a motion made by Terri Mileski and seconded by Wendy Middaugh:

**“The Financial Transactions for the month ending October 31, 2024, stand approved as presented to place on file.”** No discussion.

**Roll Call:**

**Ayes:** Terri Mileski, Joy Hopkins, Nick Chenier, Wendy Middaugh, Tom Butch, Eric Lundin

**Nays:** None

**Abstentions:** None

Motion carried unanimously.

**B Approval of Mid-Year Employee Wage Increase:**

The FY25 budget assumed bonuses for staff, faculty, and administration in December 2024 once the state budget was finalized and the state appropriations allocated to the College were known. Based on discussion at the Board of Trustees Retreat Meeting on October 21, Administration recommended a wage

increase for employees that included a .75% bonus and a 2% increase.

HR Director Beth Berube reviewed the recommendation that regular part-time and regular full-time staff, part-time faculty, and full-time faculty would receive a .75% bonus based upon earned wages from October 1, 2023-September 30, 2024. The amount for the bonus is \$81,500 (wages and fringes). A 2% base increase was also recommended effective January 1, 2025, over their 2024-2025 salary. The amount of the 2.0% increase for time between January 1 – June 30, 2025, would be \$128,500. The total annual increase would be \$256,905 to next year’s budget and is compounded annually in future budgets.

The 1.25% increase in July, the .75% bonus, and the 2% increase for January 1, brings the wage increase to 4% for the fiscal year 2024-2025.

Dr. Hughes added that ideally a 2% increase would have been given in July, but without having confirmation of state appropriations and enrollment, a conservative increase of 1.25% was given. The .75% bonus was added to bring the initial wage increase to 2%. Historically, employees have not received raises over 2%. The bonus and additional 2% wage increase that brings the overall wage increase to 4% is intended to help offset the increase of healthcare premiums.

Eric Lundin stated that the Board recognizes all the hard work of employees and is pleased to be able to reward employees after the budget could be finalized with enrollment and state appropriations.

It was motioned by Joy Hopkins and seconded by Wendy Middaugh to:

**“Provide regular part-time and regular full-time staff, part-time faculty, and full-time faculty with a .75% bonus based upon earned wages from October 1, 2023 – September 30, 2024, and a base increase of 2.0% effective for January 1, 2025, over their 2024-2025 salary.”** No further discussion.

**Roll Call:**

<b>Ayes:</b>	Nick Chenier, Tom Butch, Joy Hopkins, Wendy Middaugh, Terri Mileski, Eric Lundin
<b>Nays:</b>	None
<b>Abstentions:</b>	None

Motion carried unanimously.

**C FY25 Budget  
Amendment:**

Vice President of Finance and Operations Lynn Martinson reviewed the FY25 budget amendment presented for approval.

Due to a larger than anticipated enrollment (11% above budget), we find ourselves in the favorable position to update the 24-25 budget to reflect a significant increase in tuition revenues. The College has recognized over \$5 million in tuition and fee revenue to-date this fiscal year, combined with the adjusted projection for winter semester tuition, amounts to a projected additional \$867,500 in tuition revenue.

The projection for winter semester tuition was conservatively estimated at 94% of fall tuition based on the comparison of percentages of fall to winter semester tuition over the last two years. Current winter semester enrollment reports support this projection. Fees were not included in the projection.

Additional adjustments to revenue include a reduction in state appropriations of \$462 thousand. This resulted from the reallocation of state ITEMS funding received during the 23-24 fiscal year. A portion of these revenues were originally deferred to the 24-25 fiscal year when the planned expenses would be incurred. During our annual audit, after the 24-25 budget was approved, Rehmann, our audit firm, advised us that although there are specific purpose limitations for these funds there is no specified timeframe for the monies to be spent. Also since the source of the funds is state appropriations, all the ITEMS revenue should be recognized in the 23-24 fiscal year.

All areas of the budget were reviewed, and it was also determined that the amount budgeted for investment income was low. After a review of income received to-date, the rates of current funds and investments, and the current interest rate climate, projected investment income was increased by \$145,000. The Federal Reserve recently cut interest rates by 0.25 percent after this review.

Many adjustments were made on the expense side totaling \$498,080 comprised of wage increases of the .75% fall bonus and 2% mid-year raise, additional contracted services (Ferrilli, ATD

coaching and advising, search for Dean of Nursing), professional development, technology expenses, and facility repairs.

The proposed budget modification increases net assets by \$76,420 for an overall projected increase in net assets of \$94,329.

Eric Lundin stated that some of this was discussed at the retreat meeting on October 21.

With no further discussion, it was motioned by Joy Hopkins and seconded by Terri Mileski to:

**“Approve the amended FY25 budget as presented.”**

**Roll Call:**

**Ayes:** Tom Butch, Joy Hopkins, Wendy Middaugh, Terri Mileski, Nick Chenier, Eric Lundin

**Nays:** None

**Abstentions:** None

Motion carried unanimously.

**D First Reading  
Board Bylaws:**

The revisions to the Board Bylaws captured proposed changes to the Board’s regular meeting schedule as discussed at the retreat meeting on October 21. A section for the post-retirement status of Trustee Emeritus approved by the Board on December 13, 2023, and minor language revisions were also added.

It was moved by Terri Mileski and seconded by Wendy Middaugh to:

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

**E Retire BOT  
Title IX  
Resolution:**

The Board of Trustees passed a resolution reaffirming its commitment to comply with Title IX of the Education Amendments of 1972 and its regulations in 2018. While reviewing and revising the College’s Title IX policy 1060 Non-Discrimination, Anti-Harassment and Non-Retaliation, legal counsel advised that the resolution be retired. Some definitions are outdated and the College’s commitment to Title IX aligns with what Title IX is as it evolves. Therefore, the Board was asked to retire its Resolution Reaffirming Commitment to Title IX.

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

**“Retire the 2018 Board of Trustees Resolution Reaffirming Commitment to Title IX as advised by the College’s legal counsel due to outdated definitions and the College’s commitment to Title IX as it evolves.”** No discussion. Motion carried unanimously.

**XII UNFINISHED BUSINESS:**

**A Second Reading:  
BOT Policy 1060:**

First reading of Board of Trustees Policy 1060 Non-Discrimination, Anti-Harassment, and Non-Retaliation was approved at the October 9 board meeting. The policy was presented for second reading approval.

It was moved by Wendy Middaugh and seconded by Joy Hopkins to:

**“Approve second reading of Board of Trustees Policy 1060 Non-Discrimination, Anti-Harassment, and Non-Retaliation as presented.”** No further discussion. Motion carried unanimously.

**XIII NEW BUSINESS:**

None

**XIV MCCA UPDATE:**

Joy Hopkins reported that in the State, the Republicans have majority in the House, but Democrats have the majority in the Senate so no major changes should be expected with legislative support.

Dr. Hughes added that colleges were asked to vote for their top 10 legislative priorities to help align MCCA’s 2025 legislative priorities. She expects to hear the results at the MCCA Presidents Committee meeting on Friday [November 15].

**XV OTHER:**

None

**XVI ADJOURNMENT:**

It was moved by Nick Chenier and seconded by Tom Butch to:

**“Adjourn the meeting.”** No discussion. Motion carried unanimously. The meeting adjourned at 5:54 p.m. ET.

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Laura L. Johnson Assistant Board Secretary	Completion Date	Approval Date
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Eric L. Lundin Chair		Approval Date
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# Enrollment Overview

Fall 2024

Institutional Effectiveness  
*Penny Pavlat and Tanner Brown*  
*November 13, 2024*



# Agenda

- Context Setting & Background
- Trends in Enrollment Reporting
- Current State of Enrollment  
Data & Analytics at Bay College

# Context Setting and Overview:

## Current State

- myBay has an **Enrollment Overview** page with links to view or download Adobe PDF reports.
- Each academic year will have reports for the Fall and Winter/Spring semesters.
- Weekly email and report to all employees from pavlatp@ with updated enrollment/retention numbers and progress status against target goals.

Page Link: [myBay >> Enrollment Overview](#)

Demo Report Link: [Fall 2024 Graphics Enrollment Report](#)

The screenshot displays the myBay website interface. At the top, the Bay College logo and navigation menu (Home, Community, Employees, Departments, Current Students, My Pages) are visible. The breadcrumb trail indicates the current location: Departments > IR and IE > Enrollment Overview. The sidebar on the left contains a dropdown menu under 'IR and IE' with 'Enrollment Overview' selected. The main content area features an 'Enrollment Overview' section with 'Enrollment Information' and 'Enrollment Reports'. The 'Enrollment Reports' section is highlighted with a red box and shows two rows of reports. The first row is for the 2024/2025 academic year, featuring a '2024 Fall Enrollment Report (.pdf, 825K)' and a '2024 Fall Enrollment Report Graphics (.pdf, 1129K)'. The second row is for the 2023/2024 academic year, featuring a '2023 Fall Enrollment Report (.pdf, 3388K)' and a '2023 Fall Enrollment Report Graphics (.pdf, 3471K)'. Each report has a 'Download' button.



# Enrollment Reports: Current State - Fall

Bay College: Fall 2024  
Enrollment as of October 15, 2024

- Example of **Fall Enrollment Report**
- **Fall-to-Fall** retention rates
- Weekly email and report to all employees from pavlatp@ with updated enrollment/retention numbers and progress status against target goals.

	Today's Enrollment Compared to Last Year at this time			Today compared to Budget Figures 2024/2025		Actual	Actual Same Date 2023 (Last Year)			Estimate Budget Fall FY 2024		
	10/15/2024	% Increase	10/17/2023	% +/-	Budget - FY 2025		10/15/2024	10/17/2023	% +/-	Budget - FY 2024 est		
<b>Totals</b>	<b>Students</b>	2,149	8%	1,996	8%	1,988	<b>Totals</b>					
	<b>Credits</b>	17,246	10%	15,734	10%	15,654						
	<b>Contacts</b>	18,797	11%	16,876	12%	16,847						
<b>Escanabe</b> (and any not Iron Mountain or Online)	<b>Students</b>	724	9%	666	9%	664	<b>All Escanabe Campus &amp; Online &amp; Other Line Iron Mountain Campus and Total Dickinson &amp; Reciprocity Online</b>					
	<b>Credits</b>	5,362	4%	5,153	4%	5,140						
	<b>Contacts</b>	6,399	7%	5,968	8%	5,944						
<b>Iron Mountain</b>	<b>Students</b>	390	-9%	430	-9%	427	<b>All Iron Mountain Campus plus Total Online Dickinson &amp; Reciprocity Students</b>					
	<b>Credits</b>	2,224	7%	2,084	7%	2,074						
	<b>Contacts</b>	2,579	13%	2,277	11%	2,329						
<b>Online</b> (See below for breakdown by student location tracking)	<b>Students</b>	1,672	13%	1,476	14%	1,473	<b>Workforce Division Enrollments by Month:</b>					
	<b>Credits</b>	9,660	14%	8,497	14%	8,440						
	<b>Contacts</b>	9,819	14%	8,631	15%	8,574						
							Monthly	FY 2023	Jul-24	Aug-24	Sep-24	Oct-24
							Participants	1,954	9	24	22	
							Total Hours	37,589	18	88	76.75	
<b>By Stud Type:</b>	Fall 2024 All Stud	Fall 2023 All Stud	Fall 2024 Iron Mtn	Fall 2023 Iron Mtn	<b>Current Fall to Fall Retention:</b>			<b>Fall to Fall Retention as of:</b>				
New Students:	1,769	1,866	267	297	All Students	Degree Seeking	<b>10/15/2024</b>					
Prior DS to DS	89	82	21	29	F23 Enrolled	1293	Enrolled Fall 23: 1,988					
Current HS	387	347	138	159	Enrolled W24	1293	Enrolled Winter 24: 1,521					
Early College	289	287	33	76	Grad or Expect to 23/24	558	Retention Rate Fall 23 to Winter 24: 72.3%					
New	237	191	48	38	F23 Enrolled for F24	940	Fall 22 to Fall 23 FINAL Retention Rate: 50.4%					
Transfer in	131	82	31	16			Retention Goal Fall 23 to Fall 24: 67.3%					
Re-enroll	76	77	25	17			Fall 23 Students Return Required to meet Fall 24 Goal: 600					
Returning Students:	956	901	257	227			Fall 23 Students Still Needed to Meet Fall 24 Goal: 48					
Return DS to DS	95	98	27	18	Retention Rate F23 to F24 *	63.8%	52.9%					
Return HS	298	234	103	75								
Prior New Return	427	434	84	88								
Return Transfer	198	137	43	44								
Other:	32	29	3	3								
Guest	7	9	-	2	Retention Rate F22 to F23 Final *	51.8%	51.4%					
Int'l	8	13	-	-								
First Degree	7	7	-3	-								

Online Contacts by Student Location coding # / 1	n=	Credits	Contacts
Delta & Other	914	5,218	5,299
Dickinson	383	2,048	2,095
Online	405	2,388	2,435
<b>Total</b>	<b>1,672</b>	<b>9,660</b>	<b>9,819</b>

# Enrollment Reports: Current State - Winter

Bay College: Winter 2025  
Enrollment as of November 4, 2024

- Example of **Winter** (next term in sequence) Enrollment Report
- **Fall-to-Winter** retention rates
- Weekly email and report to all employees from pavlatp@ with updated enrollment/retention numbers and progress status against target goals.

		Today's Enrollment Compared to Last Year at this time			Today compared to Budget Estimates	
		11/4/2024	% Increase	11/4/2023	% +/-	Budget - 2024/2025
Totals	Students	1,370	11%	1,231	-30%	1,958
	Credits	11,759	12%	10,515	-21%	14,945
	Contacts	13,058	12%	11,705	-20%	16,247
Escanaba Campus	Students	447	11%	403	-33%	671
	Credits	3,627	7%	3,396	702%	452
	Contacts	4,474	5%	4,263	-18%	5,442
Iron Mountain Campus	Students	156	25%	125	-55%	345
	Credits	1,046	28%	816	-38%	1,696
	Contacts	1,326	32%	1,003	-31%	1,919
Online	Students	1,165	11%	1,049	-22%	1,489
	Credits	7,086	12%	6,303	-19%	8,707
	Contacts	7,258	13%	6,439	-18%	8,886

Registrations by Student Type:		All T/Y	Iron Mtn T/Y	All L/Y by Date	All L/Y Final
New Students:		72	23	64	248
Dual Entry to Deg Seek		2	1	1	5
High School		17	5	10	78
New		20	6	14	45
Transfer		21	8	18	51
Readmit		12	3	21	61
Returning Students:		1,290	321	1,153	1,263
Dual Entry to Deg Seek		115	30	133	328
Early College Deg Seek		218	30	229	247
High School		337	118	267	916
Returning		428	87	397	575
Transfer		192	56	127	193
Others:		0	-	14	31
Guest		-	-	-	8
International		8	-	12	12
Non Degree		-	-	2	11

Online Courses by Student Location	n=	CR=	CT=
Delta & Other:	818	3,882	3,980
Dickinson:	282	1,858	1,875
Online:	295	1,568	1,803
Online Total:	1,185	7,088	7,258

	Summary by Enrollment							
	11/4/2024		11/6/2023		Final Winter 2024		Budget - 2024/2025	
	n=	Contacts	n=	Contacts	n=	Contacts	% +/-	2024/2025
Totals	1,370	13,058	1,231	11,705	1,958	16,247	-20%	16,247
All Escanaba Campus & Delta & Other Less Iron Mtn Campus and Total Dickinson & Redpenny Online	1,051	10,910	974	9,554	1,468	12,782	-19%	12,782
All Iron Mtn Campus plus Total Online Dickinson & Redpenny Students	319	2,678	257	2,151	490	3,465	-23%	3,465

Workshop Dates by Month:	Weekly	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-24	Feb-24	Total All into Fall 24
n=	8	8	24	22	-	-	-	-	-	55
Hours =	16	16	18	88	77	-	-	-	-	184

Fail to Winter Retention	All Students	Degree Seeking Students
Enrolled Fall '24	2148	1488
Enrolled Winter '25	1280	870
Applied to Checkback Fall '24	105	105
Retention Rate	60.35%	63.13%
Final Fall'23 to Winter'24 Retention Rate (Degree Seeking Students):	55.38%	72.25%
Fail '24 to Winter '25 Retention GOAL:		83.56%
Additional needed to Meet Goal:	n=	372

Fail to Winter Retention as of:	11/4/2024
Enrolled Degree Seeking Fall '24	-
Enrolled Winter '25	870
Fall '24 to Winter '25 Today:	83.13%
'23 to W'24 FINAL Retention Rate - 05:	75.66%
Retention Goal % F'24 to W'25	83.56%
# F'24 DS Studs to Enroll W'25 to Meet Goal (n):	1,242
Additional F'24 Studs to Register W'25:	372

by Institutional Division:	Overall	Iron Mtn
Allied Health	74.17%	75.71%
Arts & Letters	54.55%	48.45%
Business	56.44%	63.48%
Math/Science	66.90%	53.33%
Social & Behavioral Science	50.59%	61.54%
Technology	56.45%	53.33%
Overall:	63.13%	63.98%

# Trending Data in Enrollments

Three year – 2022 – 2023 – 2024  
Fall Semesters

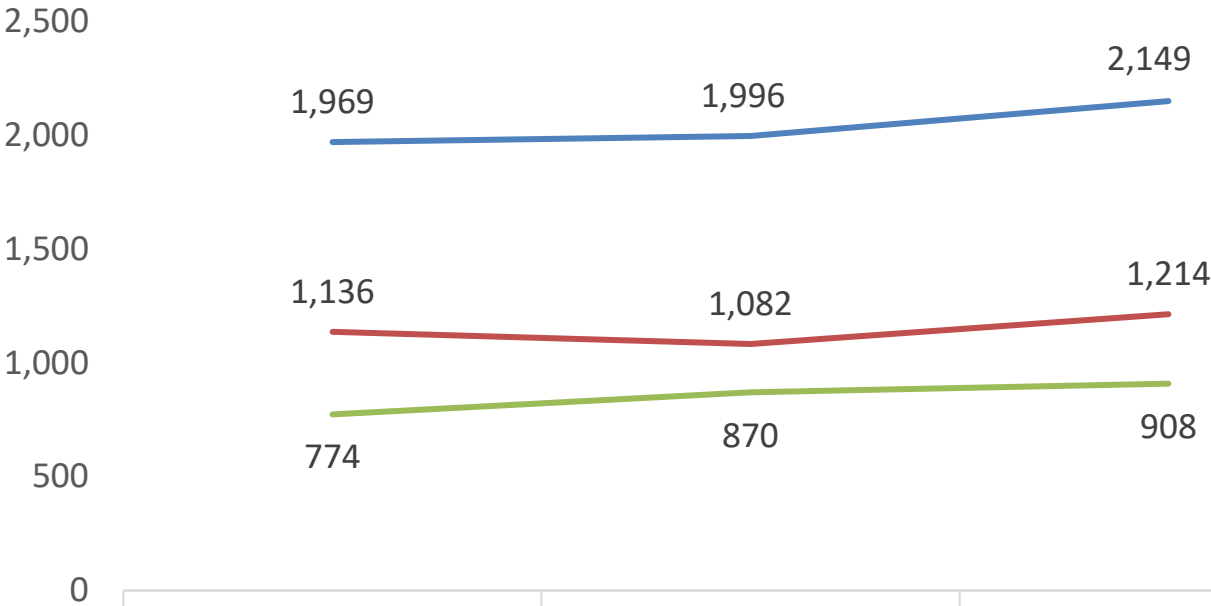
- Headcount / Credits / Contacts
- By Student Type
  - First Generation
  - Low Income
  - BIPOC
  - Age
  - Enrollment Status





# Enrollment Trend – Headcount (1 of 2)

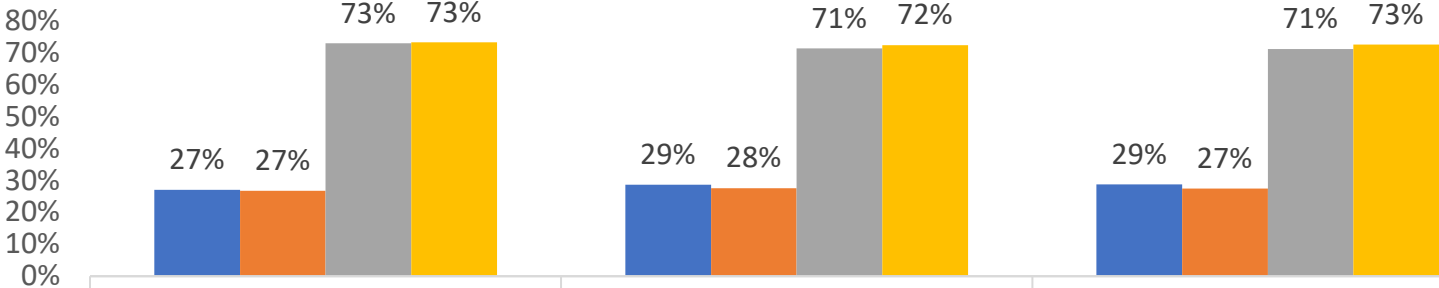
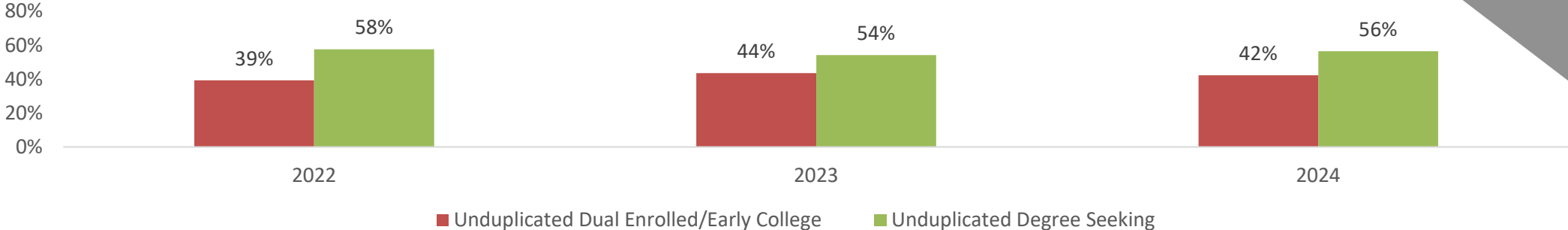
Unduplicated Fall Headcount



	2022	2023	2024
Unduplicated Headcount	1,969	1,996	2,149
Unduplicated Degree Seeking	1,136	1,082	1,214
Unduplicated Early College and Dual Enrollment	774	870	908

# Enrollment Trend – Headcount (2 of 2)

Headcount Percentage of Degree Seeking and Dual Enrolled/Early College

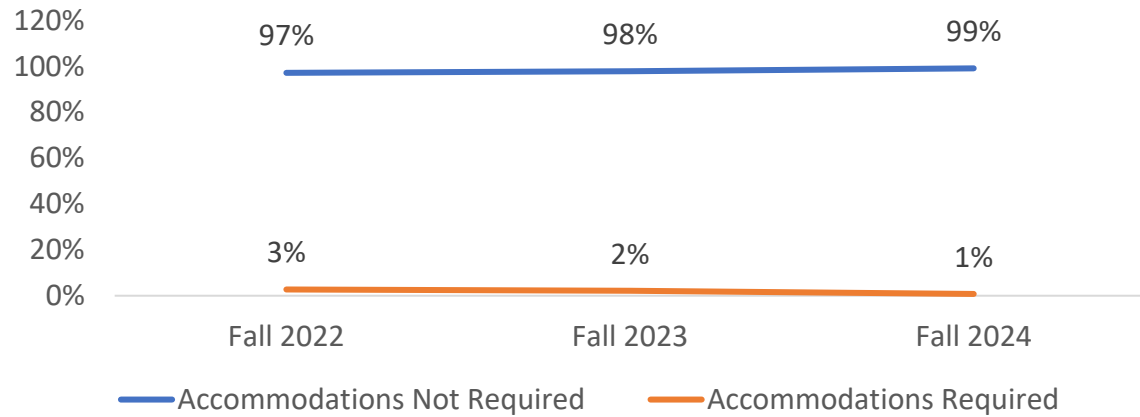


	2223	2324	2425
Dual Enrolled and Early College - % Semester Credits	27.01%	28.68%	28.78%
Dual Enrolled and Early College - % Semester Contacts	26.77%	27.58%	27.45%
Degree Seeking - % Semester Credits	72.99%	71.32%	71.22%
Degree Seeking - % Semester Contacts	73.23%	72.42%	72.55%

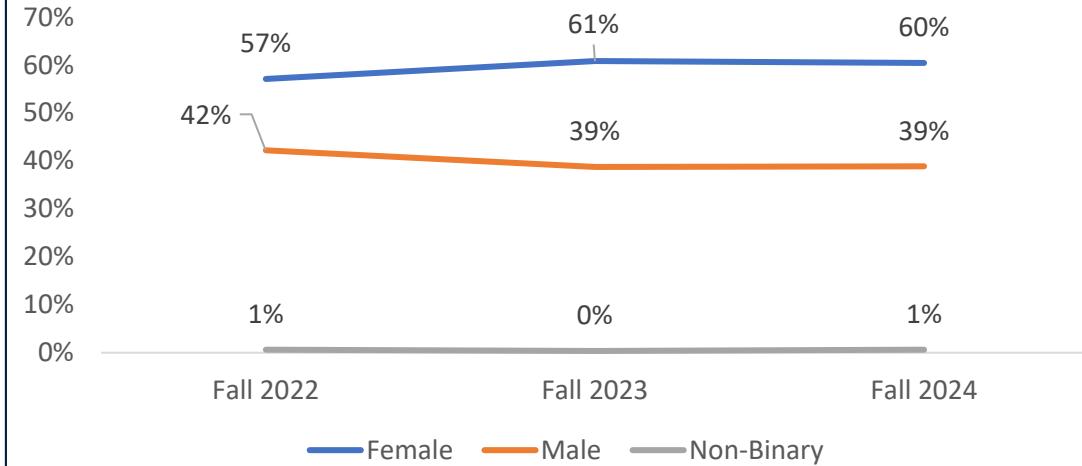


# Dual Enrolled / Early College Trend Data

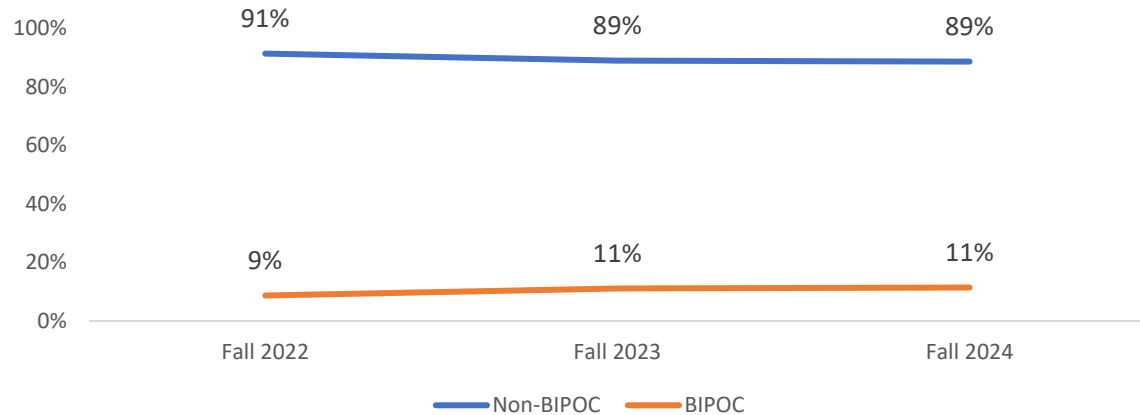
Dual Enrolled / Early College Students by Accommodations Requirements



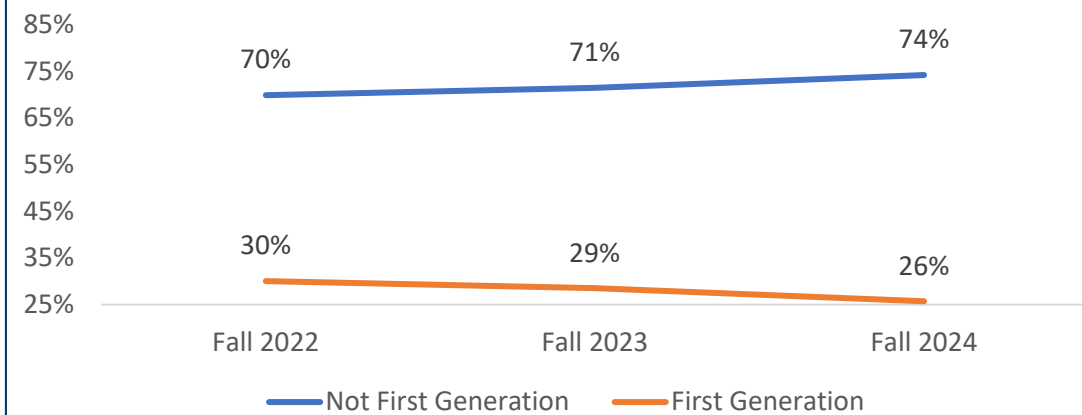
Dual Enrolled / Early College Students by Gender



Dual Enrolled / Early College Students by BIPOC Classification



Dual Enrolled / Early College Students by First Generation Status



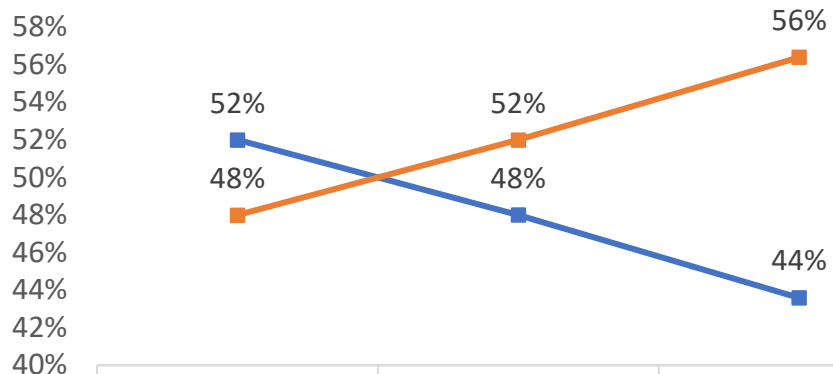
# Dual Enrolled / Early College Persona for Fall 2024



- Dual Enrolled Student
- From Escanaba High School
- Average of 1.7 Courses
- Average of 5.4 Credits
- Average of 5.9 Contacts
- Female
- White
- Not a first-generation college student
- Requires no accommodations
- Approximately 16.8 Years Old

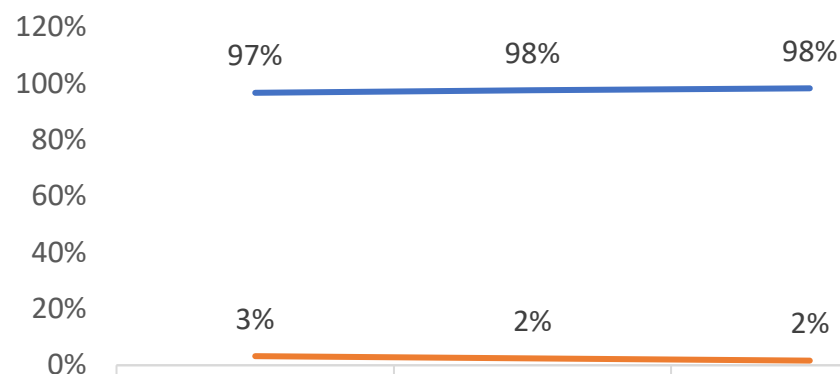
# Degree Seeking Trend Data (1 of 2)

### Degree Seeking by Pell Status



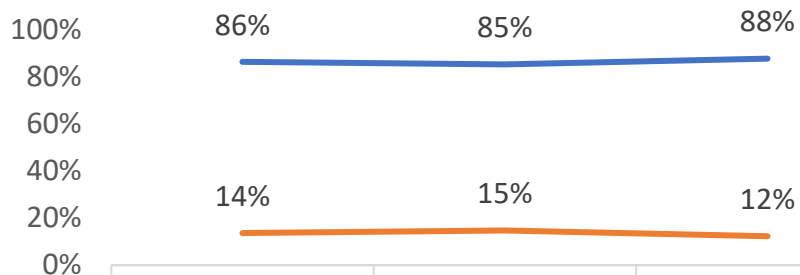
No Pell	52%	48%	44%
Received Pell	48%	52%	56%

### Degree Seeking by Veteran Status



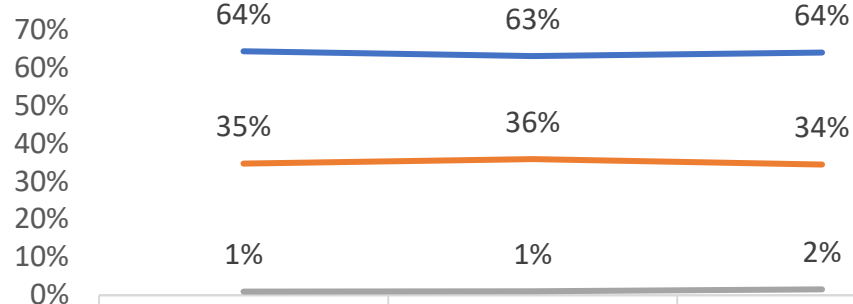
Not a Veteran	97%	98%	98%
Veteran	3%	2%	2%

### Degree Seeking by Accommodation Status



Does not Require Accommodations	86%	85%	88%
Requires Accommodations	14%	15%	12%

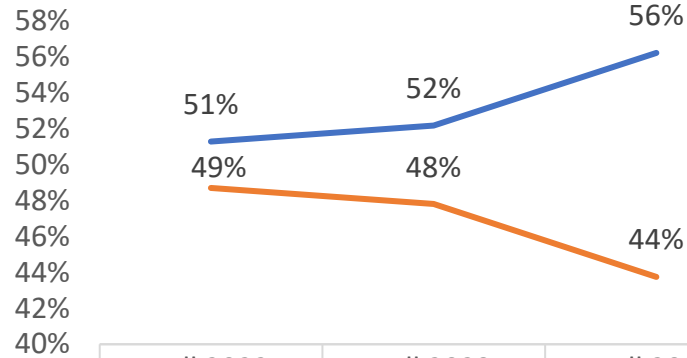
### Degree Seeking by Gender



Female	64%	63%	64%
Male	35%	36%	34%
Non-Binary	1%	1%	2%

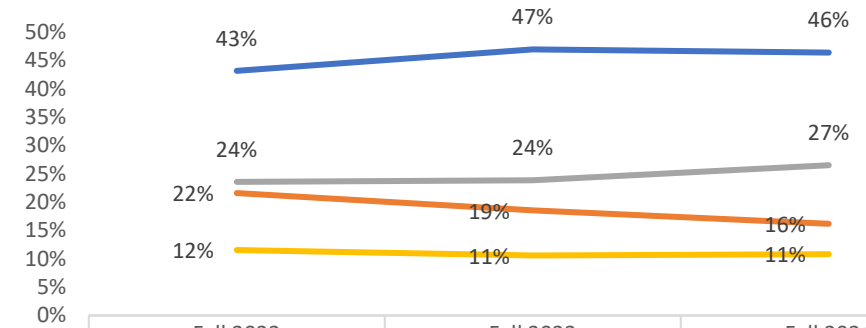
# Degree Seeking Trend Data (2 of 2)

### Degree Seeking by First Generation Status



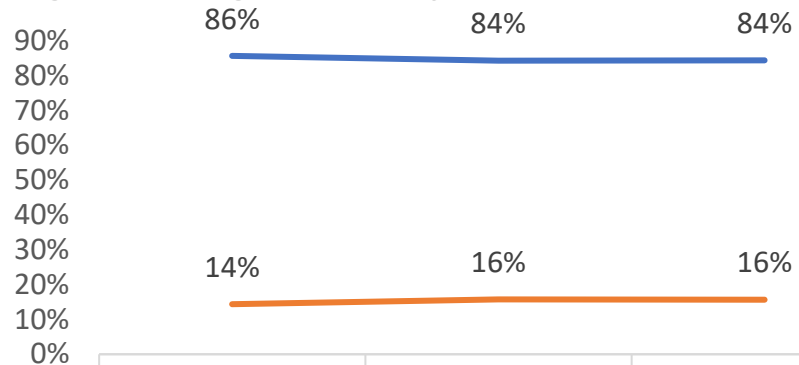
	Fall 2022	Fall 2023	Fall 2024
Not First Generation	51%	52%	56%
First Generation	49%	48%	44%

### Degree Seeking by Enrollment Status (Based on Credit Hours)



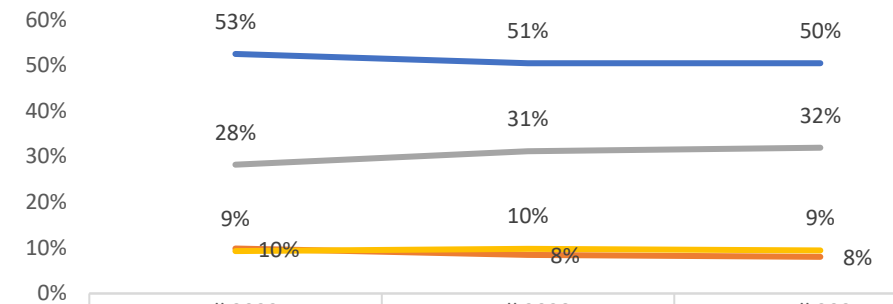
	Fall 2022	Fall 2023	Fall 2024
Full-Time (12 or More)	43%	47%	46%
Quarter Time (9 or more)	22%	19%	16%
Half Time (6 or more)	24%	24%	27%
Less than Half (Less than 6)	12%	11%	11%

### Degree Seeking Students by BIPOC Classification



	Fall 2022	Fall 2023	Fall 2024
Not BIPOC	86%	84%	84%
BIPOC	14%	16%	16%

### Degree Seeking by Type of Degree



	Fall 2022	Fall 2023	Fall 2024
Associate in Art	53%	51%	50%
Associate in Science	10%	8%	8%
Associate in Applied Science	28%	31%	32%
Certificate	9%	10%	9%



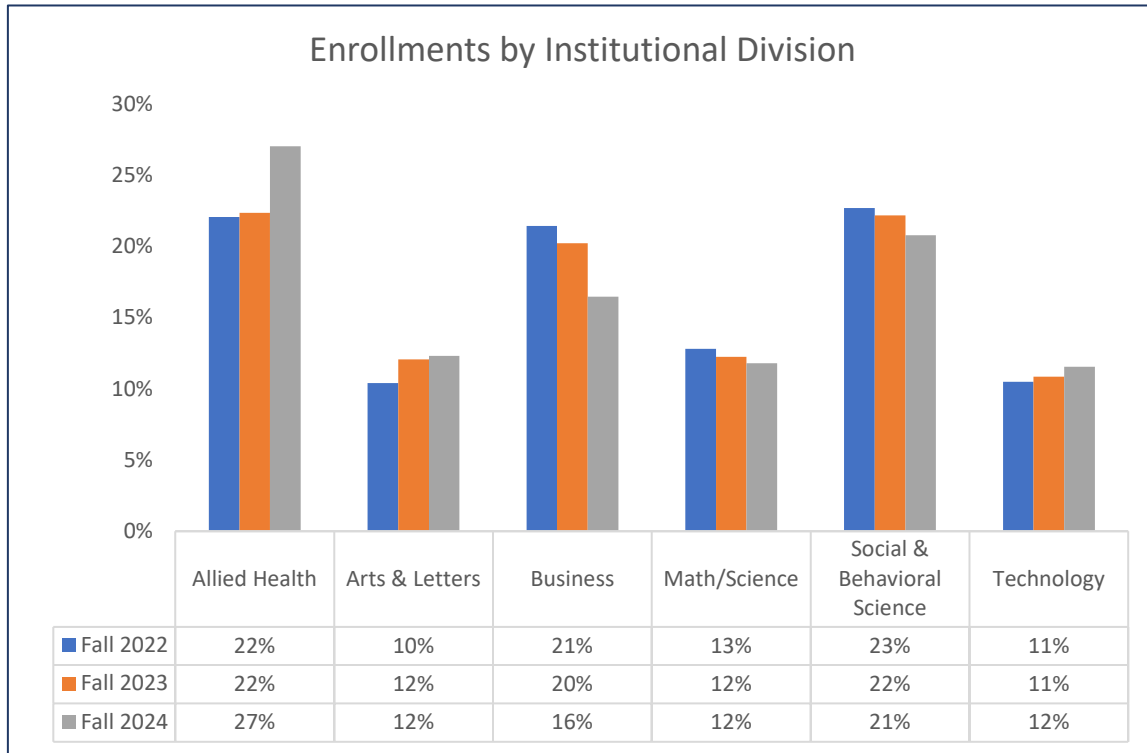
# Degree Seeking Persona for Fall 2024



- Enrolled in an Allied Health Program
- In an Associate in Art Degree
- From Delta County
- Average of 3.1 Courses
- Average of 10.1 Credits
- Average of 11.2 Contacts
- White Female
- Not a first-generation college student
- Requires no accommodations
- Not a Veteran
- Receives Pell
- Approximately 25.9 Years Old

# Enrollments by Division / Program (1 of 3)

## Enrollment by Division:



## Enrollments by Program:

Top Programs by Division	Fall 2022	Fall 2023	Fall 2024
<b>Allied Health</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Nursing (Pre)	40%	39%	33%
Nursing	29%	23%	28%
Radiography (Pre)	0%	0%	11%
Radiography	0%	7%	7%
Practical Nursing	5%	12%	5%
ADN Bridge (Pre)	5%	1%	3%
EMT-Basic	2%	3%	3%
Top Programs by Division	Fall 2022	Fall 2023	Fall 2024
<b>Arts &amp; Letters</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Liberal Arts	62%	74%	83%
Art and Design	22%	17%	12%
English	6%	4%	2%
Journalism	3%	1%	1%
Top Programs by Division	Fall 2022	Fall 2023	Fall 2024
<b>Business</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Business	27%	30%	29%
Business Administration	19%	14%	16%
Accounting	14%	14%	16%
LSSU-BS Business Admin	9%	8%	9%
Marketing	3%	4%	6%
Computer Information Systems: Programming and User	5%	6%	6%
Computer Information Systems: Software/Network Sup	2%	4%	4%
Office Systems/Administrative Assistant	3%	4%	4%

# Enrollments by Division / Program (2 of 3)

## Enrollments by Program:

Top Programs by Division	Fall 2022	Fall 2023	Fall 2024
<b>Math/Science</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Pre-Engineering	14%	16%	20%
Computer Science	13%	11%	11%
Athletic Training	6%	8%	7%
Forest Technology	0%	2%	7%
General Science	4%	6%	6%
Pre-Veterinary Medicine	3%	3%	6%
Pre-Professional Health	9%	3%	5%
Pre-Physical Therapy	5%	5%	4%
Biology	6%	2%	4%
Construction Management	3%	5%	4%
Fisheries & Wildlife Mgmt	2%	2%	3%
Mechanical Engineering: Bachelor of Science (LSSU)	2%	2%	2%
Pre-Natural Resources	0%	1%	2%
Biology - Pre-Vet Concen.: Bachelor of Sci. (LSSU)	1%	5%	2%
Forestry	2%	0%	2%

Top Programs by Division	Fall 2022	Fall 2023	Fall 2024
<b>Social &amp; Behavioral Science</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Early Childhood Education	14%	17%	23%
Social Work	24%	21%	19%
Criminal Justice	17%	21%	12%
Psychology	11%	11%	11%
Elementary Education	8%	7%	8%
Secondary Education	4%	5%	5%
Education	4%	3%	4%
Early Childhood Care & Education	4%	2%	3%
History	3%	2%	2%
Law, Pre-Professional	2%	1%	2%
Special Education	2%	2%	2%
Social Work/Sociology	0%	1%	2%
Political Science	2%	1%	2%
LSSU-BS Criminal Justice	1%	2%	1%

# Enrollments by Division / Program (3 of 3)

## Enrollments by Program:

Top Programs by Division	Fall 2022	Fall 2023	Fall 2024
<b>Technology</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Computer Network Systems & Security	14%	21%	18%
Water Resource Management	14%	9%	14%
Welding	19%	10%	14%
Water Technology	8%	16%	13%
Mechatronics and Robotics Systems	7%	8%	10%
Mechatronics	3%	3%	8%
Automotive Maintenance Technician	1%	3%	6%
Automotive Technology	8%	9%	6%
Automotive Master Technician	7%	3%	3%
Geographic Information Systems	3%	3%	3%
Auto Engineering Tech	1%	3%	2%



# Data Overview:

## Current State of Enrollment Data and Analytics at Bay College

- ***What data is available today at Bay College?***
  - ✓ Headcount / Credits (Hours) / Contacts (Hours)
  - ✓ First Generation
  - ✓ Low Income
  - ✓ BIPOC
  - ✓ Age
  - ✓ Enrollment Status
- ***What data do we need to be able to track at Bay College?***
  - Transfer out information and degree attainment after Bay College*
  - Need semester snapshot of “changeable” student information – Current address, tuition structure, first degree seeking semester, prior dual enrolled/early college flag, single parent, college ready tracking.*
  - Clear tracking of tutoring, support services (visited food pantry, met with a counselor, number of advising visits, etc.).*
  - Survey tracking connection to student record.*
  - Graduate follow-up data connected to student record.*
  - Campus connectivity tracking (involved in a campus club, participated in campus activity).*

Thank you!



**Bay de Noc Community College - All Locations**  
**Statement of Revenues, Expenses and Changes in Net Position**

**As of November 13, 2024**

	<b>24-25 Budget</b>	<b>Proposed Budget Modification</b>	<b>24-25 Modified Budget</b>
<b>Operating Revenue</b>			
Tuition And Fees	8,487,423	867,500	9,354,923
Scholarships, Discounts & Waivers	(809,306)		(809,306)
Net Tuition and Fees	<u>7,678,117</u>	867,500	8,545,617
Federal Grants and Contracts	1,155,525		1,155,525
Noncredit and Contracts	573,992		573,992
State and Local Grants and Contracts	469,402		469,402
Sales and Services	674,056		674,056
Other Revenues	854,976		854,976
Total Operating Revenues	<u>11,406,068</u>	867,500	12,273,568
<b>Operating Expenses</b>			
Salary and Wages	11,203,145	232,700	11,435,845
Benefits	6,136,531	38,780	6,175,311
Advertising and Professional Services	1,520,844	132,600	1,653,444
Supplies and Materials	758,225	15,000	773,225
Rent, Utilities, and Insurance	1,315,782		1,315,782
Travel, Prof. Development and Other	2,396,208	51,500	2,447,708
Minor Equipment < \$5,000 & Grant Capital	227,996	3,500	231,496
Depreciation Expense	2,284,035		2,284,035
Total Operating Expense	<u>25,842,766</u>	474,080	26,316,846
Net Income (Loss) from Operations	(14,436,698)	393,420	(14,043,278)
<b>Nonoperating Revenue (Expenses)</b>			
State Appropriations	8,306,998	(462,000)	7,844,998
Property Tax Levy	4,810,464		4,810,464
Property Tax Dickinson County	1,280,305		1,280,305
Private Gift (Restricted)	336,033		336,033
Investment Income	165,000	145,000	310,000
Interest on Long-Term Debt	(444,193)		(444,193)
Net Nonoperating Revenue (Exp)	<u>14,454,607</u>	(317,000)	14,137,607
Increase (decrease) in Net Assets	<u>17,909</u>	76,420	<u>94,329</u>