

**NORTH CENTRAL MICHIGAN COLLEGE  
BOARD OF TRUSTEES REGULAR MEETING  
Tuesday, April 27, 2021 (4pm via Zoom)**

AGENDA

1. Call to Order.
2. Attendance.
3. Approval of Agenda.
4. Approval of minutes for the March 23, 2021, Regular Meeting.
5. Communications.
  - a. Gratitude - James McCullough
  - b. North Central to be recognized with a 'Tree Campus - Higher Education' designation
  - c. 9and10 News - Scholars React to Chauvin Trial Verdict
6. Scheduled Public Comment on Agenda Items.
7. Financial Report and Statement of Bills as of March 31, 2021.
8. President's Reports.
  - a. Representative Slagh & Damoose Visits and Congressman Bergman & Stabenow Aide
  - b. 2021 Commencement Exercises & Student Feedback
  - c. Fall 2021 Admissions Initiatives
  - d. Paid Time Off Changes - Summer 2021
  - e. VPAA Finalist announcement
9. Committee Reports.
  - a. Finance and Facilities Committee
    - i. Mascot Recommendation (Michaela Hoogerhyde, Marketing Specialist)
  - b. Personnel Committee
    - i. Sabbatical (Dom Borowiak)
    - ii. Leave of Absence (Kerri Finlayson)
    - ii. Provost Emeritus (Pete Olson)
10. Student Success.
  - a. Crooked Tree Art Showcase by NCMC Students
11. Old Business.
  - a. Staff Negotiations – CLOSED SESSION
12. New Business.
13. Unscheduled Public Comment.
14. Adjournment.

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**MINUTES**

Prior to the Call to Order, Chairman Millard greeted the participants and read the following:

Good afternoon,

It is Tuesday, April 27<sup>th</sup>, 2021 at 4:02pm. We are going to begin the Regular Meeting of the Board of Trustees. This meeting is being conducted in a virtual manner today per Public Act 254 of 2020. If for any reason we need to end this meeting, I will make the announcement. We will communicate via e-mail as to when and how we will next meet.

Thank you for your participation and patience during this meeting. Please know that this meeting is being recorded and that all participants, with the exception of the Board of Trustees, will be muted to eliminate background noise. Comments may be held for Public Comment. Please note that you must unmute yourself in Zoom or by pressing \*6 if you called in.

We will be using roll call votes for all business today.

**1. CALL TO ORDER**

Board Chair, Phil Millard called the meeting to order at 4:02 p.m.

**2. ATTENDANCE**

**PRESENT:** Trustees Fought (Petoskey, MI), Kring (Phoenix), Millard (St. Simons, GA), Noël (Petoskey, MI), Rasmussen (Petoskey, MI) and Shirilla (Petoskey, MI)

**ABSENT:** Keiswetter

**3. APPROVAL OF AGENDA**

It was moved by Trustee Millard and supported by Trustees Noël and Fought that the Agenda be approved as written.

**AYES:** Trustees Fought, Kring, Millard, Noël, Rasmussen, Shirilla

**NAYS:** None

**4. APPROVAL OF MINUTES**

It was moved by Trustee Shirilla and supported by Trustees Fought and Shirilla that the Minutes of the March 23, 2021 Regular Meeting be approved.

**AYES:** Trustees Fought, Kring, Millard, Noël, Rasmussen, Shirilla

**NAYS:** None

**5. COMMUNICATIONS**

President Finley shared the following communications:

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- a. Gratitude - James McCullough

On Thursday, March 25<sup>th</sup>, 2021 James McCullough wrote:

*Dear Board,  
Having retired suddenly ..., I did not get the chance to express my gratitude to all of you, and to all NCMC leadership, past and present. Over my thirty years as faculty, I saw you pave the way, creating the best community college in the state. I could not have had such rich experiences without the support the college provided, and your leadership.*

*Best to you all in steering the ship through these turbulent times. With our mission, student-oriented leadership, wisdom, and empathy, NCMC can continue to lead the way as a model of what an educational institution can become. – James McCullough*

- b. North Central to be recognized with a 'Tree Campus - Higher Education' designation

North Central Michigan College Press Release – Friday, March 26, 2021

*North Central Michigan College has been honored with 2020 Tree Campus Higher Education recognition by the Arbor Day Foundation for its commitment to effective campus forest management and for engaging students, faculty, and staff in conservation goals.*

*North Central achieved the title by meeting Tree Campus Higher Education's five standards, which include maintaining a tree advisory committee, a campus tree-care plan, dedicated annual expenditures for its campus tree program, an Arbor Day observance, and a student service-learning project. It is one of only two community colleges in Michigan to earn this distinction.*

*Benjamin Crockett, a professor at the college and coordinator of the program, said he was very pleased that North Central received this award from the Arbor Day Foundation.*

*"It is a wonderful recognition that shows our school's commitment to creating a sustainable, thriving, and verdant campus." Crockett explained that much of the credit for the management of the campus tree program goes to the physical plant staff, headed by Director Ernst Rusche.*

*Dr. Isis Arsnoe, a biology faculty member, said, "Between our campus and natural area, we have a unique suite of tree biodiversity, represented in over a dozen ecosystems. We look forward to building our tree inventory in the future in collaboration with the Arbor Day Foundation."*

*The Arbor Day Foundation, a million-member nonprofit conservation and education organization with the mission to inspire people to plant, nurture, and celebrate trees, has helped campuses throughout the country plant thousands of trees, and Tree Campus Higher Education colleges and universities invested more than \$51 million in campus forest management last year. This work directly*

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*supports the Arbor Day Foundation's Time for Trees initiative—an unprecedented effort to plant 100 million trees in forests and communities and inspire 5 million tree planters by 2022. Last year, Tree Campus Higher Education schools collectively planted 39,178 trees and engaged 81,535 tree planters, helping the foundation work toward these critical goals.*

c. Scholars React to Chauvin Trial Verdict

On Wednesday, April 21, 2021 Madison Schlegel and Adam Bourland from 9and10 News wrote:

*In light of Derek Chauvin's Murder conviction for the death of George Floyd, scholars are taking time to reflect on the significance of the case.*

*"It is a bit of an outlier with respect to that because at least looking at this from a broader pool of data or these types of incidences, it's rare for law enforcement officers to be charged with these kinds of crimes," says University of Michigan lawmaker in residence, Javed Ali.*

*He says this verdict places more accountability on police in the field. "How will police forces across the country change their standards of applying lethal force?" Ali says, "With Derek Chauvin those types of tactics and technique probably need to be completely relooked-if there are police forces that think something like that would be acceptable."*

*North Central Michigan College professor, Kerri Finlayson, says on Wednesday her students wanted to talk about the verdict.*

*"I've asked them what do you think? Just trying to gauge them. Are they paying attention? Did they have baited breath? Most of them that I talked to about it said I'm really glad," Finlayson says. "It certainly lends itself to having a really lively and informative discussion on policing, police reform, and discrimination in our society, how it's changed and how we should go forward."*

*She says she will continue to encourage this type of conversation in the classroom.*

See full article here: <https://www.9and10news.com/2021/04/21/scholars-react-to-chauvin-trial-verdict/>

6. SCHEDULED PUBLIC COMMENT

None.

7. FINANCIAL REPORT

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Dr. Tom Zeidel, Vice President for Finance & Facilities was asked by Trustee Fought to provide a financial report for March 2021. Tom certified that the financials from March 2021 are within the adopted tentative budget for 2020-21.

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

AYES: Trustees Fought, Kring, Millard, Noël, Rasmussen, Shirilla  
NAYS: None

#### 8. PRESIDENTS REPORTS

President Finley provided updates on the following items:

a. Representative Slagh, Representative Damoose, and Congressman Begman Visits

On Thursday, April 8, 2021 Representatives Bradley Slagh and John Damoose visited campus.

Representative Slagh, is a member of the Joint Capital Outlay Committee for the Legislature. This committee is responsible for the oversight and approval of projects such as our AD/CL Building Renovation. It was exciting to have Representative Slagh on a Hard Hat Tour as he was able to witness first-hand the project coming together. Additionally, it was good to hear him comment on the College's prudent use of funds. He was pleased to see the facility look nice, without going over the top. Representative Damoose was invited by Professor Scott LaDeur to speak to his State & Local Government class.

Following Representative Damoose's visit with the PLS 225 State & Local Government class, which I had the opportunity to join, we were able to discuss career and technical education initiatives at the College.

We were thankful that both Representatives, and others, have made it a point to visit and tour our campus. Visits such as this are important for raising awareness and understanding of the needs of our College and our community with projects such as Ring Road or CATEE.

Then, on Friday, April 23, 2021 Congressman Bergman, followed by an aide from Senator Stabenow's office, Jay Guage visited campus.

First, Congressman Bergman joined in the morning for a Nursing Simulation, followed by a Hard Hat Tour of the facility.

Then in the afternoon, Jay joined President Finley for an Anatomage Demo and Hard Hat Tour, followed by round table conversations with a couple of members of the Executive team.

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We again are so thankful for the time that each of these special guest took to be here with us. These visits are an opportunity for us to showcase not only our needs, but what we have to offer to the state and nation. Thank you to all who helped make their visits a memorable experience!

b. 2021 Commencement Exercises & Student Feedback

On Wednesday, April 21, 2021, a communication re. 2021 Commencement Exercises RSVP was e-mailed to the Campus Community to announce the shift to a ‘Cruise-In Commencement’. Although, we did receive both positive and negative feedback, the College believes this was the safest option amidst the latest wave in the COVID-19 pandemic.

In response to Wednesday’s communication, Laurie Cornett, Secretary to the VP of Student Affairs, shared the following student feedback:

*Thank you, and just wanted to let you know that a student from Grayling, Anna Fisher, stopped by. She expressed her thanks about not just having a virtual ceremony.*

*Anna is very excited, because now her grandparents will be able to attend, also. I told her how hard we have worked to make commencement an in-person celebration!  
I wanted to pass this along. . . .I’m so grateful we are all working so hard to make this happen!! It’s important! ~Laurie*

c. Fall 2021 Admissions Initiatives

Following our recent Enrollment Management ‘Deep Dives’ that began earlier this year, our Student Services continues to brainstorm and implement new strategies to foster recruitment and retention. Just this past month, the Student Service team introduced an Admitted Students Day Event, increased the number of face to face options for Orientation, and introduced a series of Accepted Student Welcome Letters.

On Saturday, April 17, 2021 Student Services held their first Admitted Students Day and had roughly 20 participants joined for an on-site, socially distanced event. This event provided future students and their families the opportunity to meet and connect with faculty, explore campus, and engage with one another.

In-person orientation offerings increased to twice a week, allowing 28 total students to participate per week instead of the previously scheduled 1 per week which only allowed 14. The second session was added to meet the students demand as a large number continue to request the in person socially distanced experience.

Last, but certainly not least, the Accepted Student Welcome Letters consist of one personalized letter mailed by Corey Lansing, Director of Admission, and another mailed

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roughly 10 business days later personalized from President Finley. This month close to 600 total letters were mailed.

d. Paid Time Off Changes - Summer 2021

On Tuesday, April 13, 2021 a communication re. Paid Time Off Changes - Summer 2021 was sent to campus sharing two exciting paid time off changes.

The first change stated that as June 30, 2021 approaches, the “use it or lose it” deadline for paid vacation benefit use also approaches. With the COVID pandemic influencing our lives, employees are working to find meaningful ways to rest and refresh while staying safe and providing for their health and the health of others.

With this in mind, **the College would like to extend use of current Vacation benefits balances by one month.** Instead of unused vacation benefits expiring on 6/30/2021, they will expire 7/31/2021. On 8/1/2021, all previously unused vacation benefits will be lost and qualified employees will be awarded 2021-2022 vacation benefits balances 8/1/2021.\*

The second change stated, that in appreciation of the work of NCMC College employees during the initial COVID outbreak and continuing pandemic challenges, **the College will close the week of July 5, 2021 through July 9, 2021 as an extended paid holiday.** To accommodate this College shutdown, the summer course calendar will be extended one week further into August. No classes will be held July 5-9, 2021.

In the communication everyone was thanked for their flexibility, willingness to switch to remote work (and back to in-person) for their ongoing conscientious efforts to keep the College as safe as possible; for masking, social distancing, handwashing, decreasing expose to others, monitoring for COVID like symptoms, staying home when ill, and encouraging others to do so.

e. VPAA Finalist announcement

On Friday, April 23, 2021 North Central Michigan College announced Instructional Leader, Pete Olson is planning to retire.

As provost, Olson led North Central’s total instructional activity, including curriculum planning and budget allocation. He forged new partnerships with K-12 colleagues and peer and senior institutions, always with an eye toward improving the educational experience for North Central students.

Olson’s academic program development includes the Surgical Technologist Associate of Applied Science Degree and Certificate, the Medical Assistant Certificate redesign, the CNC Machinist Certificate of Development, and the Bookkeeping Certificate of Development. During his tenure, North Central’s nursing students achieved national

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recognition for a Top Five performance on their licensure exam in 2019, and then a No. 1 ranking in 2020.

Olson has served on the President's Cabinet since 2014 and as North Central's liaison to the [Higher Learning Commission](#), the college's accrediting body, for the same period. Drawing on his background in public health, he also led the college's response to the considerable challenges caused by the COVID-19 pandemic.

Dr. Olson has left big shoes to fill, and a committee is working hard to do just that. Over the past few weeks a Committee of 10 representing all groups on campus, along with the help of Pauly Group have narrowed the pool down to the final four.

Finalists have been invited to campus for final interviews.

See schedule below:

April 28<sup>th</sup> – Stephen Strom

April 29<sup>th</sup> – Michael Vargo

May 3<sup>rd</sup> – Greg Thomas

May 5<sup>th</sup> – Fabian Vega

9. COMMITTEE REPORTS

a. Finance and Facilities Committee

The Finance & Facilities Committee met on Tuesday, April 20, 2021 to review and discuss the Financials and a proposed mascot recommendation.

Trustee Fought and President Finley invited Marketing Specialist, Michaela Hoogerhyde to share the mascot presentation to the Board of Trustees. The presentation unveiled North Central Timberwolves as the student choice for their future mascot.

Michaela reviewed why the mascot is important to the College. A mascot contributes to a sense of pride, acts as a brand ambassador, builds spirit, and encourages campus and the community to be involved.

The presentation shared the process behind the selection, and how the decision to move forward with Timberwolves came about. The data showed that the characteristics of a Timberwolves: strength, resilience, intelligence, teamwork, community and competitive drive match the student's perception of the College.

It was moved by Trustee Fought and supported by Trustee Kring that the timber wolf be adopted as the North Central Michigan College mascot, that the characterization of the timber wolf presented during the April 27, 2021 board meeting depicting the timber wolf be adopted as the College's symbol of the timber wolf, and that a copy of the symbol be attached to and made a part of this motion.

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NAYS: None

b. Personnel Committee

The Personnel Committee met on Wednesday, April 21, 2021 to conduct business, review a Summer Sabbatical, Leave of Absence, and Provost Emeritus request.

i. Summer Sabbatical

On March 5, 2021 an application for a Summer Sabbatical was submitted by Dominic Borowiak for committee review.

Dom's request for a Summer Sabbatical for the months of May thru June of 2021 was supported by both the Sabbatical Committee, as well as, Dr. Pete Olson, Provost as there is funding available in the Carruthers Fund to support this request.

Per Section 60 of the 2019-2023 Faculty Agreement, Sabbatical leaves will be granted by the College's Board of Trustees to bargaining unit members who have completed five (5) years of service (from date of hire), and at four (4) year intervals thereafter, all in accordance with the provisions of this Section.

It was moved by Trustee Shirilla and supported by Trustee Fought that the Board approval Dominic Borowiak's request for a Single Academic Semester Sabbatical for Summer of 2021.

AYES: Trustees Fought, Kring, Millard, Noël, Rasmussen, Shirilla  
NAYS: None

ii. Leave of Absence

On November 10, 2020 an application for a personal leave of absence Winter 2022 was requested by Kerri Finlayson, Professor of Anthropology, Sociology and Environmental and Sustainability Studies.

This leave of absence would support Kerri's request to use this time to further explore and deepen knowledge in the field, and provide the opportunity to further energize her enthusiasm for teaching.

Per Section 53 of the 2019-2023 Faculty Agreement, an employee may be granted a personal leave, without pay, to be used for the purpose of furthering education, educational opportunities or in the event of a family illness or family emergency." Further, it says to request this in writing to the President of the College.

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It was moved by Trustee Shirilla and supported by Trustee Kring that the Board approve Professor Finlayson's request for a Leave of Absence for Winter 2022.

AYES: Trustees Fought, Kring, Millard, Noël, Rasmussen, Shirilla  
NAYS: None

iii. Provost Emeritus

On March 15, 2021 a request was submitted to the Emeritus Committee requesting that Pete Olson be promoted to the rank of Provost Emeritus for his outstanding contributions to North Central Michigan College these past 15 years, culminating in service on the President's Cabinet for the past seven.

The Emeritus Committee unanimously recommends Peter David Olson for the rank of Provost Emeritus, effective upon his retirement June 30, 2021.

It was moved by Trustee Shirilla and supported by Trustee Kring that the Board approve the request for Provost Emeritus status for Dr. Pete Olson effective upon his retirement June 30, 2021.

AYES: Trustees Fought, Kring, Millard, Noël, Rasmussen, Shirilla  
NAYS: None

10. STUDENT SUCCESS

a. Crooked Tree Art Showcase by NCMC Students

President Finley welcomed Ann Morningstar to share more about this years Crooked Tree Art Showcase.

Ann explained how in a typical year our students would participate in person event at Crooked Tree Art Center, for an emerging artists. This event includes networking and cocktail/mocktail hour, and allows students to interact with other artist and is a fun way to celebrate their success.

Unfortunately, last year this event was cut short because of COVID and this year it hasn't taken place. Ann was excited to be able to showcase three of the students work during the Board Meeting instead.

The three students Ann showcased are as follows:

- i. Ryan Bentley
- ii. Natalie Coopersmith
- iii. Emily Dawson

Ryan Bentley – Planning to become Media Specialist in Photography and Video. Ryan feels his “creative potential” has spiked since taking classes here at North Central.

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Recently he had an opportunity to capture behind the scenes for a singer/songwriter out of Nashville and has been working locally as a Media Specialist.

Natalie Coopersmith – 1<sup>st</sup> Generation College Student, graduates May 8, 2021 with Certificate in Graphic Design and was offered internship with Bayview Association.

Ann shared details about the first two students, their interests, goals, and then invited Emily to speak and present for herself.

Emily Dawson – Petoskey, MI resident is studying a couple of programs here at North Central, including a certificate in Animation. She was excited to be able to participate in a program such as this in a “small town”. She has learned so much that can be applied to just about anything she sets her mind to in just two semesters and is excited to continue down this path.

Ann thanked the Board for the opportunity. Board Chair, Phil Millard thanked both Ann and Emily for being a part of the meeting and congratulated Emily for a job well done.

**11. OLD BUSINESS**

a. Staff Negotiations – Closed Session

Trustee Shirilla moved that the Board meet in Closed Session under SECTION 8(C ) of the Open Meetings Act to discuss strategy and the status of negotiations in connection with the collective bargaining negotiations with the MEA involving the custodial, maintenance, and office employee group. Trustee Shirilla moved that the only people to be present for the Closed Session are Board Members, the members of the College Bargaining Committee who are present, Dr. Finley, the recording secretary, and Attorney Richard Dinon.

Trustees Fought and Kring supported this motion.

At 4:44pm the Board of Trustees, members of the College Bargaining Committee who were present, President Finley, Lea Dietzel, and Dick Dinon went into closed session to further discuss Staff Negotiations.

**12. NEW BUSINESS**

None.

**13. UNSCHEDULED PUBLIC COMMENT**

None.

**14. ADJOURNEMENT**

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There being no further business, Trustee Millard motioned and Trustee Noël that the meeting be adjourned at 5:08 p.m.



/S/ Irma Noël, Secretary



/S/ Phil Millard, Chairman