

NCMC BOARD OF TRUSTEES
REGULAR MEETING – *Iron Horse Cafe*
Friday, November 19, 2021 (4:00 p.m.)

MINUTES

1. **CALL TO ORDER**

Board Chair, Phil Millard called the meeting to order at 4:00 p.m.

2. **ATTENDANCE**

PRESENT: Trustees Fought, Keiswetter, Kring, Millard, Noël (via phone), Rasmussen, and Shirilla

ABSENT: None

3. **APPROVAL OF AGENDA**

It was moved by Trustee Noël and supported by Trustee Rasmussen that the Agenda be approved.

AYES: Trustees Fought, Keiswetter, Kring, Millard, Noël (via phone), Rasmussen, and Shirilla

NAYS: None

4. **APPROVAL OF MINUTES**

Approval of minutes from the October 26, 2021 Regular Meeting, October 28, 2021 Special Meeting, and the closed-session minutes from the October 28, 2021 Special Meeting were all moved by Trustee Kring and supported by Trustee Shirilla.

AYES: Trustees Fought, Keiswetter, Kring, Millard, Noël (via phone), Rasmussen, and Shirilla

NAYS: None

5. **COMMUNICATIONS**

President Finley shared the following communication items:

- a. North Central Announces Press Conference to Discuss Athletics Program
- b. Legislation Again Looks to Allow Community Colleges to Offer BSNs

6. **SCHEDULED PUBLIC COMMENT**

None.

7. **FINANCIAL REPORT**

Dr. Tom Zeidel, Vice President for Finance & Facilities, was asked by Trustee Fought to provide a financial report for October 2021. Tom certified that the financials as of October 2021 are within the adopted tentative budget for 2021-22.

It was moved by Trustee Fought and supported by Trustee Keiswetter that the financial report and statement of bills be accepted as submitted.

AYES: Trustees Fought, Keiswetter, Kring, Millard, Noël (via phone), Rasmussen, and Shirilla

NAYS: None

8. PRESIDENTS REPORTS

President Finley provided updates on the following items:

- a. New Website – thanks to the Marketing Team for a job done exceptionally well
- b. Veteran’s Day Events – thanks to Dallas Culvahouse and all the volunteers who supported

9. COMMITTEE REPORTS

- a. Bylaws & Policy Committee

Trustee Rasmussen shared that the Bylaws & Policy Committee met on Tuesday, November 16, 2021 to review 3 proposed changes to Board Policies listed below.

1. Board Policy 200 Academic Assessment Policy

Background: The High School GPA has been piloted as a placement tool by North Central Michigan College, as well as many other colleges, and proven to be effective.

This policy is being updated to reflect current practices.

Trustee Rasmussen moved and Trustee Keiswetter supported that the revision(s) to Board policy 200 Academic Assessment Policy be accepted as written. This policy change is effective 11/19/2021.

AYES: Trustees Fought, Keiswetter, Kring, Millard, Noël (via phone), Rasmussen, and Shirilla
NAYS: None

2. Board Policy 212 Credit for Prior Learning Policy

Background: This North Central Michigan College (NCMC) Board of Trustees policy shall provide opportunities for students to transfer knowledge and skills acquired in an occupational environment, through life experience, or other educational endeavors into college credit.

Changes to this policy will allow for consideration of broader work, life, and training experiences to be considered.

Trustee Rasmussen moved and Trustee Fought supported that the revision(s) to Board policy 212 Credit for Prior Learning Policy be accepted as written. This policy change is effective 11/19/2021.

AYES: Trustees Fought, Keiswetter, Kring, Millard, Noël (via phone), Rasmussen, and Shirilla
NAYS: None

3. Board Policy 312 Non-Emergency Text Messaging Policy

Background: North Central Michigan College piloted non-emergency text messaging, and has recommended it be common practice as we move forward.

Trustee Rasmussen moved and Trustee Shirilla supported that the revision(s) to Board policy 312 Non-Emergency Text Messaging Policy be accepted as written. This policy change is effective 11/19/2021.

AYES: Trustees Fought, Keiswetter, Kring, Millard, Noël (via phone), Rasmussen, and Shirilla
NAYS: None

b. Personnel Committee

Trustee Shirilla shared that the Personnel Committee met on Thursday, November 18, 2021 to review and discuss two recommendations for hire, one being the HR Administrator/Generalist, and the other the Dual Enrollment Coordinator.

The #1 goal is to develop the colleges human capital by:

- Enhancing recruitment
- Designing and implement orientation
- Designing performance management
- Creating succession planning
- Developing engagement and recognition strategy

HR Administrator/Generalist

The Director of Human Resources, Lynn Eckerle and committee interviewed three applications. Of the three Jordan Olivo was recommended for hire.

Mr. Olivo has a Bachelor’s in Business Administration, with a focus on Human Resource Management from Grand Valley State University, as well as, pending completion of a SHRM Certification. Additionally, he has experience at Lacks Enterprises.

Trustee Shirilla moved and Trustee Keiswetter supported that Jordan Olivo be hired at a starting salary \$55,000, with a start date of January 3, 2022.

AYES: Trustees Fought, Keiswetter, Kring, Millard, Noël (via phone), Rasmussen, and Shirilla
NAYS: None

Dual Enrollment Coordinator

The Dual Enrollment Coordinator’s job is to oversee all dual-enrolled and Early College students. This will enable a consistent presentation to students, superintendents, and teachers. This position will help advise dual-enrolled students gain insight into what the college can offer them.

VP of Student Affairs, Renee DeYoung and committee recommended Cassidy Leirstein for this position. Cassidy is a graduate of Michigan State University (MSU) with a Bachelors in Administration, with a concentration in Social Influence and Intercultural Communication. She is also a graduate of NCMC early college program from 2018. She is currently a college advisor for MSU, serving two area high schools.

Trustee Shirilla moved and Trustee Keiswetter supported that Cassidy Leirstein be hired at a starting salary \$50,500, with a start date of January 3, 2022.

AYES: Trustees Fought, Keiswetter, Kring, Millard, Noël (via phone), Rasmussen, and Shirilla
NAYS: None

10. STUDENT SUCCESS

a. IT Student

Director of IT Alex Freds provided an update on their department's priorities, such as: moving appropriate services to the cloud, overhauling the campus network, and upgrading classroom technology.

Following his update, Alex introduced Trisha Leask. Trisha is a student worker in the IT Department. She is a non-traditional student who has come back to College to learn more technology. She has a Bachelors from Michigan State University in Kinesiology and Physiology, but is looking to do something more hands on, and essentially remote which would allow her the flexibility she needs to care for her family.

Trisha shared that she has liked all of her classes here at NCMC, some included: HTML, CSS, Operating Systems, and her business course.

Her future plans included coding, as it is a specialty area. She enjoys a challenge, as well diagnosing problems.

11. OLD BUSINESS

None.

12. NEW BUSINESS

None.

13. UNSCHEDULED PUBLIC COMMENT

Director of Athletics, Ashley Antonishen shared a story regarding a potential new student, who hadn't even considered North Central Michigan College, until after learning of our athletics program.

This student chose NCMC over three other four-year universities, including Northern Michigan and Western Michigan.

14. ADJOURNMENT

There being no further business, Trustee Millard motioned and Trustees Kring and Noël supported that the meeting be adjourned at 4:26 p.m.

AYES: Trustees Fought, Keiswetter, Kring, Millard, Noël (via phone), Rasmussen, and Shirilla
NAYS: None



/S/ Irma Noël, Secretary



/S/ Phil Millard, Chairman