

D R A F T  
Delta College  
Board of Trustees Regular Meeting  
Virtually via Zoom (1-929-205-6099 Webinar ID 860 1241 2861)  
Held virtually in accordance with Public Act 254 of 2020 due to the COVID-19 Pandemic  
(Due to declaration of a Local State of Emergency by the Bay County Executive on April 6, 2021,  
this meeting was not held in person.)  
Tuesday, April 6, 2021  
7:00 p.m.

**BOARD PRESENT** A. Baldwin, A. Buckley, R. Emrich, D. Middleton, M. Nash, M. Rowley, M. Thomas

**BOARD ABSENT** M. Benecke, S. Gannon

**OTHERS PRESENT** D. Allen, C. Armour-Price, A. Bair, A. Balan, M. Balawender, S. Barbier, E. Beckman, M. Bladecki, T. Boudrot, N. Bovid, L. Brown, T. Brown, J. Carroll, JP. Carroll, P. Clark, T. Clegg, B. Clore, A. Cramer, M. Crawmer, R. Curley, R. Curry, C. Curtis, J. Czyzewski, R. Davis, A. Dickinson, S. DuFresne, A. Elias, D. Fairchild, M. Faleski, J. Foco, P. Fox, J. Garn, D. Giuliani, B. Gladly-Teschendorf, M. Glowacki, J. Goodnow, S. Gormley, L. Govitz, C. Grether, M. Groulx, B. Handley-Miller, B. Harkness, S. Harrison, N. Hartshorne, C. Hausbeck, T. Hendrickson, J. Heugel, D. Hill, C. Horn, B. Kelch, K. Klein, C. Kramer, P. Larkowski, J. Leadford, L. Lemerand, S. Lewless, T. McGuire, D. McQuiston, D. Militello, C. Murphy, S. Nowicki, L. Plackowski, M. Pratt, W. Ramirez, S. Raube, K. Rische, S. Roche, D. Roebuck, K. Schuler, S. Shinkel, L. Smith, D. Southwell, M. Stapish, S. Strobel, B. Syed, K. Syring, W. Szafranski, G. Teter, L. Thomas, L. Ullrich, A. Ursuy, S. VanderLaan, R. Vanover, A. Wegener, M. Whitaker, K. Wolf, J. Young, L. Ziolkowski

**PRESS PRESENT** None

**CALL TO ORDER** Board Chair Nash read a meeting overview at 7:06 p.m.

“Good evening,

The Board is authorized to hold this virtual meeting with participation through the Zoom platform in compliance with the Michigan Open Meetings Act as amended (Public Act 254 of 2020) which permits a public body to meet by electronic or telephonic means upon declaration of a local state of emergency if meeting in person would place at risk the personal health or safety of members of the public or members of the public body. On April 6, 2021, the County Executive of Bay County declared a Local State of Emergency.

The Zoom platform allows participants to participate virtually via phone or computer and ensures that the public can participate in this meeting.

For those joining us today, we want to ensure everyone can hear the board meeting. To minimize audio feedback, we ask all virtual participants NOT to use any speakerphone options.

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All participants are currently muted to prevent any background noise or feedback. Board members will be unmuted to allow full participation during the meeting.

I have asked our Assistant Board Secretary, Talisa Brown; and Kay Schuler, Administrative Assistant in the President's Office, to serve as moderators to assist me with today's meeting.

Our moderators will note those who wish to address the Board and will unmute your lines one by one, announcing who is being unmuted.

Please note that all votes will be taken via roll call by our Board Secretary, Andrea Ursuy.

In addition, "the amendments (to the Open Meetings Act that went into effect on October 16, 2020) impose a new requirement for any member of the public body participating remotely to publicly announce, at the outset of the meeting, that he or she is participating remotely. If the announcing member's remote participation is for any reason other than military duty, the member must announce his or her physical location "by stating the county, city, township, or village and state from which he or she is attending the meeting remotely." The member's public announcement must be included in the meeting minutes."

Therefore, our Board Secretary, Andrea Ursuy, will take attendance immediately after I call the meeting to order. When she calls your name, please say "here" and announce the city, township, or village; county; and state from which you are attending the meeting remotely.

If members of the public wish to address the Board, you may do so during the public comment portion of the meeting, which is on our agenda and will be announced by the Board Chair.

At that time, those wishing to address the Board should indicate their desire to speak by pressing \*9 (star-9) or the "raise hand" option.

Notes on rules for public comment, when you are acknowledged by the Board Chair, we ask that you state your name and you may state your county of residence. As outlined in the Board of Trustees Bylaws, please limit your comments to five minutes."

Board Chair Nash called the meeting to order at 7:09 p.m.

**BOARD MEMBER  
ATTENDANCE**

Board Secretary A. Ursuy took attendance. Each Trustee indicated their presence, township or city, county and state in which they were participating in this meeting.

A. Baldwin – Present, Saginaw, Saginaw County, Michigan

A. Buckley – Present, Midland, Midland County, Michigan

M. Benecke – Absent

R. Emrich – Present, Saginaw Township, Saginaw County, Michigan

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S. Gannon – Absent  
D. Middleton – Present, Williams Township, Bay County, Michigan  
M. Nash – Present, Larkin Township, Midland County, Michigan  
M. Rowley – Present, Hampton Township, Bay County, Michigan  
M. Thomas – Present, Saginaw Township, Saginaw County, Michigan

**APPROVAL OF THE AGENDA**

Board Chair Nash called for approval of the agenda.

R. Emrich made a motion to amend the agenda to include an item to discuss nominating Dr. Jean Goodnow for the ACCT CEO Award. D. Middleton seconded the motion.

The results of the roll call vote to amend the agenda are as follows:

A. Baldwin – Yes  
A. Buckley – Yes  
R. Emrich – Yes  
D. Middleton – Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes

Board Chair Nash said that the item will be added immediately following the Presidential Search Update.

R. Emrich made a motion to approve the amended agenda. M. Thomas seconded the motion.

The results of the roll call vote to approve the amended agenda are as follows:

A. Baldwin – Yes  
A. Buckley – Yes  
R. Emrich – Yes  
D. Middleton – Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes

Motion passed unanimously.

**PUBLIC COMMENTS**

Board Chair, M. Nash, called for public comment.

C. Curtis, DCFA President, Psychology Professor, and Midland County resident said the Delta College Faculty Association (DCFA) appreciates the relationship they are forging in the spirit of shared governance. DCFA involvement in the current Presidential Search, along with other employee groups and Board members, is an excellent example of working together to advance and promote Delta College and student success. He thanked the Board.

## DRAFT

C. Curtis said this evening's proposed changes to the Shared Governance Policy are a disturbing departure from the current policy. He said that shared governance is a working condition for the faculty and that if the Board changes this "laboratory condition" prior to the ratification of a collective bargaining agreement, the DCFA will pursue legal action.

He provided examples of collaborative work the Administration and DCFA have engaged in to date. He asked that the Board not consider "section 2" in the Board Approved Policies document. Instead, he asked that the Board encourage continuation of the collaboration.

E. Beckman, Economics Professor, and Roscommon County resident said he was a former Delta College Senate President and that he has been active in the Senate since he came to Delta. He spoke against the proposed changes to the Shared Governance Policy stating that this version abolishes shared governance as we have known it at Delta College. He said that as someone who loves shared governance, these changes could potentially create a situation where the Senate loses all power.

E. Ullrich, Political Science Professor, and Grand Blanc County resident said she supports the comments made by Chris Curtis this evening. She said that she wished this discussion would not have to take place in the open. She said that the proposed changes do not support shared governance. E. Ullrich said that the changes have been hastily moved forward and she would like to see the Board vote them down this evening. She said she would like to see more care and collaboration in making any change.

S. Barbier, Professor of English, is in support of the comments made by his faculty colleagues. He said that he hopes the Board will not support the proposed changes to the Shared Governance Policy. Doing so would be a violation of labor law.

### TREASURER'S REPORT

S. DuFresne said that the Board has received the financial statements for the month ended March 31, 2021. She said that she has reviewed the financials and at this time has a couple of variances to report. General Fund revenues will be in excess of our budget because the decrease we had anticipated in State funding did not occur. Tuition and fee revenue will be lower than expected because our contact hours are lower than projected. The Fitness and Recreation Center and Food Services are down substantially in revenue due to COVID. CRRSAA funding may be able to be used to replace some lost revenue in auxiliaries, but that is under examination at this time.

### CONSENT AGENDA

M. Nash called for approval of the consent agenda. R. Emrich made a motion to approve the consent agenda with support from M. Thomas.

The results of the roll call vote to approve the consent agenda are as follows:

- A. Baldwin – Yes
- A. Buckley – Yes
- R. Emrich – Yes
- D. Middleton – Yes
- M. Nash – Yes

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M. Rowley – Yes

M. Thomas – Yes

The consent agenda passed unanimously resulting in:

Acceptance of Minutes:

1. Board Special Meeting, February 25, 2021
2. Board Regular Meeting, March 9, 2021
3. Board Special Meeting, Bylaws Committee, March 15, 2021

**APPROVAL OF CONTRACT  
WITH CREATIVE DINING  
(BA5373)**

It is the recommendation of the Administration that the Board of Trustees approve the contract as presented with Creative Dining effective July 1, 2021 through June 30, 2026.

R. Emrich made a motion to approve the recommendation. D. Middleton seconded the motion.

J. Foco said that Creative Dining will give us additional options for serving our student and community dining needs.

J. Foco said that in the RFP, we asked that the current Delta College employees of the food service operation be given the first right to an interview with Creative Dining and the vendor will honor this request. In addition, they are also going to honor the longevity, vacation and sick time any Delta employee had on file prior to the furlough, if they are hired.

The results of the roll call vote to approve the recommendation are as follows:

- A. Baldwin – Yes
- A. Buckley – Yes
- R. Emrich – Yes
- D. Middleton – Yes
- M. Nash – Yes
- M. Rowley – Yes
- M. Thomas – Yes

Motion passed unanimously.

**APPROVAL OF NEW  
CERTIFICATE IN ACCOUNTING  
PROFESSIONALS ADVANCED  
SKILLS (BA5374)**

It is the recommendation of the Administration that the Board of Trustees approve a new certificate in Accounting Professionals Advanced Skills Certificate effective Fall semester 2021. This is proposed by the Business and Technology Division.

R. Emrich made a motion to approve the recommendation. M. Thomas seconded the motion.

The results of the roll call vote to approve the recommendation are as follows:

- A. Baldwin – Yes
- A. Buckley – Yes
- R. Emrich – Yes

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- D. Middleton – Yes
- M. Nash – Yes
- M. Rowley – Yes
- M. Thomas – Yes

Motion passed unanimously.

**APPROVAL OF NEW  
CERTIFICATE IN DATA  
SCIENCE - ADVANCED  
CERTIFICATE (BA5375)**

It is the recommendation of the Administration that the Board of Trustees approve a new certificate in Data Science - Advanced Certificate effective Fall semester 2021. This is proposed by the Science and Mathematics Division.

A. Buckley made a motion to approve the recommendation. R. Emrich seconded the motion.

M. Thomas asked where this program would be offered. S. Harrison said that it will be offered at the Midland Center, Main Campus, and possibility at the Saginaw Center if the need exists.

The results of the roll call vote to approve the recommendation are as follows:

- A. Baldwin – Yes
- A. Buckley – Yes
- R. Emrich – Yes
- D. Middleton – Yes
- M. Nash – Yes
- M. Rowley – Yes
- M. Thomas – Yes

Motion passed unanimously.

**ACCEPTANCE OF THE  
ESTIMATE OF PROPERTY  
TAXES AND STATE  
APPROPRIATIONS FOR THE  
FISCAL YEAR 2021-2022  
(BA5376)**

It is the recommendation of the Administration that the Board of Trustees accept the estimate of property taxes of \$23,301,948, and state appropriation of \$17,185,883 necessary for the next fiscal year to comply with Section 141 of the Community College Act of 1966.

D. Middleton made a motion to approve the recommendation. R. Emrich seconded the motion.

The results of the roll call vote to approve the recommendation are as follows:

- A. Baldwin – Yes
- A. Buckley – Yes
- R. Emrich – Yes
- D. Middleton – Yes
- M. Nash – Yes
- M. Rowley – Yes
- M. Thomas – Yes

Motion passed unanimously.

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**APPROVAL OF CHANGES TO  
THE DELTA COLLEGE  
ENDOWMENT FUND  
INVESTMENT AND  
DISTRIBUTION POLICY  
(BA5377)**

It is the recommendation of the Administration that the Board of Trustees approve the proposed changes made to the Endowment Fund Investment and Distribution Policy as presented by the Investment Advisory Committee.

R. Emrich made a motion to approve the recommendation. D. Middleton seconded the motion.

R. Emrich said it is part of the Board's fiduciary responsibility to examine what we are doing in this area. He added that the modifications do not radically change anything.

A. Buckley said that these changes are designed to allow the people we hire the freedom to do their jobs in the best of their ability, based on what's going on with the investment market.

The results of the roll call vote to approve the recommendation are as follows:

- A. Baldwin – Yes
- A. Buckley – Yes
- R. Emrich – Yes
- D. Middleton – Yes
- M. Nash – Yes
- M. Rowley – Yes
- M. Thomas – Yes

Motion passed unanimously.

**APPROVAL OF THE DELTA  
COLLEGE BOARD APPROVED  
COLLEGE POLICIES (BA5378)**

M. Rowley said that it is the recommendation of the Bylaws Committee that the Board of Trustees approve the Board Approved College Policies document as presented. He said that he makes a motion that these policies be approved as presented; with the understanding that the College Administration has already confirmed with legal counsel that these policies do not impact mandatory subjects of bargaining that are currently under negotiations with the DCFA.

R. Emrich seconded the motion.

M. Rowley said that he thinks this discussion should be public and it has been public. Each meeting of the Bylaws Committee was more than 2 hours long and was open to the public. This manual brings Board approved policies to a central location. Many of the policies that have been moved out of the Senate Handbook have been moved here because they involve more than just one employee group. They are policies for the entire College Community. He said many employee groups don't belong to the Senate.

M. Rowley said that shared governance is still important. He said that these policies really represent ends statements.

R. Emrich made a motion to amend the motion to state that there would be a 60-day grace period on Board Policy 3.003. He noted that it was challenging for him to switch to Delta email and said he wanted to give Trustees time to comply with this policy.

## DRAFT

M. Rowley seconded the motion to amend.

The results of the roll call vote to amend the motion are as follows:

A. Baldwin – Yes  
A. Buckley – Yes  
R. Emrich – Yes  
D. Middleton – Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes

Motion passed unanimously.

M. Rowley asked attorney, Josh Leadford, to discuss the proposed Board Approved Policies Manual, specifically addressing concerns regarding the shared governance policy.

J. Leadford said:

- These policy amendments (Shared Governance) will not impact mandatory subjects of bargaining. He said that there is no intent to change mandatory subjects of bargaining without negotiating with the faculty association. J. Leadford said that he has worked for MERC in the past and is a labor attorney. This does not violate State labor law.
- The statement that laboratory conditions need to be maintained during the continuance of negotiations is not correct. What is correct, is that status quo has to be maintained. The status quo concerning mandatory subjects of bargaining; this policy for the large part applies to many employees of the College, not just faculty members. Faculty member terms and conditions of employment are those mandatory subjects that are frozen during negotiations - not the terms and conditions of employment for the other employees and other stakeholders within the College.
- Creating this policy outside the Senate policy, which will now apply to those individuals who withdrew from the Senate is important. It is important because the Delta College Board of Trustees has a fundamental legal obligation to govern this institution.
- J. Leadford said that once agreed to, the Collective Bargaining Agreement will supersede these policies. But again, in the interim, between now and the point in time that there is a ratified collective bargaining agreement, Delta College has committed that it is not changing mandatory subjects of bargaining.
- J. Leadford noted that it was the preference of the Board to keep these discussions open and public. He said that in his humble opinion it would be illegal to now bypass the Union and go directly to faculty members to talk about these types of policies away from the bargaining table. The College is doing this at the negotiation table as is appropriate.
- J. Leadford said he would be happy to answer any other questions that anyone might have regarding specifics about any other aspect of the policies.



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- He closed by underscoring M. Rowley’s previous comment. This is a high-level document, these are governing ends statements from the Board of Trustees.

The results of the roll call vote to approve the amended motion are as follows:

- A. Baldwin – Yes
- A. Buckley – Yes
- R. Emrich – Yes
- D. Middleton – Yes
- M. Nash – Yes
- M. Rowley – Yes
- M. Thomas – Yes

Motion passed unanimously.

**APPROVAL OF REVISIONS TO  
SEXUAL MISCONDUCT AND  
GENDER DISCRIMINATION  
POLICY AND PROCEDURES  
(SM) (BA5379)**

It is the recommendation of the Administration that the Board of Trustees approve changes to the Sexual Misconduct and Gender Discrimination policy and procedures as presented.

R. Emrich made a motion to approve the recommendation. D. Middleton seconded the motion.

The results of the roll call vote to approve the recommendation are as follows:

- A. Baldwin – Yes
- A. Buckley – Yes
- R. Emrich – Yes
- D. Middleton – Yes
- M. Nash – Yes
- M. Rowley – Yes
- M. Thomas – Yes

Motion passed unanimously.

**APPROVAL OF TITLE IX  
SEXUAL HARASSMENT  
POLICY AND PROCEDURES  
(BA5380)**

It is the recommendation of the Administration that the Board of Trustees approve the Title IX Sexual Harassment policy and procedures as presented.

R. Emrich made a motion to approve the recommendation. M. Thomas seconded the motion.

The results of the roll call vote to approve the recommendation are as follows:

- A. Baldwin – Yes
- A. Buckley – Yes
- R. Emrich – Yes
- D. Middleton – Yes
- M. Nash – Yes
- M. Rowley – Yes
- M. Thomas – Yes

D R A F T

Motion passed unanimously.

**APPROVAL OF REVISIONS TO  
ACADEMIC FRESH START  
APPEAL POLICY (BA5381)**

It is the recommendation of the administration that the Board of Trustees approve the revisions to the Academic Fresh Start Appeal Policy as well as remove it from the Senate Handbook and place it in the College Catalog as well as the Student Handbook.

R. Emrich made a motion to approve the recommendation. M. Rowley seconded the motion.

K. Rische provided rationale for the proposed changes. He said that the team that worked on revising this policy revised the policy to best serve students through the Michigan Reconnect Program and to allow the policy to be more forgiving and supportive for students. The team recommended the removal of the two-year waiting period to return to campus. The team also wanted to allow students the flexibility to choose what courses would be forgiven by the Fresh Start Program. Finally, the SES team wanted the students to have a support plan to be created and carried out in cooperation with a Delta College Student Success Advisor.

He noted that this recommendation also removes the policy from the Senate Handbook and places it in the College Catalog as well as the Student Handbook.

D. Middleton commented that anything we need to do to give students a fresh start, we should do. M. Thomas said that this is great for all and very important for the Reconnect program.

The results of the roll call vote to approve the recommendation are as follows:

A. Baldwin – Yes  
A. Buckley – Yes  
R. Emrich – Yes  
D. Middleton – Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes

Motion passed unanimously.

**PRESIDENTIAL SEARCH  
UPDATE**

In Trustee Benecke's absence, Chair Nash delivered the Presidential Search Update.

March was a busy month for the ACCT Consultant, Dr. Jill Wakefield and a quiet month for the Search Advisory Committee.

Dr. Wakefield has been busy fielding inquiries, networking with potential candidates and figuring out the ACCT internal processes for the next steps in our search process. These are outlined below, through finalist selection, according to the timeline approved by the Board.

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April 9 is the target date for receipt of applications. Dr. Wakefield anticipates that applications may continue beyond this initial date. She reports good progress so far and is confident of a strong, diverse field of candidates.

April 10 – 18: The ACCT portal will be open to Search Advisory Committee members. Committee members will review the applications and credentials of each candidate, noting strengths and areas of concern in relation to the Presidential Profile, established by the Board.

The Search Advisory Committee will meet by Zoom on April 20 (3 p.m. – 7 p.m.) to review compiled information, including strengths of candidates, and come to agreement on content for a report to the Board on the entire field of applicants. The Search Advisory Committee will not make recommendations or provide direction, simply report its compiled work. Although the Search Advisory Committee members will be invited and encouraged to attend public events with candidates further in the process, its official work concludes on this date.

Upcoming duties and timeline for the Board of Trustees in the Presidential Search includes:

### Special Meeting #1 – week of April 26

We will need a special board meeting during the week of April 26 to accept and review the Search Advisory Committee report. To protect the confidentiality of applicants this early in the process, the report will refer to each applicant by number, assigned by ACCT in order of applications received. Each trustee will be provided with a packet that includes submitted information for every qualified applicant, as determined by the presidential profile. At this special meeting, the Board will discuss candidates by assigned number only and determine which candidates to select for initial evaluation. It is suggested that the Board select 10 candidates.

These 10 semi-finalist candidates will be asked to provide a video responding to 3-4 questions, as determined by the Board. We would like to provide 10 days to 2 weeks for the applicants to produce their videos -- which pushes out the timeline by approximately one week.

### Special Meeting #2 – week of May 10 (regular board meeting is scheduled for May 11)

The Board may review and take individual notes on candidate videos in closed session if:

- Board members DO NOT discuss information presented or the candidates during closed session. Discussions in Open Session should refer only to assigned candidate number to protect anonymity.

This satisfies the Open Meetings Act as well as protects the confidentiality of a larger field of semi-finalists.

At this special meeting, in open session, the Board may discuss, deliberate and vote – identifying the finalists by assigned number. Dr. Wakefield will contact each finalist and obtain their acceptance as a final candidate, with the knowledge that their names will become public the following day.

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From there, we will schedule on-campus tours, public forums and board interviews. We will be well on our way to selecting the next president of Delta College!

### **NOMINATION OF DR. JEAN GOODNOW FOR ACCT CEO AWARD (BA5382)**

R. Emrich made a motion that the Board of Trustees nominate Dr. Jean Goodnow for the ACCT Chief Executive Officer Award. D. Middleton seconded the motion.

R. Emrich asked that A. Ursuy and P. Clark work to submit the nomination by the June deadline.

The results of the roll call vote to approve the motion are as follows:

A. Baldwin – Yes  
A. Buckley – Yes  
R. Emrich – Yes  
D. Middleton – Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes

Motion passed unanimously.

### **PRESIDENT'S REPORT**

#### **Enrollment Report**

Registration for the spring semester is underway. As of today, 2,627 students are registered (2408 PT, 219 FT). We projected 15,754 contact hours for Spring 2021. We are at 104.5% of budgeted projection for Spring 2021 (16,466 contact hours).

#### **Personnel Report**

Dr. Goodnow said that she has approved the reappointments of several tenure-track and one-year renewable faculty members.

#### **ONE-YEAR APPOINTMENTS**

**Business and Technology** - Jim Miller, Ethan Short

**Science and Mathematics** – Casey Armour-Price, Brad Pretzer

#### **TENURE TRACK**

**Arts and Letters** - Mark Balawender, Donny Winter

**Health and Wellness** - Denise Beasecker, Erica Diegel, Michelle Evensen, Bryan Graybill, Jessica Herek, Kelly Kalinowski, Pam Livingston, Donna Militello, LeAnn Reif, Molly Stapish, Lisa Wall, Amy Wegener, Carol Wieland

**Business and Technology** - JP Carroll, Steven Gormley, Jay Minard, AJ Neumann, Bob Neymeiyer, Keith Proctor, Barb Syed

**Social Sciences** - Michael Evans, Joshua George, Angela Guy-Lee, Elena Lazzari, Christina Miller-Bellor, Paul Sander

**Science and Math** – Tim McGuire

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Dr. Goodnow said she also approved the following faculty for promotion and/or tenure effective with the 2021-2022 academic year, effective July 1, 2021:

### **Promotion from Instructor to Assistant Professor**

Business and Technology – AJ Neumann  
Health and Wellness - Pam Livingston, Kelly Kalinowski  
Social Sciences - Michael Evans

### **Promotion from Assistant Professor to Associate Professor**

Social Sciences - Lyn Lemerand  
Health and Wellness - Denise Beasecker, Lisa Wall, Donna Militello  
Business and Technology - Jay Minard, Barb Syed, Bob Neymeiyer

### **Promotion from Associate Professor to Full Professor**

Health and Wellness – Daisy McQuiston  
Business and Technology – Dawn Fairchild  
Science and Mathematics – Brian Aldrich  
Social Sciences – Nancy Hartshorne, Amy French

### **Granting of Tenure**

Health and Wellness – Denise Beasecker, Lisa Wall, Donna Militello  
Business and Technology – Jay Minard, Barb Syed, Bob Neymeiyer  
Congratulations to all!

The list of those on the tenure-track, one-year renewable appointments, and those receiving promotion and/or tenure, as well as the complete report of hires, promotions, and separations for the month of March can be found in Board packets this evening.

## **TRUSTEE COMMENTS**

R. Emrich thanked Kay Schuler, Talisa Brown, and OIT for the help in getting him connected to the Delta email system.

M. Thomas said it was a productive meeting. She thanked Trustee Benecke for her work on the presidential search.

A. Buckley thanked the Board, Administration and the staff for a good meeting.

D. Middleton indicated that she would like assistance with her Delta email account. She gave her gratitude to the Bylaws Committee for their work on the Board Approved Policies Manual. She also she said she appreciates all of the work that Loyce Brown did in putting together the Title IX policies.

She thanked all Delta employees who continue to help the College get through the pandemic every day.

D. Middleton said that the Midland Daily News had an excellent article on the Delta College Employee Award Recipients. She congratulated Daisy McQuiston and Stuart Barbier on receiving the Bergstein Award for Teaching Excellence.

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M. Rowley said that it is easy to access your Delta email if you put the email app on your Delta iPad. He thanked the Administration for a detailed Board packet. He also thanked the staff for preparing the College for an in-person meeting.

M. Rowley also said that a member of the public had typed a question in the Q&A regarding HIPAA and vaccines. He said that the College asking employees to provide proof of vaccine does not violate HIPAA.

**CHAIR COMMENTS**

Board Chair M. Nash said that he just read an article about Rutgers requiring vaccinations in the Fall. He said at a future Board Meeting, he would like to hear about what Delta's return to work and campus plan looks like.

M. Nash thanked Andrea, Talisa, and Kay for great communications and flexibility.

M. Nash thanked the faculty for being here this evening to share their comments. He noted that change is difficult.

**ADJOURNMENT**

There being no further business, Board Chair Nash adjourned the meeting at 9:09 p.m.

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Andrea Ursuy, Board Secretary