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**Delta College**  
**Board of Trustees Special Meeting**  
**Virtually via Zoom (1-989-205-6099 Webinar ID 854 9437 1186)**  
**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)**  
**Wednesday, April 28, 2021**  
**3:00 pm**

<b>Board Present</b>	A. Baldwin, M. Benecke, A. Buckley, R. Emrich, S. Gannon, D. Middleton, M. Nash, M. Rowley, M. Thomas
<b>Board Absent</b>	None
<b>Others Present</b>	D. Allen, T. Brown, B. Bushong, P. Clark, M. Crawmer, R. Curry, A. Dickinson, S. DuFresne, P. Fox, J. Garn, J. Gittins, L. Govitz, S. Harrison, S. Lewless, D. McQuiston, D. Phelps, W. Ramirez, S. Roche, E. Roth, S. Shinkel, K. Schuler, A. Ursuy, J. Wakefield
<b>Press Present</b>	None
<b>Call to Order</b>	Board Chair, M. Nash read a meeting overview at 3:05 pm.

Good afternoon,

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.

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.

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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, M. Nash called the meeting to order at 3:07 pm.

### **Board Member Attendance**

Each Trustee indicated their presence, township or city, county and state in from which they were participating in this meeting.

A. Baldwin – Present, Spaulding Township, Saginaw County, Michigan  
M. Benecke – Present, Frankenlust Township, Bay County, Michigan  
A. Buckley – Present, City of Midland, Midland County, Michigan  
R. Emrich – Present, Parkersburg, Wood County, West Virginia  
S. Gannon – Present, Jerome Township, Midland County, Michigan  
D. Middleton – Present, City of Midland, Midland County, Michigan  
M. Nash – Present, Larkin Township, Midland County, Michigan  
M. Rowley – Present, Russellville, Franklin County, Alabama  
M. Thomas – Present, Saginaw Township, Saginaw County, Michigan

### **Approval of Agenda**

Board Chair, M. Nash, called for the approval of the agenda. D. Middleton made a motion to approve the agenda. M. Thomas seconded the motion.

The results of the roll call vote are as follows:

A. Baldwin – Yes

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M. Benecke – Yes  
A. Buckley – Yes  
S. Gannon – Yes  
R. Emrich – Yes  
D. Middleton – Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes

Motion passed unanimously.

### Public Comment

Board Chair, M. Nash called for public comment.

### Determine Presidential Search Semifinalists (BA5383)

Board Chair, M. Nash opened the meeting with a review of the full process timeline for the presidential search.

J. Wakefield, ACCT Search Consultant, reviewed the application process.

M. Benecke, Presidential Search Advisory Committee Chair reviewed the Presidential Search Advisory Committee's efforts and read her letter to the Board.

Dear Chairman Nash and fellow trustees,

It is with great satisfaction that, together with the Presidential Search Advisory Committee (SAC) and our Association of Community College Trustees (ACCT) consultant, we present 10 candidates who meet the qualifications you set forth in the profile for the position of Delta College President.

Let me tell you a bit about our process. Due to pandemic restrictions, the committee of 19 met twice by ZOOM in 4-hour sessions. Our first meeting resulted in a draft of the presidential profile (approved by the board on February 25, 2021) which was used for recruiting and setting the expectations of the position for future candidates. The committee used input from internal and external surveys and open forums as input for the profile. Thanks to national industry ad placements and excellent networking by our consultant Jill Wakefield, Ph.D., we attracted 52 candidates.

Over the course of 10 days in April, the search committee members read every application, cover letter and resume in light of the presidential profile requirement, noting strengths and concerns for each. This was an incredible volunteer service to the future of Delta College totaling hundreds of hours on top of their normal responsibilities. We met for the second ZOOM session, facilitated by Dr. Wakefield, on April 20, 2021 to agree on the candidates deemed to have met the criteria as communicated in the profile. We present these for your consideration, in our advisory capacity. (Originally, the committee identified 11 qualified candidates, one has since withdrawn.)

My profound thanks to Search Committee members, who gave their time and significant talent and insights in service of the community and the college:

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### Students

1. Robert Fulco
2. Mackenzie Uhl

### Delta College Board of Trustees

3. Robert Emrich
4. Marcia Thomas

### Delta College Employees

5. Dan Allen, Associate Dean – Social Sciences Division, Academic Services
6. Loyce Brown, Director of Employee Development and Equity/Title IX Coordinator, Administrative Services
7. Chris Curtis, Delta College Faculty Association (DCFA) President and Professor
8. Anne Elias, Chair of Executive Committee for Administrative/Professional Staff (ECAPS), Librarian- Government Documents and Reference, Library
9. Tom Kienbaum, AFSCME Facilities Management Union President and Mechanical Maint. Mgt.
10. Daisy McQuiston, FEC Chair and Associate Professor of Nursing
11. Mark Mitchell, Associate Professor of Economics
12. Shelly Raube, Dean of Student Success
13. Stacey Shinkel, Support Staff Executive Committee (SSEC) Chair and Administrative Office Professional, Academic Services

### Delta College Foundation

14. Dave Morley, Chair of Delta College Foundation Board of Directors
15. Tina Van Dam, Immediate Past Chair Delta College Foundation Board of Directors

### Community Stakeholders

16. Dr. Steve Bigelow, Superintendent of Bay City Public Schools
17. Dr. Diane Postler-Slattery, President and Chief Executive Officer, MidMichigan Health
18. Monica Reyes, Director of the Great Lakes Bay Hispanic Leadership Institute; Commissioner, Hispanic Latino Commission of Michigan

Further, I would like to acknowledge Andrea Ursuy, secretary to the Board of Trustees, Talisa Brown, assistant secretary and Kay Schuler, executive administrative assistant, for their untiring and cheerful service to the committee and to this board.

My thanks, as well, to our IT professionals, the printing department and special commendation to the marketing communications staff for their quick work and expertise in editing, drafting ads and for the critical communications to come as we advance in the search process.

And, of course, we all owe our appreciation to Dr. Jill Wakefield for her ongoing guidance.

It has been a distinct privilege to lead this team,

Mary Lou Benecke

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### Trustee, Bay County

Board Chair, M. Nash explained the purpose and process for the meeting. He emphasized the importance of applicant confidentiality at this point and the need to not use names or information that would identify the candidates.

J. Wakefield gave an overview of the ten candidates identified by the Presidential Search Advisory Committee who met the requirements outlined in the presidential profile. The Board then discussed those candidates.

The Board took a break from 4:30 pm – 4:35 pm.

The Board discussed additional candidates that should be further considered. J. Wakefield provided an overview of these candidates.

Each trustee voted for up to 10 candidates to select as semi-finalists to be invited to submit a video as part of the first round of interviews.

The Board took a break from 5:20 pm – to 5:25 pm.

Board Secretary, A. Ursuy shared the results of the votes. There were 12 candidates that received votes.

M. Rowley made a motion to move the top 10 candidates as determined by the Trustees' voting to semi-finalists for the video submission interview. R. Emrich seconded the motion.

M. Benecke reminded Trustees that even at the semi-finalist level, the candidate's names remain confidential.

The results of the roll call vote are as follows:

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

Motion passed unanimously.

J. Wakefield explained the next steps for the semi-finalists. J. Wakefield will be contacting the 10 semi-finalists tomorrow and will ask them if they are still interested in moving forward in the process. They will be provided with the approved questions and informed of the deadline of Monday, May 10, 2021, at 8 am for their video submission.

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### **Discuss and Approve Video Interview Questions (BA5384)**

Board Chair, M. Nash had M. Benecke present the draft questions for the video interviews.

The Trustees discussed the draft questions and made edits including adding questions. The Trustees also suggested expanding the time limit of the video from 10-15 minutes to 15-20 minutes.

Delta College is seeking a visionary, collaborative and inclusive leader who will prioritize student success and advance diversity, equity and inclusion, community partnerships and innovation.

In no more than 15-20 minutes, please provide your responses to the following:

1. Briefly introduce yourself and describe why you would like to lead Delta College.
2. Share, from your experience, the challenges faced by members of historically underrepresented groups in higher education. Explain an initiative you've led or sponsored that addressed diversity, equity, inclusion and/or social justice at your institution. What were the results? What did you learn?
3. Describe a time in the last 1-3 years when you created and implemented a new vision or innovative change on your campus. What was your process to develop, communicate, and implement strategies? How did you measure results?
4. Tell us an example of a partnership you initiated that advanced student success.
5. Describe your experience with shared governance and collective bargaining.
6. How will you address financial sustainability amid the economic challenges facing community colleges?

R. Emrich made a motion to accept the proposed questions and time limit for the semi-finalists video interviews. D. Middleton seconded the motion.

The results of the roll call vote are as follows:

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

Motion passed unanimously.

Board Chair, M. Nash noted that a Special Meeting of the Board will need to be conducted the week of May 10, for viewing the video interviews in closed session. The 3 to 5 finalists will be determined at this time.

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M. Nash asked the Trustees their thoughts regarding in-person interviews versus virtual interviews for the finalists. It was determined that a decision would be made closer to the actual dates for the interviews due to things changes so quickly.

R. Emrich asked about the timing of background checks. J. Wakefield noted that a Google search is done on the semi-finalists and an in-depth background search will be completed on the finalists once they are announced. The finalists will be given a few days to notify their employer and references. R. Emrich asked about credit checks. A. Ursuy will contact legal counsel to see if this is possible.

### **Trustee Comments**

S. Gannon congratulated and thanked everyone involved in this process thus far. A special thanks to M. Benecke for an absolutely outstanding job as well as our administrative team, Kay Schuler, Andrea Ursuy, and Talisa Brown and the search committee. She also thanked M. Nash for his leadership and Dr. Wakefield for her guidance.

A. Baldwin thanked the presidential search committee for their amazing work.

M. Benecke thanked the fellow Board members for their work on the committee. She can't thank Talisa Brown, Andrea Ursuy and Kay Schuler enough for all the work they have done on top of their already challenging roles. She also thanked M. Nash for pulling together an excellent search advisory committee. She also thanked everyone for hanging in there on the timeline with it being a lot to consume in a short amount of time.

### **Chair Comments**

M. Nash echoed the thanks to the search advisory committee for all their efforts and to the Trustees as well that participated.

### **Adjournment**

There being no further business, Board Chair, M. Nash adjourned the meeting at 6:00 pm.

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Talisa Brown, Assistant Board Secretary