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**Delta College
Board of Trustees Special Meeting
Delta College Board Room B-151
Tuesday, October 8, 2025
4:00 pm**

Board Present	A. Baldwin, S. Gannon, B. Handley-Miller, D. Middleton, M. Nash, M. Rowley, A. Thomas, M. Wood
Board Absent	A. Clark
Others Present	V. Bond, T. Brown, W. Burns, W. Childs, P. Clark, C. DeEulis, J. Foco, M. Gavin, L. Govitz, D. Hopkins, K. Lawrence-Webster, P. Matusiak, W. Ramirez, S. Raube, A. Ursuy
Press Present	A. VanderMolen (Midland Daily News); J. Teets (Delta Collegiate)
Call to Order	Board Chair, S. Gannon called the meeting to order at 4:00 pm.
Approval of Agenda	Board Chair, S. Gannon, called for the approval of the agenda. M. Nash made a motion to approve the agenda. A. Baldwin seconded the motion. Motion passed unanimously.
Public Comment	Board Chair, S. Gannon called for public comment.
Vote to go into Closed Session under Open Meetings Act Section 8(1)(h) to Consider Material Exempt from Discussion or Disclosure by State or Federal Statute, Specifically an Attorney-Client Privileged Written Legal Opinion	M. Wood made a motion that the Board go into Closed Session Pursuant to Section 8(1)(h) of the Open Meetings Act to consider material exempt from discussion or disclosure by state or federal statute, specifically an attorney-client privileged written legal opinion. B. Handley-Miller seconded the motion. The results of the roll call vote to go into closed session are as follows: A. Baldwin – Yes A. Clark – Absent S. Gannon – Yes B. Handley-Miller – Yes D. Middleton – Yes M. Nash – Yes M. Rowley – Yes A. Thomas – Yes M. Wood – Yes The Board returned to open session at 5:13 p.m.
Discussion of the Presidential Search Process	S. Gannon said that the Board is ready to take some action relative to the presidential search process. It was noted that we are working under a short timeline.

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Approval of President's Resignation (BA5630)

A. Baldwin made a motion to accept Dr. Gavin's resignation and authorize Chair Gannon to sign on behalf of the Board of Trustees. M. Wood seconded the motion.

S. Gannon said that everyone is very thankful that Dr. Gavin took the opportunity to come to Delta and thankful for all the progress that has been made by everyone in this room and the entire College. What better position to be in if you must lose someone to be an advocate for higher education with Delta College being a "best practice."

M. Wood noted that Dr. Gavin's move is for a great cause; hopefully to help community and four-year colleges across the country.

The motion passed unanimously.

S. Gannon noted that Dr. Gavin's departure on December 31, 2025, would likely not allow sufficient time to get a replacement. As a result, the Board will need to consider appointing an interim President for the transition period.

Approval of Appointment of Interim President (BA5631)

A. Baldwin made a motion to appoint Andrea Ursuy as Interim College President effective January 1, 2026, providing the parties sign a contract satisfactory to both parties. M. Wood seconded the motion.

M. Wood asked A. Ursuy, if based on her taking the interim position, she is not interested in applying for the position on a permanent basis. A. Ursuy responded that she does not intend to apply for the permanent position.

M. Rowley stated that A. Ursuy holds the same qualifications that are required for the position. She does tremendous work and has an undying commitment to the College. He also gave her a leg up because she holds two degrees from Delta College.

The motion passed unanimously.

Approval of Search Firm (BA5632)

M. Nash made a motion to appoint the Association of Community College Trustees (ACCT) to assist with the College's presidential search provided the parties sign a satisfactory contract. A. Baldwin seconded the motion.

M. Rowley said the Board has used ACCT in the past. They did an excellent and professional job.

M. Wood said that ACCT's mission is focused on community colleges.

The motion passed unanimously.

Approval of FOIA Coordinator (BA5633)

M. Rowley said that A. Ursuy is currently the College's Freedom of Information Act (FOIA) Coordinator, and any appeals are made to the President. M. Rowley made a motion effective, January 1, 2026, if A. Ursuy is the interim President that Talisa Brown be designated as the FOIA Coordinator. A. Baldwin seconded the motion.

The motion passed unanimously.

Trustee Comments

B. Handley-Miller thanked S. Gannon and A. Baldwin for all their work thus far in the process. She also expressed her pride in the College's progress under Dr. Gavin's leadership, noting a

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significant shift since she left in 2019 toward being data-driven and focused on clear strategic goals. She credited Dr. Gavin's passion, scholarship, and implementation of best practices for uniting the College around these objectives and stated she is proud to be associated with the College and his work, offering thanks to him.

M. Rowley echoed B. Handley-Miller's comments and added all the extra work that has been done with Dr. Gavin's resignation. He mentioned Dr. Gavin's thankfulness for his own staff.

A. Thomas also echoed earlier comments as well as thanked S. Gannon, A. Baldwin, and the entire board for their leadership during the process. Although this is her first presidential search in this role, she recognizes the importance and effort involved. She praised Dr. Gavin for leaving a very positive impression and expressed excitement about his future endeavors, noting she looks forward to following his next steps and believes his departure will have positive effects on Delta College.

M. Nash thanked S. Gannon and A. Baldwin for their work so far and expressed appreciation to A. Ursuy for stepping up. He commented that when Dr. Gavin speaks to a national audience as a former Delta College president, it will reflect well. He also noted that this transition is an opportunity to showcase Delta's accomplishments and to continue improving the institution.

D. Middleton said the past four years have been a period of growth and strong leadership that has put Delta College on a positive path. She expressed gratitude to S. Gannon, A. Baldwin and A. Ursuy and said she expects the transition process to be smooth.

M. Wood noted that his first meeting on the Board as a trustee was with Dr. Gavin. He also commented on the College's progress in using data and its strong standing in the community. He also acknowledged the board's role in helping run the institution and offering guidance to A. Ursuy.

A. Baldwin said Dr. Gavin has been excellent for Delta College and, just as the board successfully hired him, they will find another strong president to continue the work. She noted the new president will have a great team to support them and expressed enthusiasm for the work that lies ahead.

Chair Comments

S. Gannon recalled meeting Dr. Gavin at the airport after his interview and immediately feeling he was the right fit for Delta. She said his leadership has raised expectations for everyone and emphasized that the board will make decisions in the college's best interest. She stressed that the College is moving forward with momentum that cannot be lost, and everyone will need to step up during the transition. She acknowledged the work ahead and expressed commitment to guiding the process positively.

She thanked everyone for their support, including P. Matusiak, A. Baldwin, W. Childs, P. Clark, K. Schuler, T. Brown and A. Ursuy. Finally, she thanked Dr. Gavin for the opportunity to work with him.

Adjournment

There being no further business, Board Chair, S. Gannon adjourned the meeting at 5:40 pm.

Talisa Brown, Assistant Board Secretary