



MEETING MINUTES

BOARD OF TRUSTEES REGULAR MEETING

**BAY de NOC COMMUNITY COLLEGE
Board Room CB 201D
Escanaba, MI**

September 16, 2026

- I CALL TO ORDER:** The meeting was called to order at 5 p.m. CT by Chair Wendy Middaugh.
- II PLEDGE OF
ALLEGIANCE:** The Pledge of Allegiance was recited.
- III ROLL CALL:** Laura Johnson, Assistant Board Secretary, took roll call.
- Members present: Nick Chenier, Katie VanEnkevort, Terri Mileski, Joy Hopkins, Steve Soderman, Wendy Middaugh
- Member absent: Cory Kuchenberg
- Administration: Beth Berube, Dr. Travis Blume, Vicki DeGrand, Cindy Gallagher, Dr. Nerita Hughes, Jonathan Lane, Lynn Martinson, Dr. Amy Reddinger, Penny Pavlat, Jason Sullivan, Dr. Jessica Van Slooten
- Faculty: Matt Hayen, Cassie Callahan
- Guests: Dr. Justin Kunkle, Academic Affairs & Recruitment Coordinator and Taylor Shay, Program Coordinator for MSU's Institute of Agricultural Technology Program; Jennifer Huotari representing the Iron Mountain Advisory Board; Erica Orians, Vice President of Michigan Community College Association (MCCA)

Recorder: Laura Johnson, Assistant Board Secretary

**IV CITIZEN
INTRODUCTIONS
AND COMMENTS:**

None

**V APPROVAL OF
AGENDA:**

Dr. Hughes requested proposing a closed session at the end of the meeting during Other Business.

It was moved by Joy Hopkins and seconded by Steve Soderman to:

“Amend the agenda for the September 16, 2026, Regular Board of Trustees meeting with addition of a proposed closed session under Other Business at the end of the meeting.” No discussion. Motion carried unanimously.

**VI DECLARATION OF
INTEREST:**

None

**VII APPROVAL OF
MEETING
MINUTES:**

The minutes from the Regular meeting on August 19, 2026, were approved by unanimous consent.

VIII PRESENTATIONS:

**A Trustee Service
Recognition:**

Trustee Nick Chenier was recognized for five years of service on the Board of Trustees.

**B MSU Institute of
Agricultural Tech
Program:**

Dr. Justin Kunkle, Academic Affairs & Recruitment Coordinator and Taylor Shay, Program Coordinator for MSU's Institute of Agricultural Technology Program shared information about the partnership MSU and Bay have that allows students to earn an associate degree from Bay and a certificate from MSU in Forest Technology. The slide deck is attached.

Dr. Jessica Van Slooten, Dean of Arts, Sciences, and Teaching and Learning, added that regular meetings with Taylor Shay and Justin Kunkle have been initiated to collaborate and strengthen the IAT program and promote Taylor's shared position between Bay and MSU. Office space has also been

provided on campus for the MSU visiting instructor. Dr. Van Slooten is looking ahead to improving service to the IAT students.

Trustees expressed appreciation for the work accomplished to ensure the program's success.

C Aspen Presidents &

Trustees Collaborative:

Erica Orians, Vice President of MCCA, attended remotely to further inform trustees about the Aspen Presidents & Trustees Collaborative. MCCA applied to participate in the initiative, and following its selection, identified several Michigan community colleges to take part in the Collaborative. Bay College was among the colleges selected to participate. Dr. Hughes, Wendy Middaugh, and Joy Hopkins will attend the sessions designed to strengthen leadership alignment and advance student success across Michigan community colleges.

The work at the Aspen Institute and at the Michigan Community College Association (MCCA) is grounded in the concept of Community College 3.0 which focuses more attention on post-completion and ensuring that students who access college can complete degrees that lead to good jobs with family sustaining wages.

The slide deck is attached.

IX DIVISION SPOTLIGHT: Dr. Amy Reddinger provided the Division Spotlight on Academic Affairs. The slide deck is attached.

X PRESIDENT'S REPORT:

There were no questions or comments regarding the President's Report in the Board Report.

XI FINANCIAL REPORTS: The financial reports were unavailable due to the audit taking place. There were no questions or comments regarding the Transaction Report.

XII BOARD COMMITTEE & REQUIRED ACTION:

None

XIII BOARD ACTION:

A Part-Time Instructors Association Contract Agreement 26-27:

The Part-Time Instructors Association approved the 2026-2027 Contract Agreement for 2026-2027. Summaries of the contract changes and the full contract were provided to trustees before the meeting. There were no questions or comments regarding the proposed Contract Agreement.

It was moved by Joy Hopkins and seconded by Katie VanEnkevort to:

“Approve the Part-Time Instructors Association Contract Agreement for 2026-2027 as presented including the option to extend it to 2027-2029” No discussion. Motion carried unanimously.

B Best Practices Resolution:

State law requires the Board to pass a resolution certifying that the College meets at least four out of five of the best practice standards under each of the three categories to receive state appropriations. The resolution and evidence supporting these standards were found in the Board Report.

It was moved by Steve Soderman and seconded by Joy Hopkins to propose this resolution:

“That the Bay de Noc Community College Board of Trustees certifies that the College continues to meet the best practice standards required for state appropriations under Section 230 of Michigan Public Act 25 of 2026 and anticipates these best practice standards will meet the requirements for the 2027-2028 state appropriations.” No discussion. Motion carried unanimously.

C Reschedule Nov 2026 Board Mtgs:

Board approval was requested to move the Special and Regular November 11, 2026, board meetings to Tuesday, November 10, 2026, at 4:00 and 5:00 p.m. respectively to allow Wendy Middaugh and Joy Hopkins to travel to the Aspen Presidents and Trustees Collaborative meeting in Livonia, MI on November 11.

It was moved by Joy Hopkins and seconded by Nick Chenier to:

“Approve changing the date of the Special and Regular November 11, 2026, board meetings to Tuesday, November 10,

2026, at 4:00 and 5:00 p.m. respectively." No discussion. Motion carried unanimously.

XIV UNFINISHED BUSINESS:

None

XV NEW BUSINESS:
A GLI:

Dr. Hughes encouraged trustees to attend the Governance Leadership Institute (GLI) held December 3 & 4 in Lansing. GLI is offered by the Michigan Community College Association (MCCA) in collaboration with the Association of Community College Trustees (ACCT).

XVI MCCA UPDATE:

Dr. Hughes will attend the MCCA Fall Board of Directors meeting next week at Northwestern Michigan College. Terri Mileski will attend remotely as the alternate representative in Joy Hopkin's absence.

XVII OTHER:

Birthday greetings were extended to Dr. Hughes and Cory Kuchenberg.

The Business After Hours and tree dedication for Dwight Romagnoli is September 17 at 5pCT/6pET at the Iron Mountain campus. Wendy Middaugh and Terri Mileski will attend.

Closed Session:

Chair Middaugh requested the Board consider moving to closed session under Section 8(1)(h) of the Open Meetings Act to consider a written legal opinion from the College's attorney as material exempt from discussion or disclosure by state or federal statute.

It was moved by Joy Hopkins and seconded by Nick Chenier to:

"Move to closed session under Section 8(1)(h) of the Open Meetings Act to consider material exempt from discussion or disclosure by state or federal statute."

No discussion.

Roll Call:

Ayes:	Terri Mileski, Nick Chenier, Steve Soderman, Joy Hopkins, Katie VanEnkevort, Wendy Middaugh
Nays:	None
Abstentions:	None

Motion carried unanimously.

The meeting moved to closed session at 6:11 p.m. CT.

The meeting moved to open session at 6:32 p.m. CT. No action was taken during the closed session.

XVIII ADJOURNMENT:

With no further business, it was moved by Nick Chenier and seconded by Joy Hopkins to:

“Adjourn the meeting.” No discussion. Motion carried unanimously. The meeting adjourned at 6:33 p.m. ET.

Laura L. Johnson
Assistant Board Secretary

Completion
Date

Approval Date

Wendy B. Middaugh
Chair

Approval Date

MSU IAT @ Bay College: Developing Today's Agricultural and Natural Resources Workforce

September 16, 2026

Dr. Justin Kunkle & Taylor Shay



Today's Presentation

- What is the Institute of Agricultural Technology?
 - Mission, Vision, Goals
 - Programs
 - Locations
 - Organizational Structure
- MSU IAT @ Bay College



Dr. Justin Kunkle

- Assistant Director for IAT
- PhD – MSU Department of Forestry
- Director Undergraduate Program – DOF
- Pathways for traditionally underserved students
- Strong focus on experiential learning and student engagement
- Innovative program development



Institute of Agricultural Technology

Delivers innovative, educational programs that prepare graduates through intensive, practical learning and skill enhancement.

- Established in 1894
- Two -Year Certificate Programs
- Professional Internship
- Community College Locations
- Career Ready
- Option to Complete CANR Bachelors at MSU



Program Goals

- Accessible
- Affordable
- Employable
- Meet Industry Needs
- Provide Opportunity for MSU Campus Experience
- Strong relationship with MSU CANR departments/faculty and Community Colleges



Vision



Workforce ready curriculum

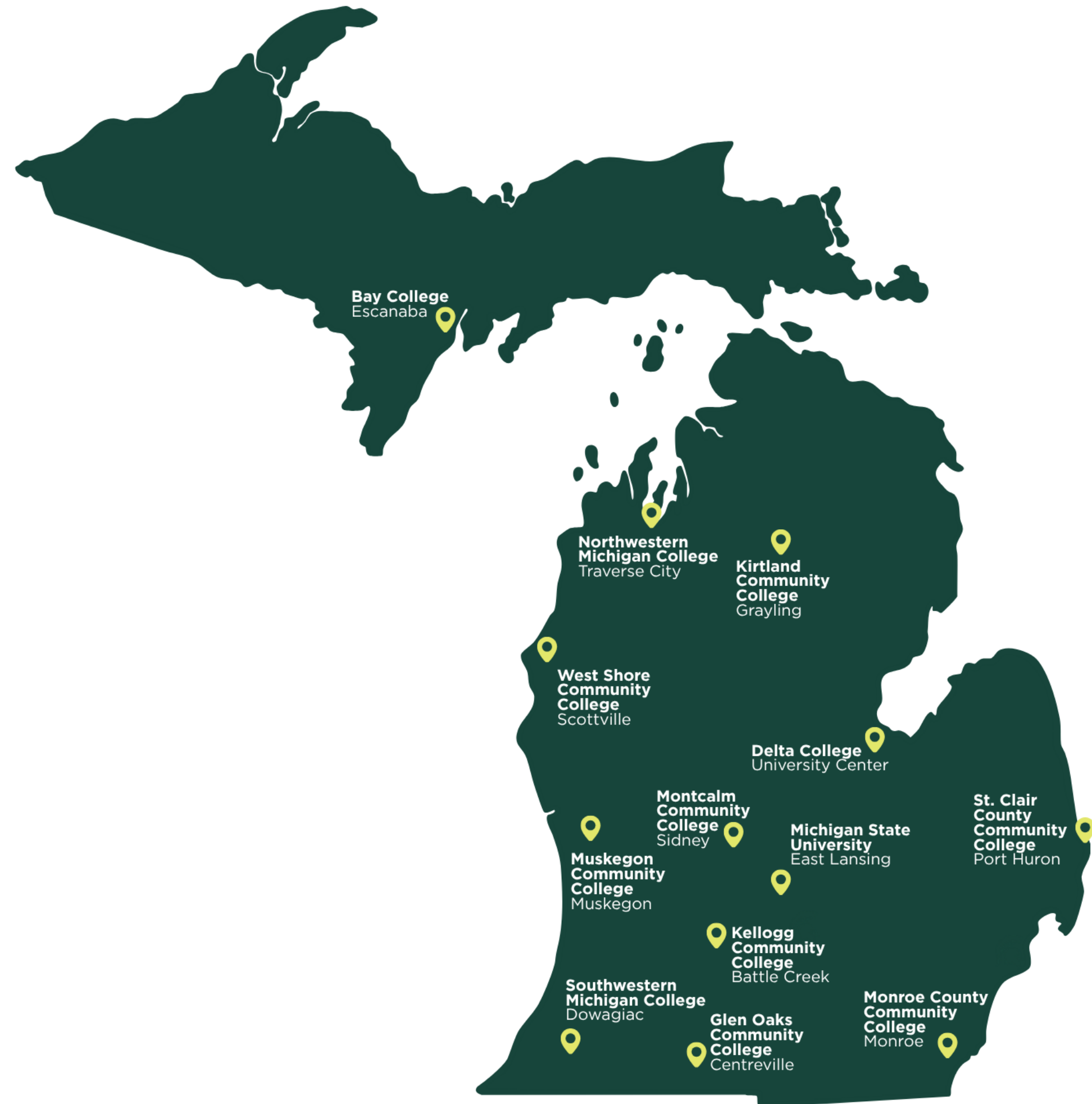
Collaborative partnerships

No longer a “hidden gem”

Better understanding of Food
& NR Systems

Where are we?

- 12 locations in Michigan
- Associate Degree and Certificate
- CC resources – academic, careers, counseling, and campus life
- Course offerings online, in person, and hybrid
- **New partner locations – Fall 2026: Kirtland CC and SC4**



Michigan State
University, East Lansing

Production Agriculture

- Agricultural Industries
- Fruit, Vegetable and Organic Horticulture Management

Turf Management & Landscape Industry

- Landscape and Nursery Management
- Sports and Commercial Turf Management
- Turfgrass Management – Golf Course

Animal Science

- Dairy Management
- Livestock Industries

Building Trades

- Electrical Technology

IAT Certificate Programs

Off -Campus Programs

- Agricultural Operations
- Food Processing, Technology and Safety
- Fruit and Vegetable Crop Management
- Landscape Management
- Viticulture
- Forest Technology
- Urban Forest Management

Community Colleges

Built on Trust,
Transparency, and
Cooperation

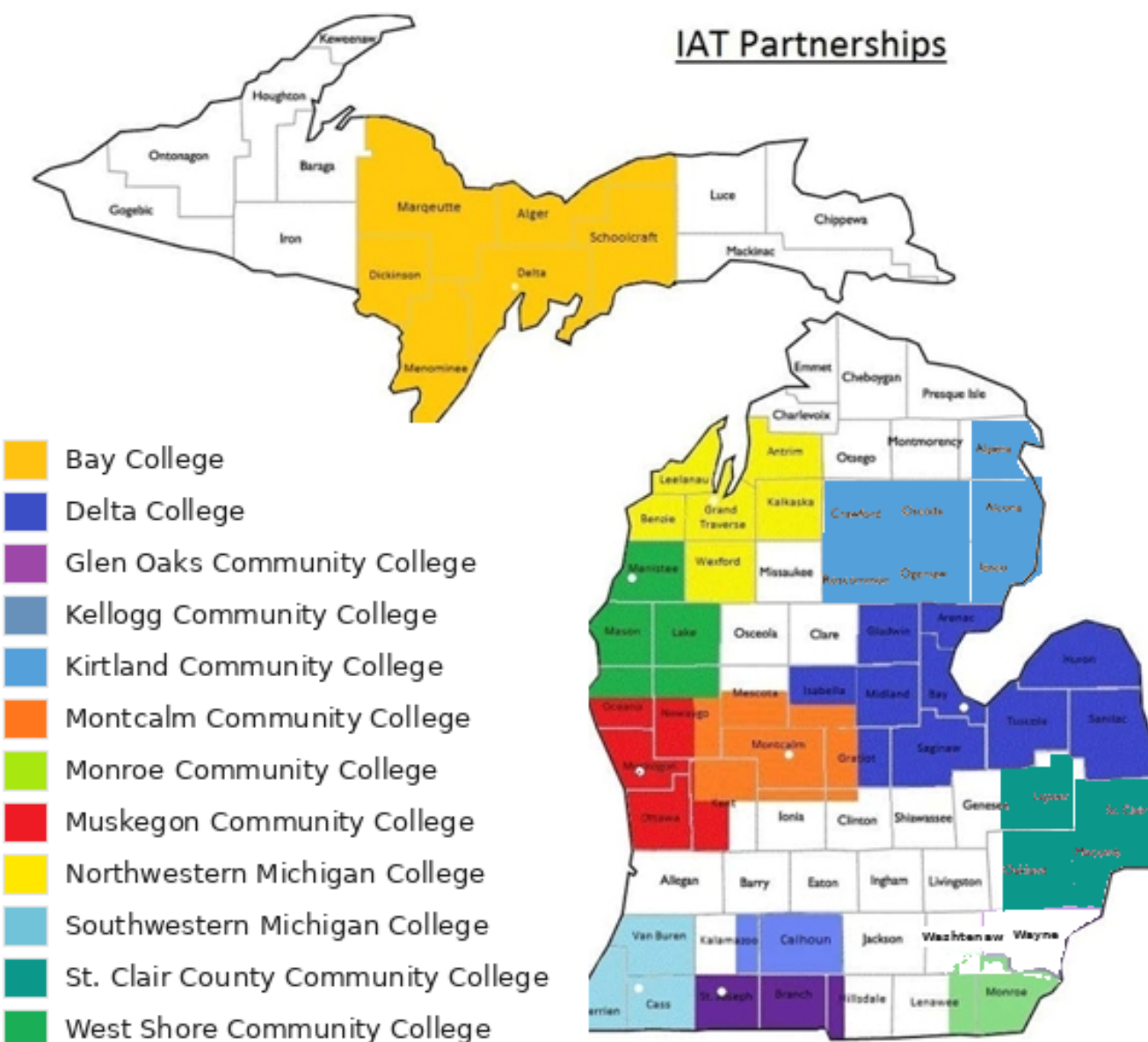
Enhance Post
Secondary Training
in Agriculture,
Food and Natural
Resources

Foster Connections
with Stakeholders

Cost Effective for
the Students and
Institutions

Consortium
Agreement 3 Years
in Length and
Reviewed Annually

Dual Academic
Programs
(Associate Degree
and Certificate)



MSU Course Delivery

- Face to Face
 - Major Content in Person
- Hybrid
 - Lecture Content Online with in Person Labs
- Online
 - Major Content Online
- Instructors
 - Industry Experts
 - MSU Faculty
 - MSU Extension Educator
 - MSU AgBioResearch Staff
 - IAT Program Coordinator



Transferring to 4 – year program (Change of Status)

- Student Intent to Transfer
- Complete Change of Status Form
- Specific Guidelines
 - Earned a 3.00 GPA or higher for MSU courses
 - Completion of IAT program
 - Declare major in MSU CANR
- NOT REQUIRED (BUT HIGHLY RECOMMENDED) Satisfy equivalents for MSU WRA 101 and MTH 103 College Algebra (minimum requirement)



IAT Staff

On-Campus Coordinators

- Joe Domecq – Dairy
- Jon Althouse – Electrical
- Marcus Duck – HORT
- Denise Altemose – Livestock
- Erin Hanna – PSM
- Jackie Lyn (Jack) Guevara – Turf
- Trey Rodgers – Turf

Off-Campus Coordinators

- Taylor Shay, Bay College
- Lance Fowler, Delta CC
- Brian Garder, Montcalm CC
- Robert Stewart, Kellogg CC
- Josh Harrison, Kirtland CC
- Matt Bernia, Muskegon CC
- Tom Green, SMC
- Kenna Ingle, West Shore
- Angie King, Glen Oaks CC
- Kristen Brown, Monroe CC
- Cristin Hosmer, NMC
- Travis Fahley, SC4

On-Campus Main Office

- Jeno Rivera, Director
- Justin Kunkle, Assistant Director
- Stacey Hamilton, Office Manager

MSU IAT @ Bay College

- Established in 2019
- 2020 – Agricultural Operations
- 2020 – USDA HEC Grant
- 2023 – Forest Technology
- 2025 – First graduate





Agricultural Operations

The Agricultural Operations program provides students with a solid background in plant and soil science, precision agriculture, water management, entomology, plant pathology and business management.

Agricultural Operations

In Michigan

- For every farmer there are over 24 career individuals needed to support them

Forest Technology

- **Curriculum Development** : Professional needs-based instructional design process with extensive input from agency and industry stakeholders
- Online and in-person classwork is blended with applied lab and field-based experiences
- Fall 2023 – First cohort
- **Areas of study** : Tree identification and forest inventory; Forest ecology and silviculture; Forest management planning; Wildland firefighting; Equipment use and worker safety; Forest business and timber harvest operations; Leadership and management
- **Career Pathways** : Forest technician; Procurement forester; Forestry consultant; Wildland firefighter; Forest products industry salesperson; Geographic Information System (GIS) aid; Land surveyor
- January 2025 – Achieved ‘candidacy status’ – the first milestone in the accreditation process – by the Society of American Foresters under the forest technology standard
- Spring 2025 – First graduate from program



Taylor Shay

- IAT Program Coordinator for Forest Technology and Agriculture Operations
- B.S. Ecology, Northern Michigan University
- Graduate Certificate, Wildlife Conservation Action, Colorado State University
- M.S. candidate in Wildlife and Fisheries Resource Management, Clemson University
- Former District Manager, Delta Conservation District
- Passionate about hands-on learning and student career development
- Enjoys hiking, camping, and paddleboarding





Questions?



Presidents and Trustees Collaborative with the Aspen Institute College Excellence Program

Erica Lee Orians, Ph.D.

Vice President, Michigan Community College Association



Community College 3.0





Program Purpose



Purpose of the Presidents and Trustees Collaborative

Introduce Board Practices to Advance Reform

Through this Collaborative, presidents and boards will strengthen their capacity to:

- Center the president's role in defining a reform agenda that aligns the board's work, enables effective governance, and drives collective action to improve student success at scale.
- Identify new and revised approaches to aligning the board's work with student success goals, beginning with board meetings and extending to data review, policy, and budget oversight.
- Strengthen the president–trustee relationship by building a shared commitment to student success goals and the reforms needed to achieve them.



Program Convenings



Presidents' Onboarding | October 9, 2026

A two-hour virtual session to onboard presidents to the work and curriculum.

Session 1 | Thursday, November 12, 2026

A full-day, in-person session focused on the why and what of reforms and strategies for monitoring what matters.

Session 2 | Friday, January 22, 2027

A virtual session focused on policy and budget prioritization and alignment.

Session 3 | Friday, April 9, 2027

A virtual session focused on sustaining reforms and the president + board relationship.



Participating Colleges

President + 2-3 Trustee Representatives

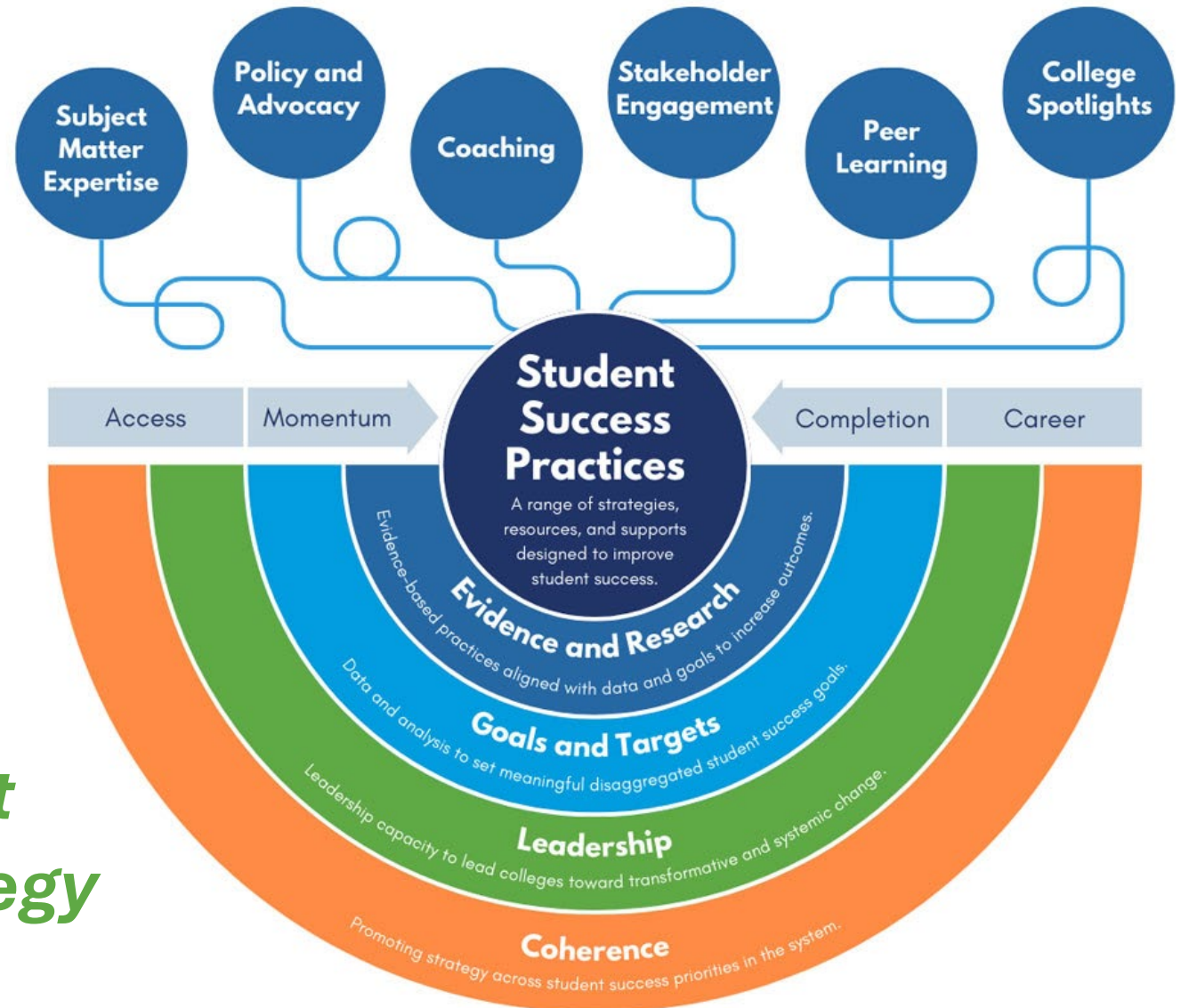


- Alpena Community College
- **Bay College**
- Glen Oaks Community College
- Grand Rapids Community College
- Keweenaw Bay Ojibwa Community College
- Kirtland Community College
- Lansing Community College
- Montcalm Community College
- Muskegon Community College
- North Central Michigan College
- Northwestern Michigan College
- Schoolcraft College



Leadership development is core to the MCCA student success strategy

Success Center Framework





Thank you!

Erica Orians

eorians@mcca.org

Academic Affairs

Presentation to the Board of Trustees
September 16, 2026



Academic Affairs Team



**Dean of Occupational and
Workforce Programs**
Jim Cousino



Academic Affairs Manager
Taylor Barron



**Vice President of Academic Affairs
& Educational Equity**
Dr. Amy Reddinger



College Librarian
Mariel Carter



**Dean of Arts, Sciences and
Teaching and Learning**
Dr. Jessica Van Slooten



Executive Director of Online Learning
Joseph Mold

Academic Divisions & Chairs

**Allied Health**

Mary Kemink, Division Chair
mary.kemink@baycollege.edu

**Business**

Brent Madalinski, Division Chair
madalinb@baycollege.edu

**Social and Behavioral Sciences**

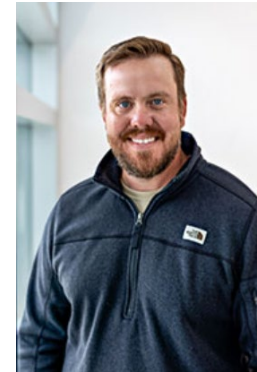
Molly Campbell, Division Chair
campbelm@baycollege.edu

**Arts and Letters**

Jennifer McCann, Division Chair
mccannj@baycollege.edu

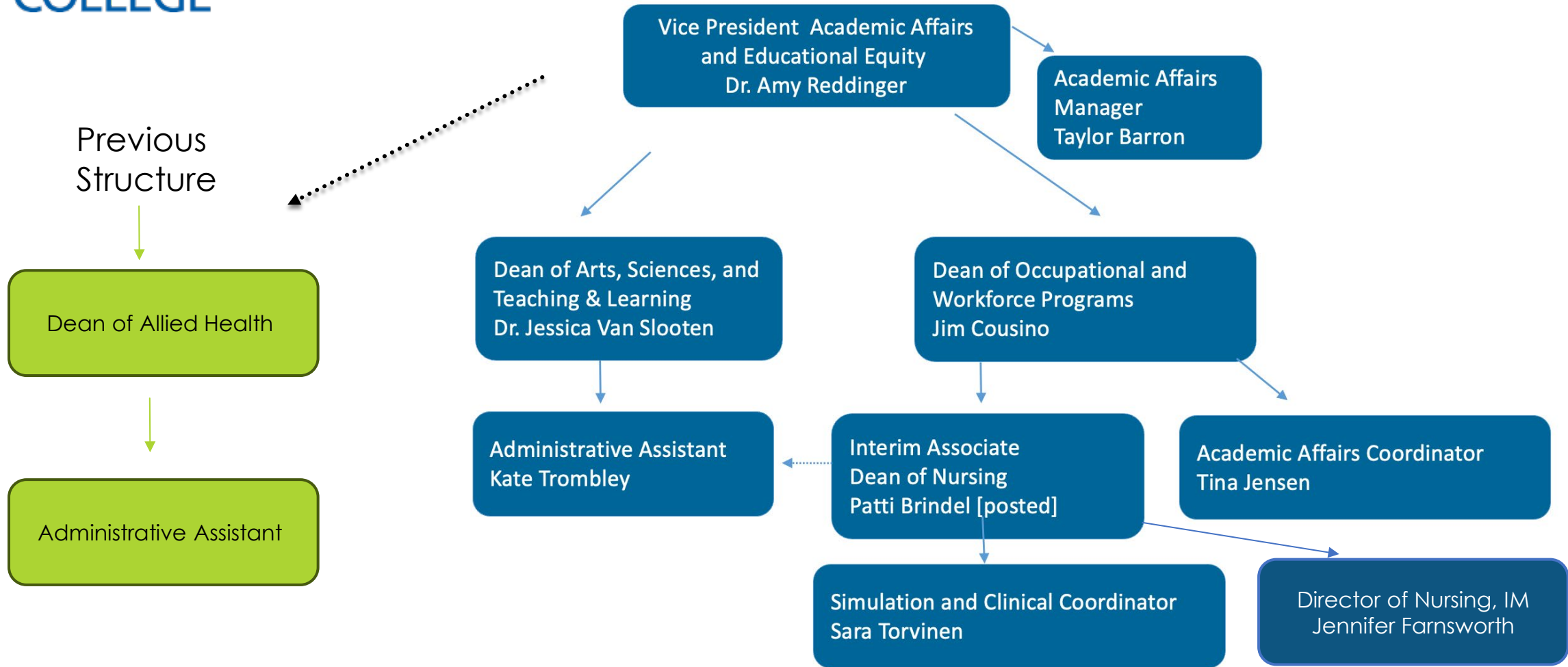
**Math and Science**

Dr. Chris Gravatt, Division Chair
chris.gravatt@baycollege.edu

**Technology**

Nick Dupont, Division Chair
Nick.dupont@baycollege.edu

Academic Affairs, Re-org



Rural Guided Pathways: Focus on clear academic to career pathways

[Home](#) / [Academics](#) / [Academic to Career Pathways](#)



Arts & Communication

Build a strong foundation in art, design, communication, and specialized transfer studies for continued education and career success.

[Learn More](#)



Business, Information Technology & Digital Systems

Develop business and technology skills for careers in accounting, marketing, information systems, management, networking, and cybersecurity.

[Learn More](#)



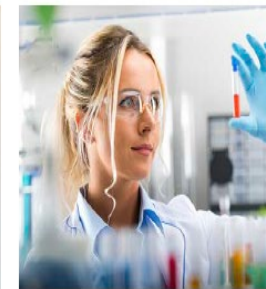
Healthcare

Focus on improving health, enhancing quality of life, patient care and saving lives in this high demand, fast growing job market.

[Learn More](#)



Public Service, Education & Social Sciences



Science, Engineering, Math & Environmental Studies



Trades & Advanced Manufacturing

Gain real-world, hands-on experience with interactive online modules.

Academic Strengths, Challenges & Opportunities

Strengths

- ▶ Significant and broad disciplinary expertise
- ▶ Established leadership
- ▶ Great momentum with Assessment, RGP, etc.
- ▶ Many established faculty and many new faculty as well

Challenges

- ▶ Adapting to new technology
- ▶ A.I. in the classroom
- ▶ Student mental health crisis
- ▶ Using data effectively for program review
- ▶ Change is hard!

Opportunities

- ▶ Teaching and Learning Center
- ▶ First Year Experience Programing
- ▶ Iron Mountain nursing program
- ▶ Full Rural Guided Pathways adoption

HLC Assessment Work:
What *all* Bay College
Students will learn



Institutional Learning Outcomes (ILOs)

*Upon completion of a program of study at
Bay College all students will:*

- 1** Communicate effectively through a variety of modalities for diverse audiences.
- 2** Think critically and creatively for learning, innovation, and/or solution development.
- 3** Demonstrate personal growth.
- 4** Demonstrate awareness of the interconnection between themselves and others.

What our students say defines their success

