

REPORT OF MINUTES

**BOARD OF TRUSTEES
REGULAR MEETING**

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

May 15, 2024

- I CALL TO ORDER:** The meeting was called to order at 5:02 p.m. ET by Chair Eric Lundin.
- II ROLL CALL:**
- Roll call was taken by Laura Johnson, Assistant Board Secretary.
- Members present: Terri Mileski, Wendy Middaugh, Steve Davis, Joy Hopkins, Eric Lundin
- Members absent: Tom Butch, Nick Chenier
- Administration: Travis Blume, Cindy Gallagher, Nerita Hughes, Lynn Martinson, Amy Reddinger, Jessica Van Slooten
- Recorder: Laura Johnson, Assistant Board Secretary
- Faculty: Molly Campbell, Dan Hall, Tammra Houseman
- III CITIZEN INTRODUCTIONS AND COMMENTS:** None
- IV APPROVAL OF AGENDA:** The agenda was approved by unanimous consent.
- V DECLARATION OF INTEREST:** None
- VI CONSENT AGENDA:** The Consent Agenda included the Meeting Minutes from the Regular Meeting on April 17, 2024, the Special Meeting on April 22, 2024, and the Resolution of Appreciation for Eileen Sparpana.

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

“Approve the Consent Agenda for the Board of Trustees Regular Meeting on May 15, 2024, as presented.”

No discussion. Motion carried unanimously.

VII PRESENTATIONS:

A Social Work:

Instructor Dan Hall and Dean Jessica Van Slooten presented an update on the social work program. The presentation slides are attached.

Discussion was held about the qualifications needed to teach social work courses at Bay and networking opportunities with counseling staff at Bay Pines Center through Terri Mileski.

Wendy Middaugh emphasized the importance of continuing education beyond the Associate of Arts degree for careers in social work and the value of internships. The shortage of licensed counselors is getting attention at the state and federal levels, resulting in funding support becoming available to social work students and programs.

B Early Childhood Education:

Instructor Tammra Houseman presented an update on the early childhood education program. The presentation slides are attached.

Tammra responded to a question about how CTE students at the ISDs enter our program. CTE early childhood education students need not take Bay’s Foundations course, and some have completed part or all the CDA credential at the ISD before they come to our program. Bay has some direct credit courses with the DIISD and DSISD.

Bay is the only nationally accredited (NAEYC) early childhood education teacher preparation program in the Upper Peninsula and the only competency-based education (CBE) program in the state.

VIII PRESIDENT’S REPORT:

Organizational Changes:

President Hughes reported:

The Student Services and Student Success departments will be combined under one name, “Student Affairs.” The reorganization will reshape the student experience by streamlining processes and realigning the reporting structure between Vice President of

Student Services Travis Blume and Dean of Student Success Amy Gibbs. Soft changes will begin July 1, 2024, and the complete shift completed by January 1, 2025.

Official title changes for Dr. Amy Reddinger from Vice President of Arts & Sciences, Diversity, Equity, & Belonging to Vice President of Academic Affairs & Educational Equity and for Cindy Gallagher from Vice President of Business, Technology, Allied Health & Workforce Development to Vice President of Workforce Innovation & Strategic Partnerships will be effective July 1. The shift in their responsibilities will allow Amy to focus on academic programs and partnerships to position the College for growth and Cindy to focus on developing strategic partnerships between Academics and Business and Industry through building those relationships with Deans and subject matter experts (faculty).

MI Reconnect:

Strong enrollment in the MI Reconnect tuition assistance program continues. Bay will participate in statewide efforts to celebrate the MI Reconnect graduates.

Hanover Research:

Hanover Research completed a regional needs analysis based on Bay's IPEDS data and will review the report with the Senior Leadership Team on May 22.

Technology Needs Assessment:

Ferrilli will conduct Phase II of the contract to assist in writing a Request for Proposal (RFP) for an Enterprise Resource Program (ERP) that supports a student management system and other operational pieces. The RFP is expected to go out over the summer.

Dean Position:

The Dean of Business and Technology position to replace Mark Highum upon his retirement on June 30, is in process.

Leadership Conference:

Twenty-three students from various companies in Dickinson County, including Bay employees Taylor Barron and Evelyn Norkoli, graduated from the eight-month Bay College Leadership Academy on April 18. Michele Campbell, Manager of Business Development, plans and oversees the Academy each year. Dr. Nerita Hughes, Dr. Amy Reddinger, and Dr. Crystal Hendrick represented the College as breakout speakers during the Leadership Conference, the capstone event of the Leadership Academy open to the public.

- UPTLC:*** The 2024 Upper Peninsula Teaching and Learning Conference (UPTLC) was hosted by the College in Escanaba this week. There were 110 attendees at the pre-conference on May 13 and 160 attendees at the conference on May 14. Feedback on the conference was very positive.
- BPA:*** Instructor Brent Madalinski attended the Business Professionals of America (BPA) National Leadership Conference in Chicago, IL with students from May 10-14.
- Celebration:*** Librarian Mariel Carter organized a graduation party for student workers on May 1.
- Awards Celebration:*** The Awards Celebration was held on April 16. Thanks were extended to trustees who attended.
- Community's College:*** The Escanaba campus hosted 53 events in April resulting in 284 event hours, an estimated attendance on campus of 909 people, ~\$2500 in revenue without catering and ~\$9,000 in catering revenue. This is what being the community's college is about.
- ATD ICAT 2.0:*** Our Achieving the Dream Coach encouraged our investment in their Institutional Capacity Framework and Assessment Tool (ICAT) which will help us look at all facets from academics to operations (e.g., space, capacity) to expand data informed decisions. A cost estimate is being prepared with anticipation of instituting it in the fall. This tool will further support the work of strategic planning and Caring Campus initiatives.
- Enrollment:*** Summer enrollment is up compared to this time last year. Enrollment for the academic year is relatively flat. Our ability to maintain and slowly increase enrollment is good news compared to most other schools experiencing declines in enrollment.
- The program updates to the Board have provided information on opportunities to invest. The social work program is a good example of a true 2+2 transfer program.
- Transfer partnerships will be strengthened with NMU and other institutions to improve retention and maintain enrollment. Bay's programs will be reviewed to prepare students for where they need to be through transfer or career preparation.

IX BUSINESS OFFICE REPORT:

Lynn Martinson, VP of Finance & Operations, reported that she is working on budget information requested at the board retreat and will provide that information soon.

Lynn is also working through some questions on the Examination of Financial Forecast Services being prepared by Forvis for the USDA loan application for additional student housing.

X BOARD COMMITTEE REPORT & REQUIRED ACTION:

None

XI BOARD ACTION:

A Transaction Report:

There were no questions or comments on the Transaction Report ending April 30, 2024.

On a motion made by Steve Davis and seconded by Joy Hopkins:

“The Financial Transactions for the month ending April 30, 2024, stand approved as presented to place on file.” No discussion.

Roll Call:

Ayes: Terri Mileski, Joy Hopkins, Steve Davis, Wendy Middaugh, Eric Lundin

Nays: None

Abstentions: None

Motion carried unanimously.

B Appointment of IM Advisory Board Members:

Four seats on the Bay College Iron Mountain Campus Advisory Board representing Dickinson County business and industry are subject to appointment for two-year terms that will expire on June 30, 2026.

Andrew Brisson, VP at Loadmaster Corporation; Bruce Ortttenburger, retiree of the Dickinson Area Partnership; and Jim Rice, retiree of the VA Medical Center, expressed interest in continuing to serve the College in this capacity.

Alyssa Chamberlain, Sr. HR Generalist, Systems Control, cannot continue serving. Advisory board members and Dr. Hughes supported filling the seat with Paul Peterson, Training & Development Lead at Systems Control.

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

“Approve the recommendation to reappoint Andrew Brisson, Bruce Orttenger, and Jim Rice, and appoint Paul Peterson, to two-year terms expiring on June 30, 2026, to the Bay College Iron Mountain Campus Advisory Board, effective July 1, 2024.” No discussion. Motion carried unanimously.

XII UNFINISHED BUSINESS:
A Second Reading Policy 1051:

The Board approved first reading of Board Policy 1051 Gramm-Leach-Bliley Act Required Information Security Program at the April 17 meeting, which requires financial institutions, including colleges and universities, to protect the privacy of their students, including their nonpublic, personal information. The policy was presented for second reading approval.

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

“Approve second reading of new Board Policy 1051 Gramm-Leach-Bliley Act Required Information Security Program.” No discussion. Motion carried unanimously.

XIII NEW BUSINESS:

None

XIV MCCA UPDATE:

Joy Hopkins reported there has not been a recent update on the State’s community college budget since the last board meeting. She and Dr. Hughes will attend the MCCA Spring Board of Directors meeting on Friday and expect further discussion about the state budget.

XV OTHER:

None

XVI ADJOURNMENT:

It was moved by Wendy Middaugh and seconded by Steve Davis to:

“Adjourn the meeting.” No discussion. Motion carried unanimously. The meeting adjourned at 6:15 p.m. ET.

Laura L. Johnson Assistant Board Secretary	Completion Date	Approval Date
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Eric L. Lundin Chair		Approval Date
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Associate of Arts in Social Work

Dan Hall, Sociology
Instructor / SBS division
chair

Dr. Jessica Van Slooten,
Dean of Arts and Sciences

Social Work Program Overview

- Launched in 2020
- 60 credits/63 contacts
- Three program specific courses
 - Introduction to Social Work
 - Ethics in Social Work
 - Interviewing Strategies
 - *Optional Social Work Internship
- Program can be completed online
- Prepares students for transfer to BSW programs



Workforce Needs: Mental Health Providers

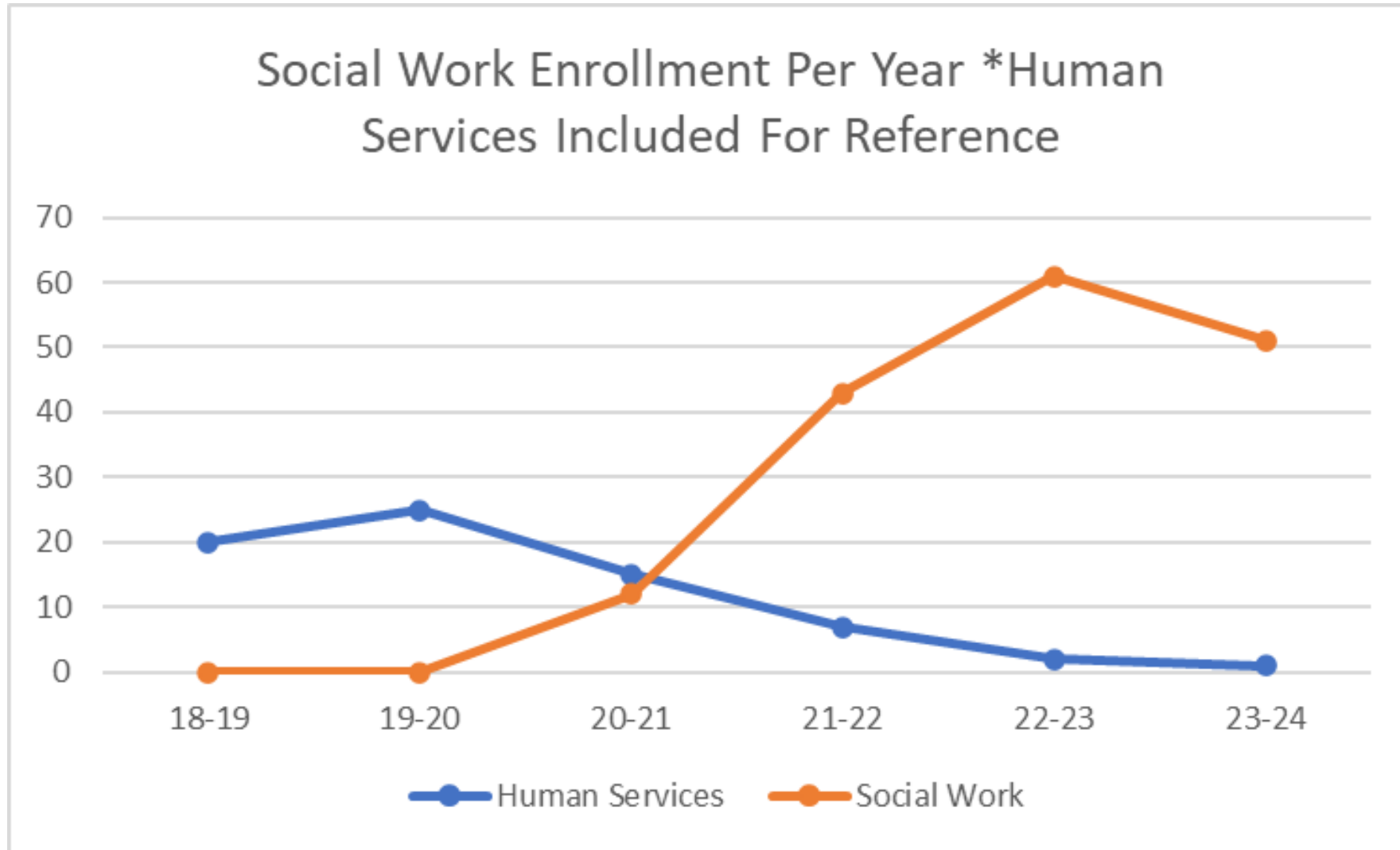
Table 4-1 Ratio of Population to Providers

	Primary Care Physicians (2018)[a]	Dentists (2019)[b]	Mental Health Providers (2020)[c]
Michigan	1,280:1	1,340:1	370:1
Alger	1,300:1	2,270:1	1,520:1
Baraga	940:1	1,390:1	760:1
Chippewa	1,640:1	1,630:1	310:1
Delta	1,330:1	1,430:1	650:1
Dickinson	1,110:1	1,020:1	320:1
Gogebic	1,100:1	2,160:1	560:1
Houghton	1,580:1	1,510:1	550:1
Iron	1,390:1	2,220:1	860:1
Keweenaw	*	2,110:1	*
Luce	790:1	2,090:1	700:1
Mackinac	1,340:1	1,200:1	570:1
Marquette	940:1	1,170:1	270:1
Menominee	2,880:1	1,640:1	880:1
Ontonagon	5,880:1	1,930:1	2,900:1
Schoolcraft	1,150:1	1,600:1	450:1
[a] Area Health Resource File/American Medical Association			
[b] Area Health Resource File/American Medical Association			

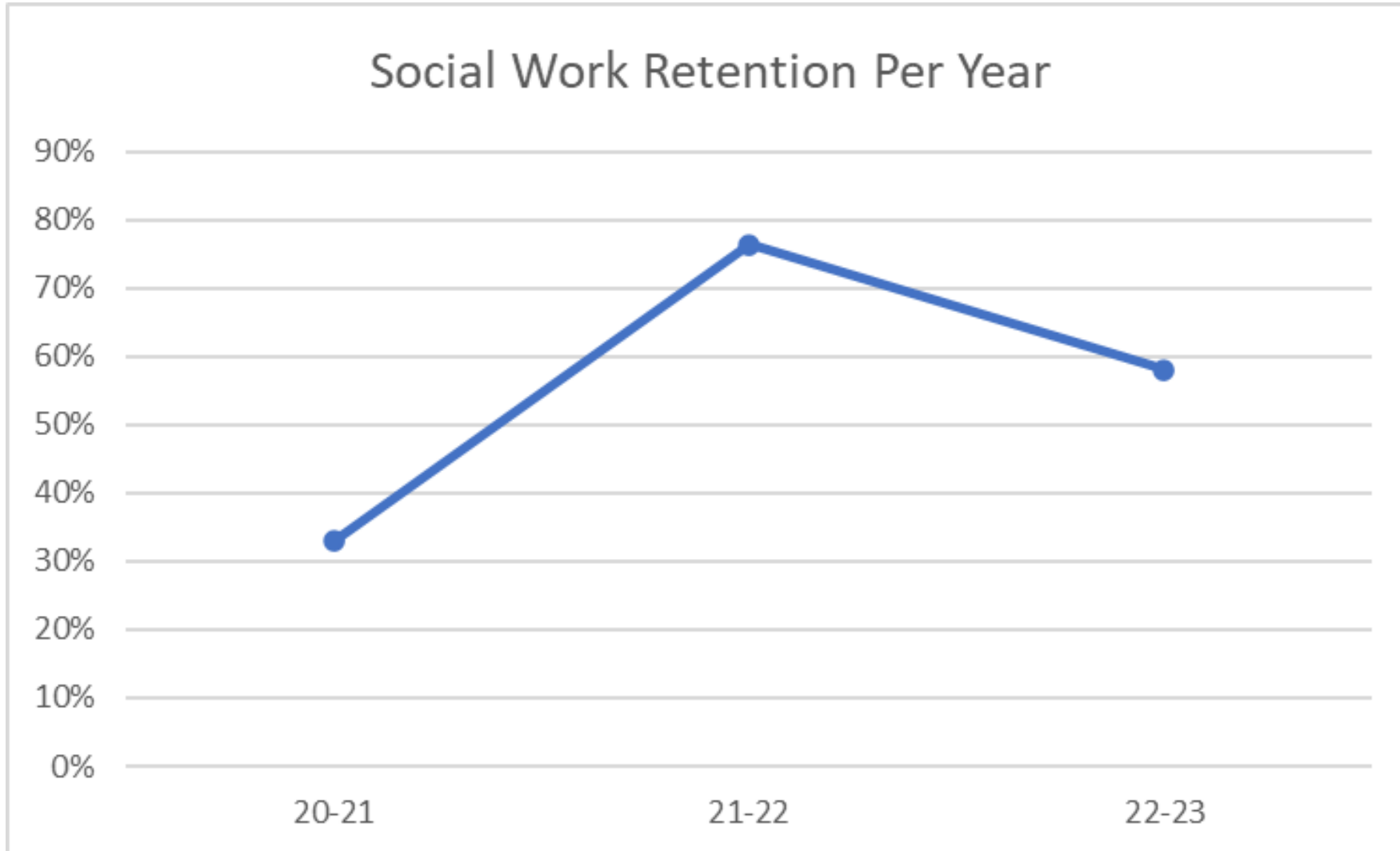
Social Work: Community Needs

- The close to home data from the previous slide paints the picture of the need for us, as a college, to make sure that we are creating educational programs that are going to answer community needs. The needs of rehabilitation and mental health are great. To further illustrate this here is one quote from Bridge Michigan last year:
- "Nearly two full years – 728 days, to be precise. That’s how long ago Pathways Community Mental Health, headquartered here in this Upper Peninsula city, posted its “help wanted” for a social worker in its Escanaba branch. ... The shortage is so bad that at least three of the agency’s existing social workers pile into the agency’s cars nearly every day of the week to make the 67-mile journey south to sit in therapy with clients in Escanaba." -Bridge Michigan 2023 [In Michigan mental health crisis, a tug-of-war over too few social workers | Bridge Michigan](#)

Social Work Enrollment 2020-2024



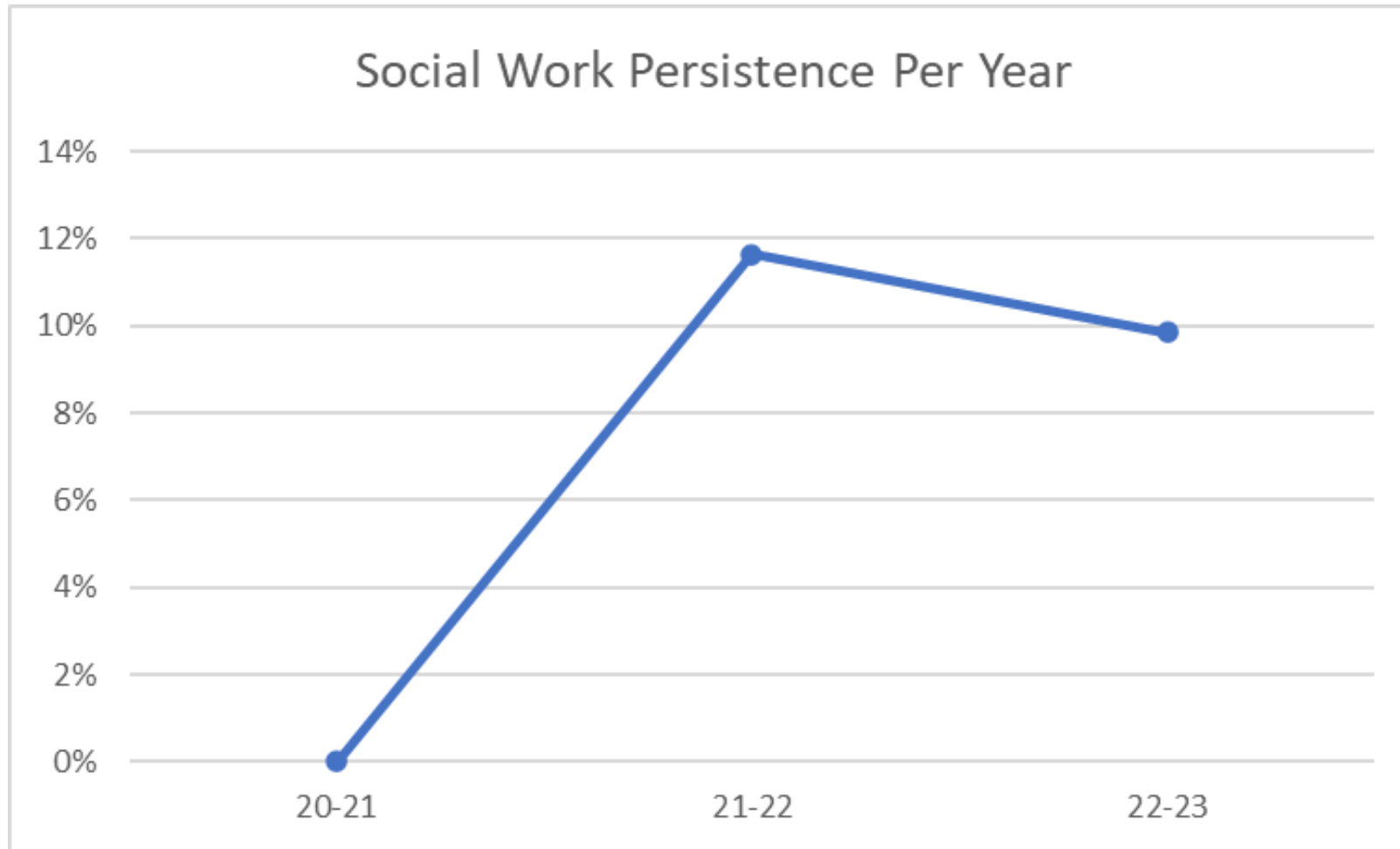
Social Work Retention 2020-2023



Social Work Completion 2020-2023



Social Work Persistence 2020-2023



Challenges

- Challenges with student retention, completion, and persistence
- Reliance on part-time faculty (turnover, no advising responsibilities)
- Program growth, engagement, and leadership hindered by lack of full-time social work faculty

Opportunities

- Invest in a full-time faculty member in Social Work
 - Adding curriculum
 - Adolescent/Juvenile
 - Substance Use Disorders
 - Establishing community workforce partnerships
 - Supporting non-profit agencies like Great Lakes Recovery center
 - Expanding transfer pathways
 - Increase full-time staffing in Intro to Sociology

Bay & NMU 2 + 2 Articulation Agreement

NORTHERN TRANSFER TRACK SOCIAL WORK

Below are the official Bay de Noc Community College and Northern Michigan University courses for your transfer pathway. Meet with your academic and/or faculty advisor to discuss and create your personal degree plan each semester.



ASSOCIATE OF ARTS IN SOCIAL WORK



NORTHERN MICHIGAN UNIVERSITY

BACHELOR OF SOCIAL WORK

FIRST AND SECOND YEARS

Bay de Noc Community College Fall Semester	Northern Michigan University Equivalency
<input type="checkbox"/> ENGL 101 Rhetoric & Composition	<input type="checkbox"/> EN 111 - General Education (EFFC) + English Competency if C or better grade
<input type="checkbox"/> MATH 210 Introduction to Statistics*	<input type="checkbox"/> DATA 109 - Human Behavior Cluster Minor (HBCM) + Math Competency if C or better grade
<input type="checkbox"/> PSYC 201 Introduction to Psychology**	<input type="checkbox"/> PSY 101 - HBCM/General Education (PERS)
<input type="checkbox"/> SOCY 151 Sociology	<input type="checkbox"/> SO 101 - HBCM/General Education (PERS)
<input type="checkbox"/> SWRK 100 Intro to Social Work	<input type="checkbox"/> SW 100 - Major
Bay de Noc Community College Winter Semester	Northern Michigan University Equivalency
<input type="checkbox"/> BIOL 104 Human Biology	<input type="checkbox"/> BI 104 - HBCM
<input type="checkbox"/> COMM 103 Interpersonal Communication	<input type="checkbox"/> SP 110 - General Education (INTT)
<input type="checkbox"/> SWRK 150 Ethics in Social Work	<input type="checkbox"/> SW 230 - Major
<input type="checkbox"/> SOCY 207 Social Problems	<input type="checkbox"/> SO 113 - General Education (PERS)
Bay de Noc Community College Fall Semester	Northern Michigan University Equivalency
<input type="checkbox"/> ANTH 201 Intro to Cultural Anthropology	<input type="checkbox"/> AN 100 - HBCM/General Education (SWC)
<input type="checkbox"/> ECON 131 Macroeconomics	<input type="checkbox"/> EC 202 - HBCM/General Education (SCII)
<input type="checkbox"/> Natural Science Elective with Lab	<input type="checkbox"/> General Education Course (SILB)
<input type="checkbox"/> POLI 111 American Government	<input type="checkbox"/> PS 105 - HBCM/General Education (PERS)
<input type="checkbox"/> WGST 200 Intro to Women's and Gender Studies	<input type="checkbox"/> GN 100 - General Education (SOGR)
Bay de Noc Community College Winter Semester	Northern Michigan University Equivalency
<input type="checkbox"/> ENGL 145 Technical and Report Writing	<input type="checkbox"/> EN 211 - General Education (EFFC) + English Competency if C or better grade
<input type="checkbox"/> PSYC 220 Developmental Psychology	<input type="checkbox"/> PSY 210 - General Elective
<input type="checkbox"/> PSYC 280 Abnormal Psychology	<input type="checkbox"/> PSY 240 - General Elective
<input type="checkbox"/> SWRK 160 Interviewing Strategies for Social Workers	<input type="checkbox"/> SW 1009 - Major Elective
<input type="checkbox"/> SOCY 206 Death and Dying or SOCY 208 Marriage & Family	<input type="checkbox"/> SO 1009 or SO 232 - General Elective

TOTAL CREDIT BCC CREDIT HOURS: 60

*Requires prerequisite. See your Bay College adviser for more information.
**Must successfully complete PSYC 201 before taking PSYC 220 and PSYC 280.

TRANSFER TO NORTHERN MICHIGAN UNIVERSITY

Declare your participation in this agreement to NMU prior to transferring at [nmu.edu/admissions/nmutransferagreementsignup](https://www.nmu.edu/admissions/nmutransferagreementsignup)
Apply to Northern Michigan University at [nmu.edu/apply](https://www.nmu.edu/apply)
Submit official transcripts from all colleges and/or universities attended.
To learn more about the transfer process, visit [nmu.edu/transfer](https://www.nmu.edu/transfer) or email transfer@nmu.edu
Visit [nmu.edu/socialwork](https://www.nmu.edu/socialwork) or email sosw@nmu.edu for more information on this pathway

THIRD YEAR AT NORTHERN MICHIGAN UNIVERSITY

Fall Semester (16 Credits)

- SW 308 Research Methods II
- SW 341 Social Welfare Policy
- SO 322, 362, or 372 (HBCM)
- Other Required Course or Elective

APPLY TO UPPER DIVISION SOCIAL WORK PROGRAM BY OCTOBER 1ST

Winter Semester (16 Credits)

- SW 370 Practice Methods I
- SW 372 Practice Methods II
- SW 331 Human Behavior in the Social Environment II
- Human Expression Elective

FOURTH YEAR AT NORTHERN MICHIGAN UNIVERSITY

Fall Semester (14 Credits)

- SW 473 Senior Seminar I
- SW 480 Senior Field Placement I
- SW 472 Diversity
- Other Required Course or Elective

Winter Semester (14 Credits)

- SW 474 Senior Seminar II
- SW 481 Senior Field Placement II
- SW 440 Social Work Policy Analysis
- Other Required Course or Elective

Complete a minimum of 30 semester hours of credit in residence at Northern Michigan University, excluding advanced placement credit. Transfer students must earn a minimum of eight credits in each major and four credits in each minor.

TOTAL NMU CREDIT HOURS: 60

GRAND TOTAL OF CREDITS AT BAY DE NOC COMMUNITY COLLEGE AND NMU: 120

ADDITIONAL STEPS TO ENTER THE SOCIAL WORK PROGRAM

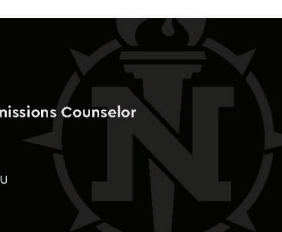
- Earn a 2.50 GPA in the social work major and cluster minor at the time of application to the upper level curriculum
- Pass SW 100 and SW 230 prior to admission to the upper level curriculum
- Five of the seven clusters in the Human Behavior Cluster must have been completed at time of application
- A written personal statement

This pathway is active from **September 21, 2023 - September 21, 2026**. For the full articulation agreement visit [nmu.edu/articulationagreements/](https://www.nmu.edu/articulationagreements/). Students are responsible for meeting with their academic adviser regularly to ensure they remain on track within the program as outlined in the agreement.

FOR ASSISTANCE WITH YOUR TRANSFER ADMISSIONS PROCESS, CONTACT:

Bay de Noc Community College Transfer and Advising Office
Jillena Rose
906-217-4047
jillena.rose@baycollege.edu

NMU Transfer Admissions Counselor
Allie Frorenza
906-227-1467
afrorenz@nmu.edu



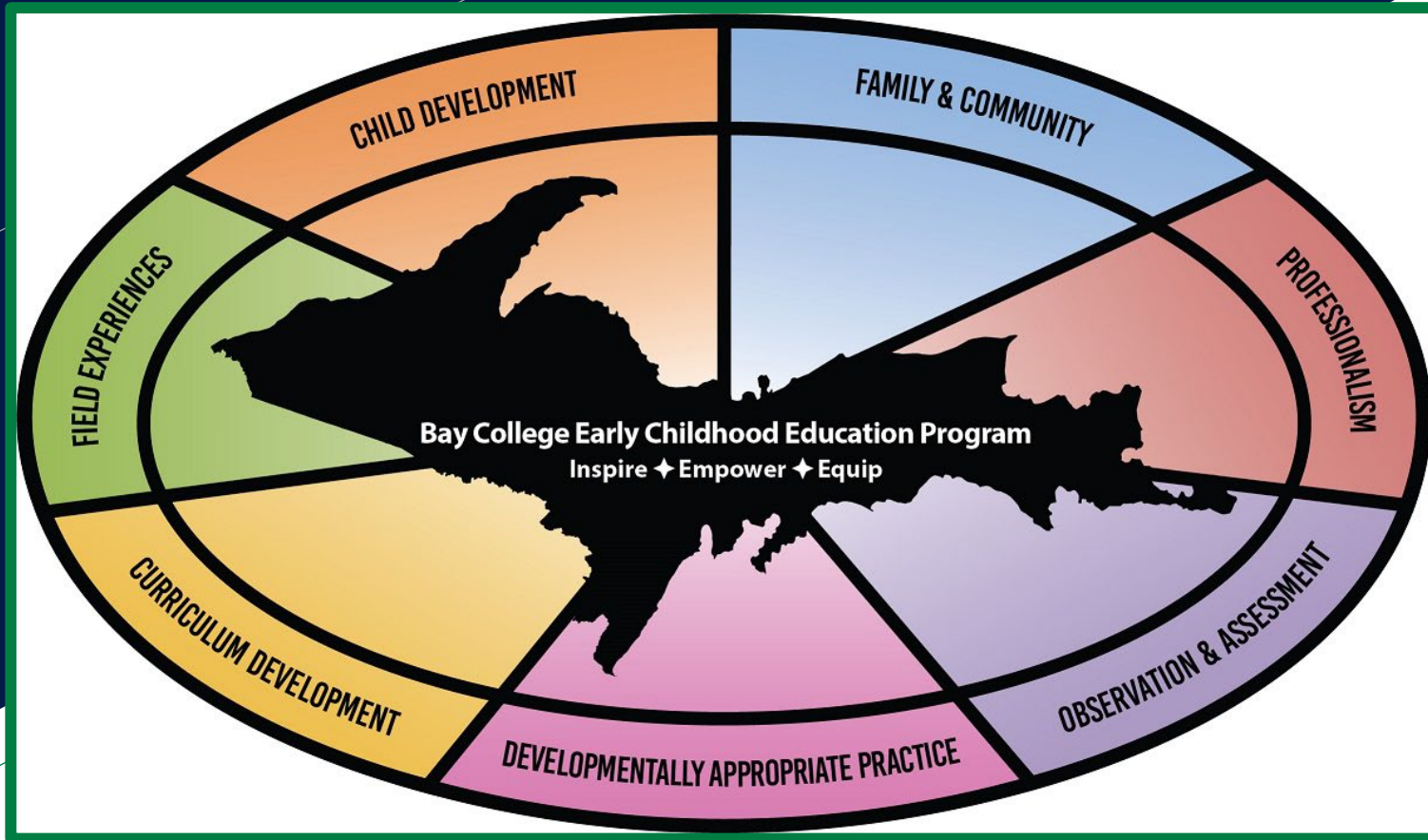


Thank You!



Dan Hall and Dr. Jessica Van
Slooten





Bay College Early Childhood Education

Competency-based
Education for Birth to
Kindergarten Teacher
Preparation

Tammra Houseman, M. Ed.

NAEYC Accreditation

Bay College ECE is the only nationally accredited Early Childhood Education teacher preparation program in the Upper Peninsula



1 of 11 accredited institutions
in the State of Michigan.

1 of 212 in the US

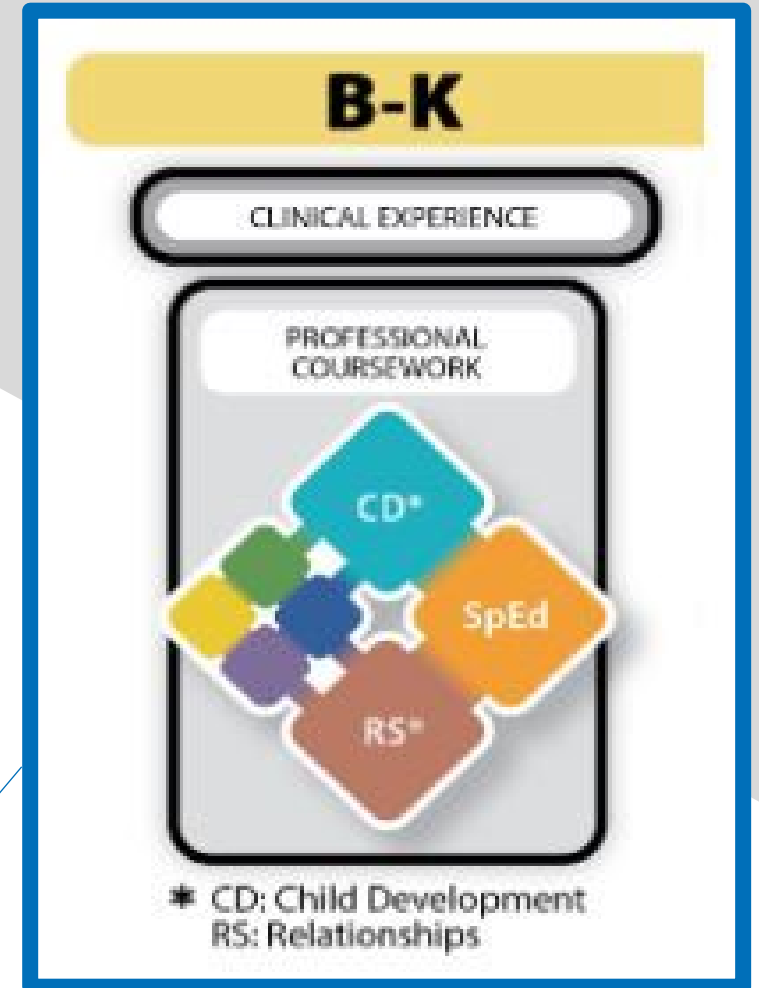


Early Childhood Education

Early childhood encompasses child development from birth to age 8.

Michigan Teacher Preparation B-K:

- Child development knowledge
- Relationship-based /social-emotional learning
- Content area knowledge and competency
 - Science, Social Studies, Math & Literacy
- Special education
- Family & community partnerships
- **Career Pathway for ECE-Michigan**



CBE Competency-based Education Transforming EC Teacher Prep

Definition of Competency-based Education

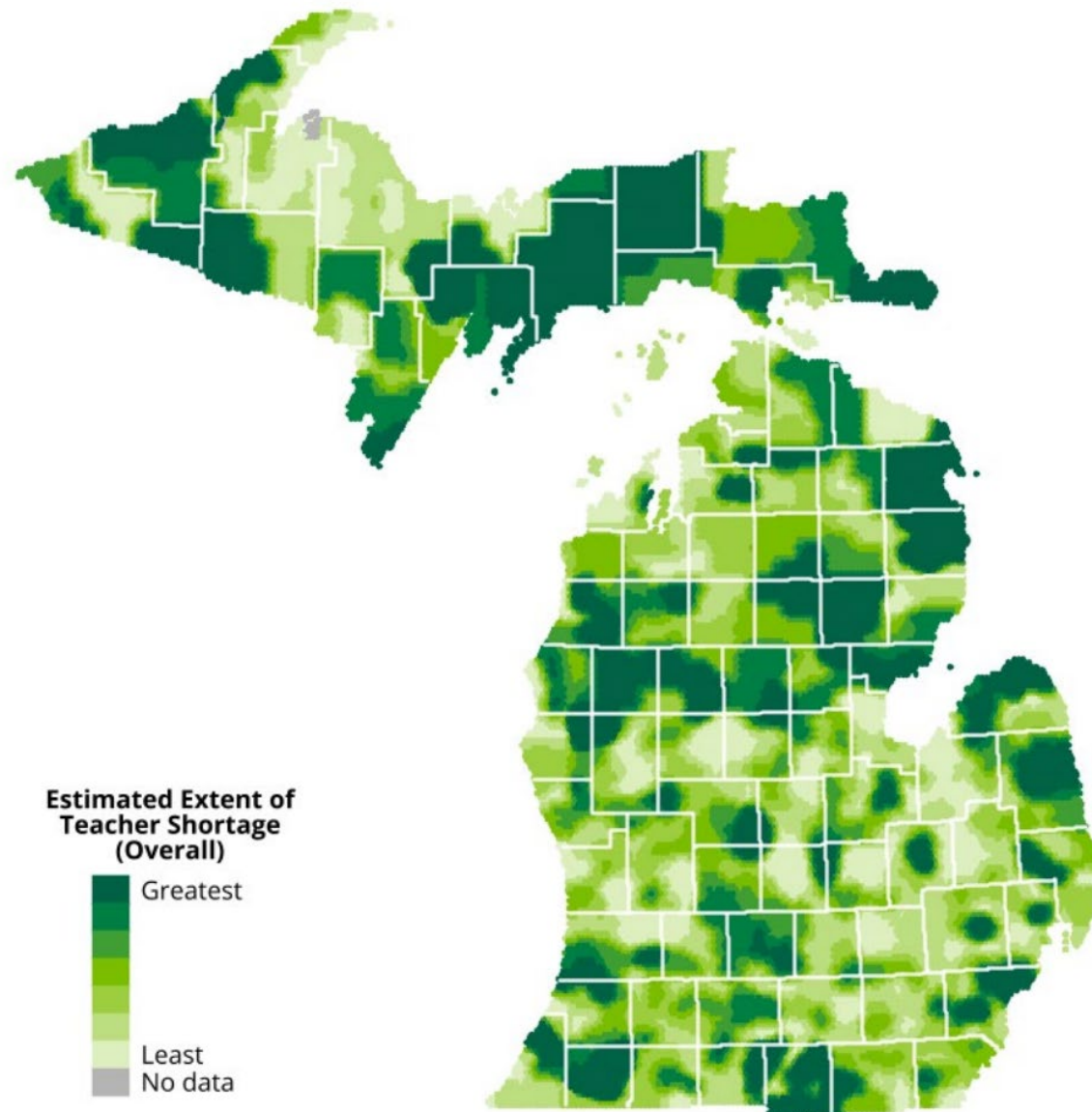
Competency-based education focuses on students' ability to demonstrate mastery of specific skills and knowledge in applicable, real-world field settings.

- **Virtual-hybrid modality - increased accessibility**
- **Flexibility extending to 4-year partners**
- **Honoring of prior experience & mastery**
- **Competency Checks - respectful mastery tracking**
- **Flexible Pacing - More freedom**



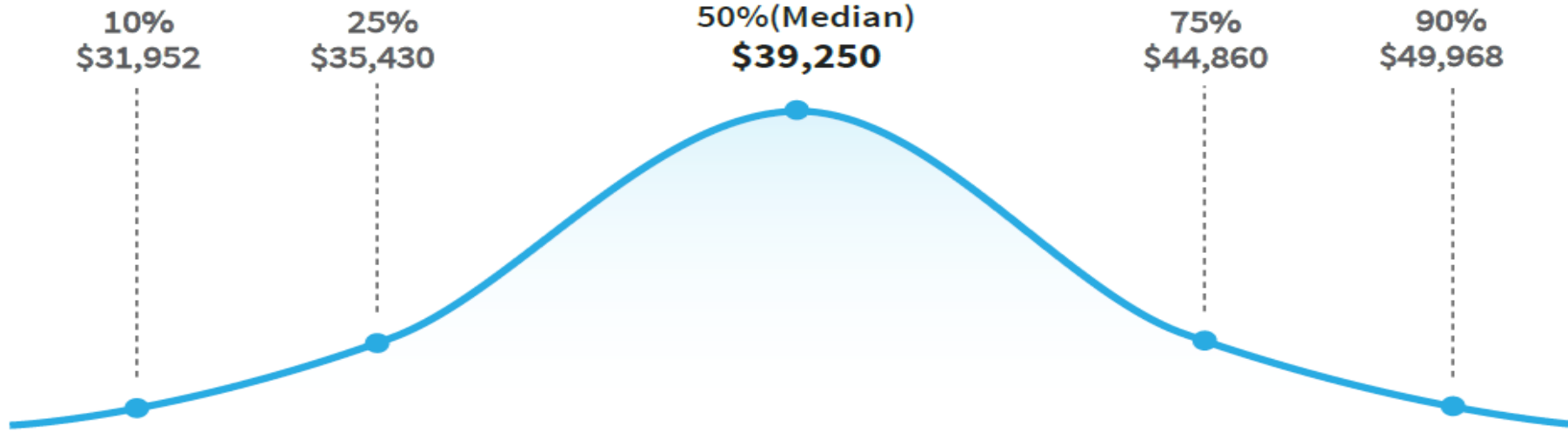
Workforce Needs: Early Education

Figure 6.1. Estimated Extent of Overall Teacher Shortages

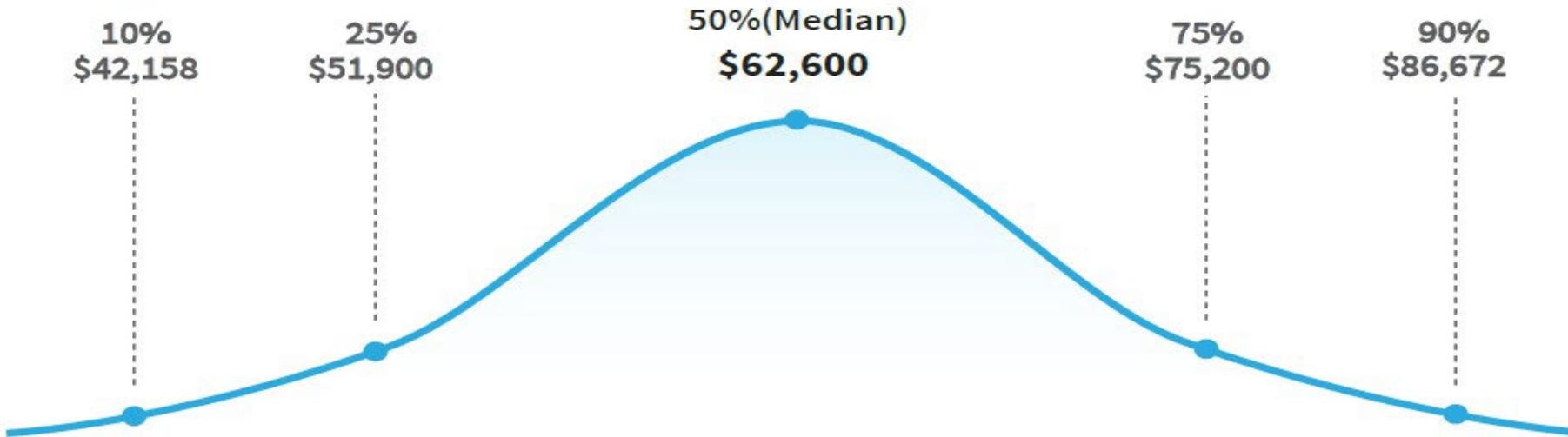


Source: Michigan Teacher Shortage Study: Comprehensive Report, EPIC, 2023

Preschool Teacher



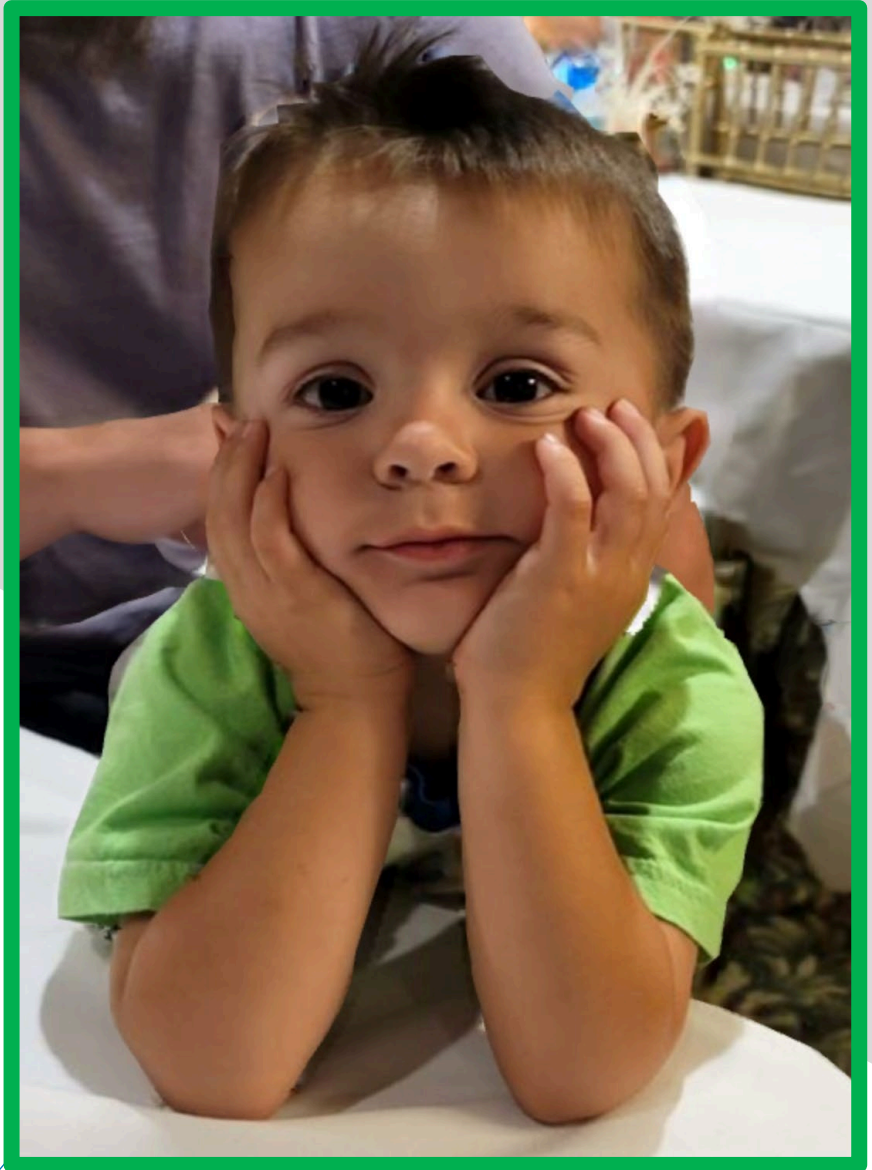
Kindergarten Teacher



Inequitable
Wage
Disparity

ECE Program Challenges

- **Mixed enrollee competency & years of experience**
- **Limited access to direct observation by a supervising teacher/administrator**
- **Mixed competency of supervising teacher/administrator**
- **Limited access/availability to experience a variety of ages and field settings**



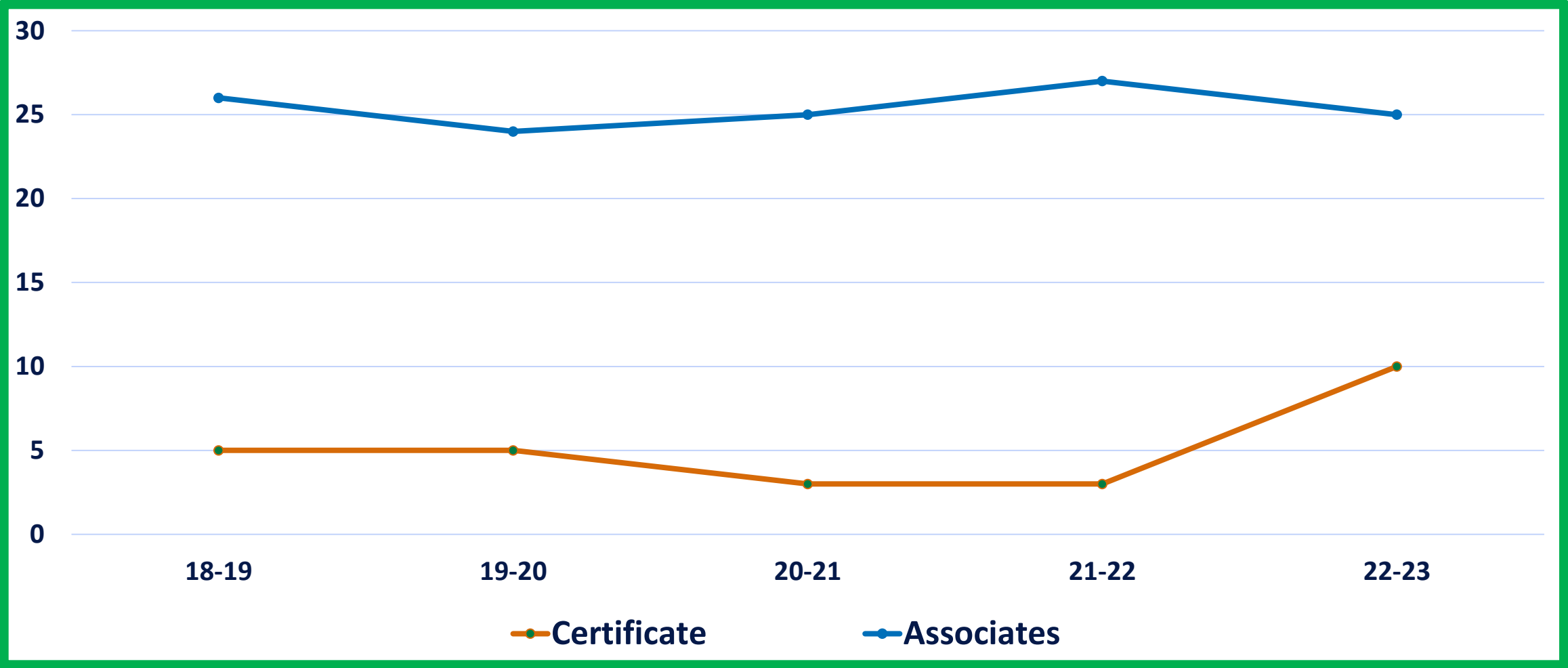
Jameson, Tammra's preschool-aged grandson

ECE Opportunities

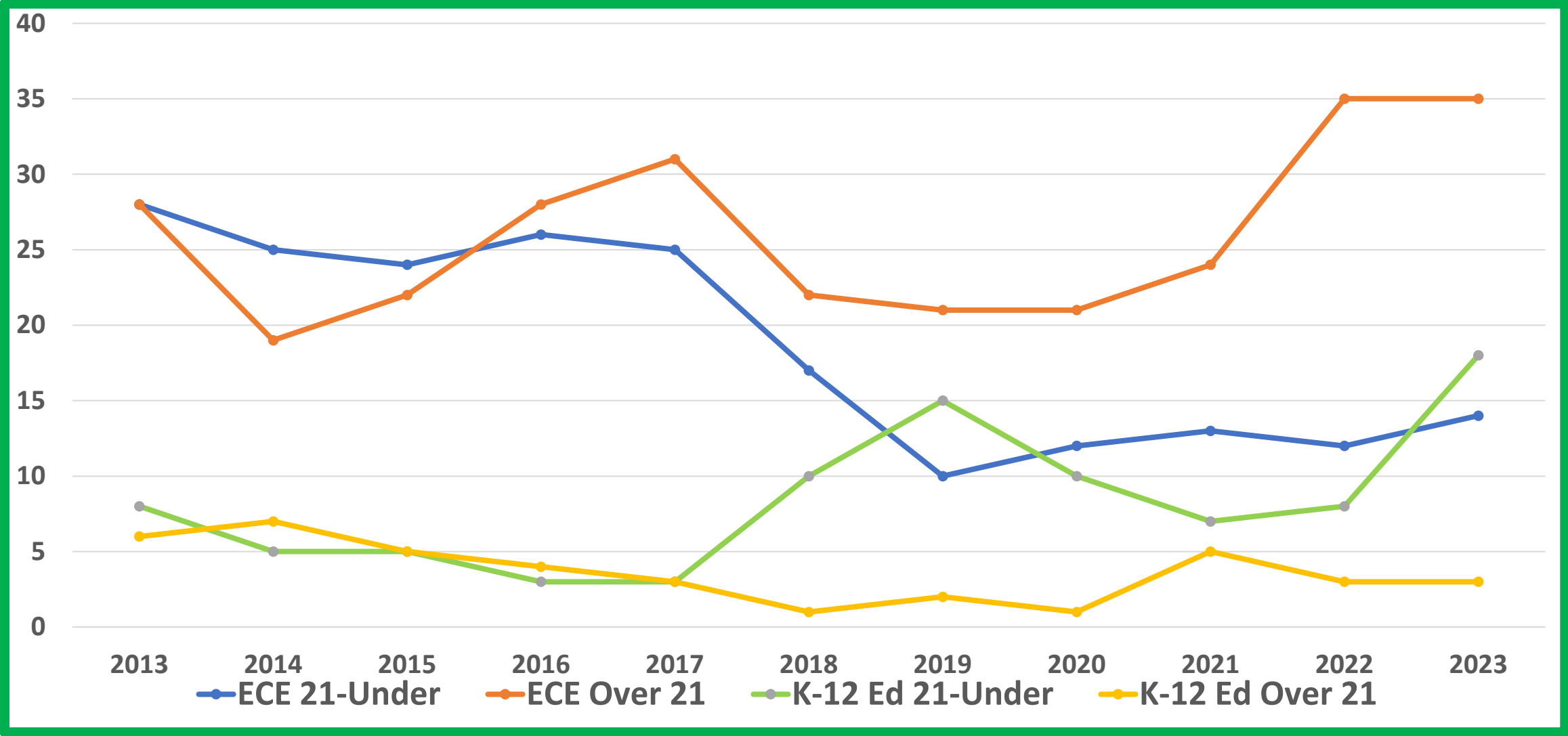
- **Articulation Agreements**
 - Other institutions with remote access
 - NMU-3-and-1, CMU, (LSSU in place)
- **Workforce partnership-CDA**
- **Leadership in Competency-based ECE**



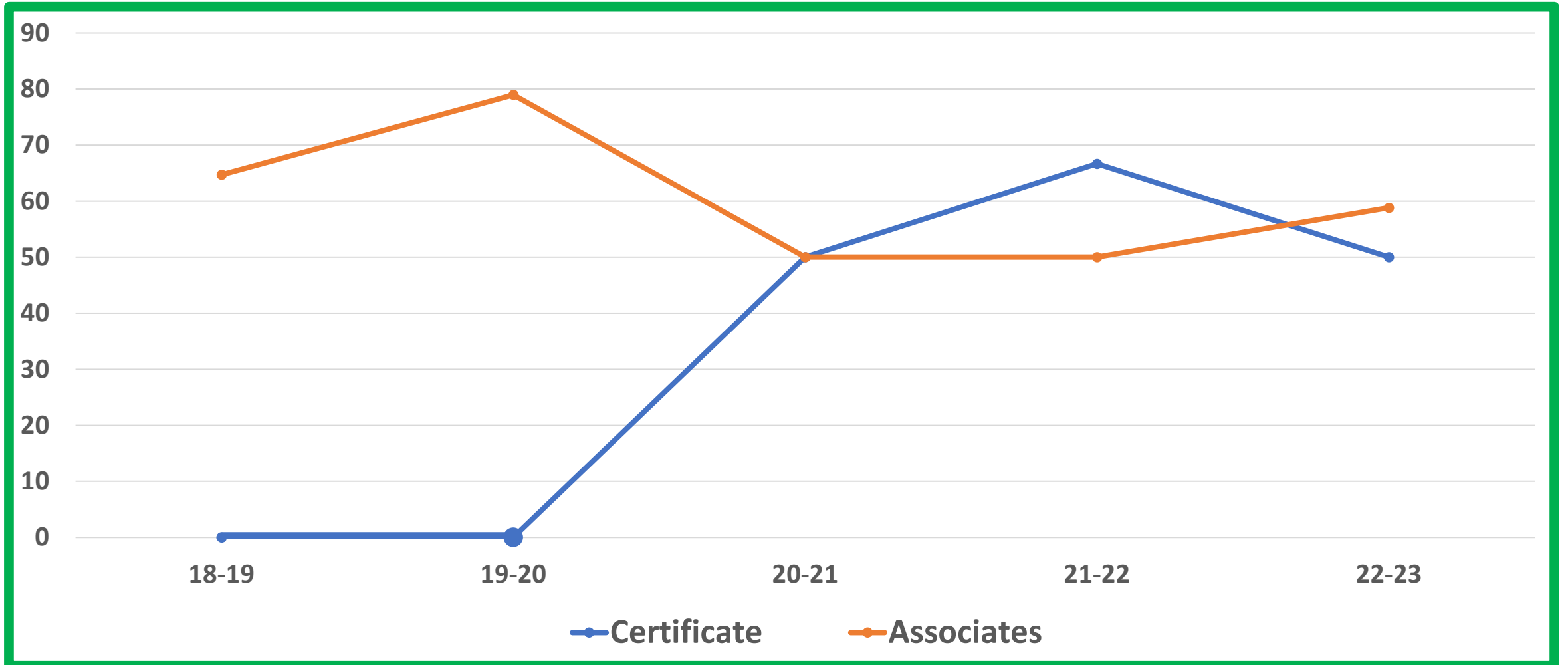
ECE Enrollment 2018-2023



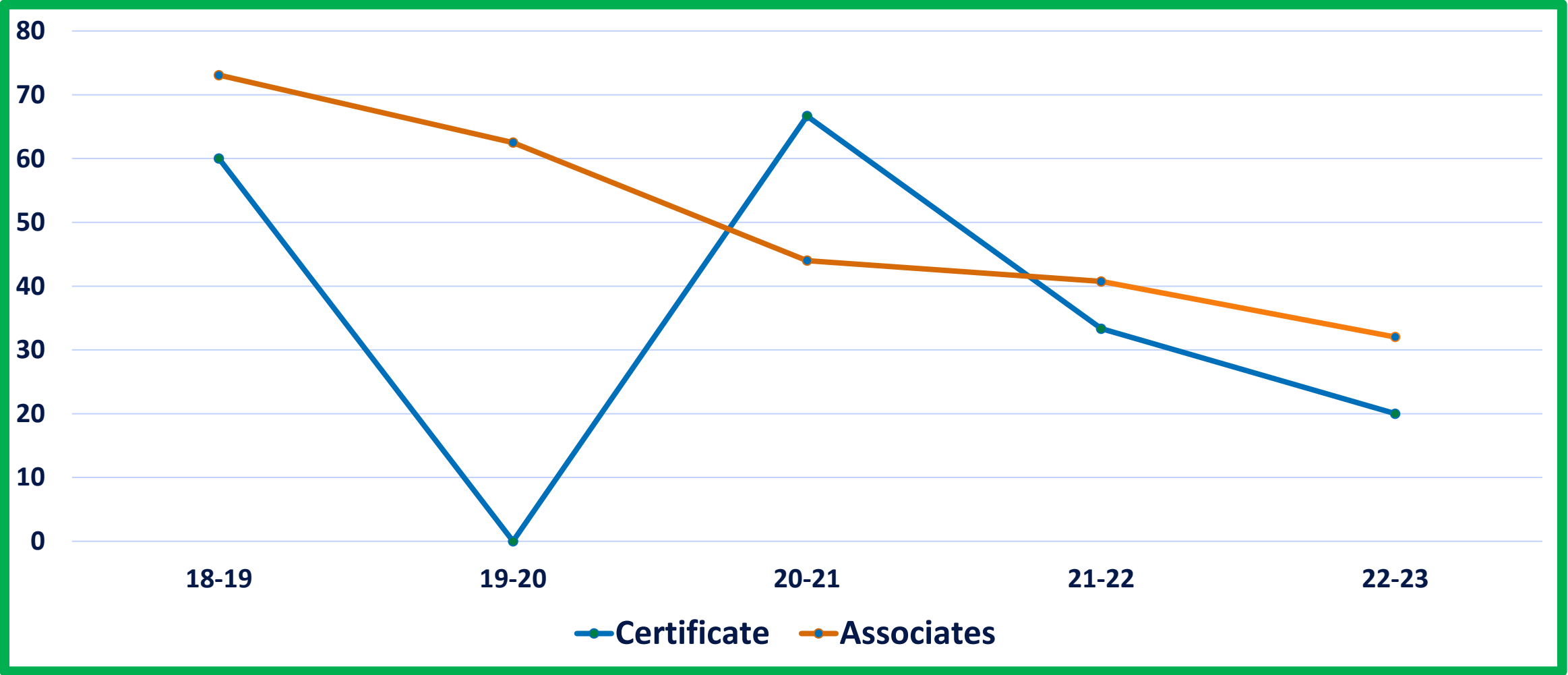
All Education Enrollment Comparison by Age, 2018-2023



ECE Retention 2018-2023



ECE Completion Rates 2018-2023



Thank You!

- Tammra Houseman, ECE Coordinator & Lead Instructor



Daxton; Tammra's youngest Yooper grand.

