

Best Practices Resolution – Bay de Noc Community College, Escanaba MI

Michigan Public Act 165 of 2020 originates from an omnibus public education bill passed by the Michigan Legislature that includes appropriations for Bay de Noc Community College of \$5,719,500.00. Among the components of the appropriations for all Michigan community colleges is performance funding based on “local strategic value,” which is defined in three categories. Each category covers five standards of local strategic value, called “best practices.” The law requires the Bay de Noc Community College Board of Trustees 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.

Bay de Noc Community College not only meets but also exceeds the best practice standards required by the appropriations law, as this table demonstrates.

Best Practices by Category	Examples of Bay de Noc Community College Adherence
Category A: Economic Development and Business or Industry Partnerships	
<p>(i) The community college has active partnerships with local employers including hospitals and health care providers.</p>	<p>Clinical agreements have been established for nursing program students with Bay Area Medical Center, U.P. Health System Marquette, Pinecrest Medical Care Facility, HCR Manorcare, Bellin Health, Iron County Medical Care Facility, Bishop Noa Home, Christian Park Center, Christian Park Village, Marquette County Medical Care Facility, Maryhill Manor, OSF St. Francis Hospital, Dickinson County Healthcare System, Oscar G. Johnson VA Medical Center, and Schoolcraft Memorial Hospital. Clinical agreements have been established with multiple long term care facilities for CNA students. Clinical agreements have been established for EMT & Paramedic students with Beacon Ambulance Services, Dickinson County Healthcare System, Integrity Care Ambulance, Bay Area Medical Center, Aspirus Hospital, OSF St. Francis Hospital, Schoolcraft Memorial Hospital, U.P. Health System Marquette, and U.P. Health System Rampart Ambulance.</p> <p>The College offers recertification testing for National Registry of EMTs as well as MI EMS Instructor Training.</p> <p>Bay College is expanding EMS Paramedic training across the Upper Peninsula by providing</p>

distance learning to meet an employer identified need. Students unable to meet educational goals due to obstacles created by distance will now be able to receive the education required to meet individual goals and employer needs. Distance sites have been established in Iron Mountain, Iron River, Marquette & Calumet, significantly reducing required travel of students.

Bay College assists the State of Michigan by hosting NREMT testing for Paramedic students seeking licensure. The EMS program currently hosts this event on an annual basis and stands ready to provide additional testing dates as demand necessitates.

Bay College has created a Certified Medical Assistance program to meet staffing needs identified through Allied Health Advisory Board input. Bay College is presently seeking accreditation through the American Association of Medical Assistants (AAMA). The CMA program is offered at both Bay College campuses.

The College offers First Aid-BLS for health care providers and non-health care providers on campus for credit. Also offering advanced acute care certification courses on campus for credit; which includes ACLS, PALS, ITLS, & PHTLS.

The College's Workforce Training and Development provides First Aid-BLS for health care providers and non-health care providers as continuing education courses. Workforce training also provides critical instruction for Certified Nursing Assistants (CNA) and Certified Medical Assistants (CMA) for local healthcare providers.

Bay College has an active presence on the U.P. Health Care Round Table; which is facilitated by MiWorks! This group brings together U.P. wide healthcare education providers and acute and/or long term care agency representatives to address health care training needs for Upper Michigan.

Bay College has active internship and co-op programs with community employers in areas including automotive, business, water

	<p>technology, human services, criminal justice, computer networking and security, and early childhood education.</p> <p>The College also provides water treatment workforce development trainings to area employers as well as members of the Michigan Water Environment Association.</p> <p>Bay College has developed a process of granting 3-5 transfer credits for the possession of a CNA License, allowing practicing CNAs to receive credit for their credential.</p> <p>Bay College holds quarterly HR round tables with local employers including Systems Control, Verso, Lake Shore Systems, BOSS Snow Plow, First National Bank, Loadmaster, CCI Systems, M.J. Electric, and LP Paper Products, to stay abreast of training and development in regard to local businesses. We've also started a second group that includes local healthcare providers to meet quarterly to seek feedback and share updates and needs.</p>
<p>(ii) The community college provides customized on-site training for area companies, employees, or both.</p>	<p>Electrical and Instrumentation (E & I) Apprenticeship Training- Verso Corporation, Blue Print Reading – Lake Shore Systems, Team Building, Communication & Leadership (DiSC), Water Treatment - VA Hospital, Excel training – VA Hospital, Basic Hydraulics – Graymont Lime, Certified Nursing Assistant Training - Iron and Marquette County Medical Care Facilities, Welding Certifications – Area manufacturers and fab shops, OSHA 30 Hour – IBEW Michigan and Wisconsin; welding training for WE Energies and BOSS Snowplow in Iron Mountain; Safety in the Wood Products Industry – On-site throughout State, Computer Application Training (MS Office) – Hannahville Indian Community - First Aid and CPR training for non-healthcare providers delivered to J2S Group and Pathways among others.</p>
<p>(iii) The community college supports entrepreneurship through a small business assistance center or other training or consulting activities targeted towards small businesses.</p>	<p>Partner with MiWorks! and Michigan Small Business & Technology Development Office to develop and deliver training to meet the needs of entrepreneurs and small businesses.</p> <p>Provide meeting space for veterans returning to the workforce.</p>

	<p>Assist in marketing campaigns for Customer Service. Excellence workshops and Quick Books Accounting System training.</p> <p>We offer meeting location and technology for small business training offering through Loyal to Local and the DAEDA.</p> <p>We often help share job openings or position descriptions with corresponding faculty to help support employment needs of small businesses.</p> <p>We also gave one seat in the Leadership Academy for free to a small business in the 2020 cohort so that we could expand perspectives and get small business involved.</p> <p>Deliver continuing education seminars, workshops and conferences for small-medium sized industries</p> <ul style="list-style-type: none"> Dental, Optometry, Healthcare, Human Resources, Supervision, and Safety
<p>(iv) The community college supports technological advancement through industry partnerships, incubation activities, or operation of a Michigan technical education center or other advanced technology center.</p>	<p>Bay College operates a Workforce Training Division at both campuses and across the Upper Peninsula, offering lifelong and contract training opportunities to meet community needs.</p> <p>Bay College is partnering with Northern Initiatives and the Michigan Manufacturing Technology Center on training offerings for the fall 2020 that includes: Negotiation, Running Effective Meetings, Time Management, Applied Project Management and Lean Office 101.</p> <p>Bay College’s Workforce Training Division has hosted a state-wide EMS conference, and EMS training and testing for providers throughout the State.</p> <p>Articulation agreements exist between the Boilermakers Union (welding) and the local chapter of the IBEW (electricians) so that completers of these apprenticeship programs can receive college credit toward a General Applied Science degree.</p>
<p>(v) The community college has active partnerships with local or regional workforce and economic development agencies.</p>	<p>Bay College is an active member of the Delta County Economic Development Alliance, of which President Coleman serves on the Executive Board; the Regional Prosperity Initiative of the Central Upper Peninsula Planning & Development Regional Commission</p>

	<p>(CUPPAD); and the Upper Peninsula Economic Development Board and MiWorks!. The Bay College West Dean serves on the Executive Board for: Dickinson Area Economic Development Alliance (DAEDA) and is a lead to the talent and education task force within that group. Bay College West also plays a critical role in the Heavy Metal Tours group that is a collaborative group including Lake Shore Systems, BOSS Snow Plow, Systems Control, the DAEDA and Northern Initiatives to promote career pathways in Dickinson County. This group is the driver behind Manufacturing Day, an event that targets freshmen students (roughly 300 students in a given year) in Dickinson County to introduce them to local business and what manufacturing looks like today. In addition, Bay College has helped organize and promote such events as Careers and Cheers in the area to help inform individuals visiting the area on the job opportunities and quality of life in Dickinson County, Intern Social to engage summer interns in educational opportunities, network with each other and create connection to the community.</p> <p>Bay College also actively interacts with MiWorks! and has advisory boards for all of our occupational programs made up of local business people.</p> <p>By partnering with Michigan Works, Bay College participates in rapid response events aimed at providing educational opportunities to individuals who have recently lost their job due to a business closing. Past examples of these rapid response events include Manistique Paper, the Empire Mine and a local Shopko Store.</p>
Category B: Educational Partnerships	
<p>(i) The community college has active partnerships with regional high schools, intermediate school districts, and career-tech centers to provide instruction through dual enrollment, concurrent enrollment, direct credit, middle college, or academy programs.</p>	<p>Bay College has an active dual credit program, actively recruits at high schools across the Upper Peninsula, has articulation agreements with K-12 systems and with the I.S.D.s in Dickinson, Delta, Marquette, and Menominee Counties, and holds a leadership role in the Delta County College Access Network (DCCAN) which includes area K-12 superintendents and principals, business leaders and non-profits focused on K-12 students. Bay College also supplies office space for DCCAN on the Bay College Campus. Bay College has Early College agreements with I.S.D.s in both</p>

	<p>Dickinson and Delta Counties and Escanaba, Mid-Peninsula, Big Bay de Noc, Bark River-Harris, Menominee, Stephenson, Carney-Nadeau, and North Central High Schools. The College offers dual enrollment courses on the campuses of Iron Mountain, Kingsford, Bark River-Harris, Gladstone, Escanaba, North Central, Norway-Vulcan High Schools, and the Dickinson Iron I.S.D. The College also has a dual enrollment agreement with the Breitung Township Schools Homeschooling Consortium.</p> <p>Dual Enrollment Orientation was offered to new students in August 2020 via Zoom for Dickinson County to review key information, tips and next steps to be successful as a DE student moving forward.</p> <p>The West Campus partnered with the DIISD in a joint commercial to promote opportunities in the area through the Early College model that ran on social media and on local TV.</p> <p>Bay College provides opportunities for high school faculty and college faculty to interact and develop connected curriculums. Faculty and staff at the College have been invited to attend high school professional development days, are members on the local I.S.D.s Early College advisory board, and attends advising trainings at the Delta County I.S.D.</p> <p>Tech Prep activities have resulted in numerous course articulation agreements between U.P. high schools and Bay College. Active partnerships exist between Bay's Technology Division and both the Delta-Schoolcraft and Dickinson-Iron I.S.D.s.</p> <p>Bay College and several K-12 partners throughout the Upper Peninsula have joined consortium agreements to leverage resources to aid in training students for industry demand jobs.</p>
<p>(ii) The community college hosts, sponsors, or participates in enrichment programs for area K-12 students, such as college days, summer or after-school programming, or science Olympiad.</p>	<p>College Nights are hosted at both campuses, attracting high school students to both campuses to learn about college options.</p> <p>The main campus continues to host experiences for 5th graders, 8th graders, 12th graders, and students interested in occupational programs. For each of these, students come to campus to</p>

	<p>interact with faculty in several of our program areas and become familiar and comfortable with being on our campus.</p> <p>The West Campus participates in S.T.E.M. night at Woodland Elementary annually and has bolstered its effort with the main campus's Bay is the Way Day, increasing interest from 40 high school seniors to almost 80 in 2019. The same can be said for Family Fun Night which carried the theme "space" with activities from faculty, local organizations, and staff, including a planetarium. This drew a crowd of over 500 people to the campus in October 2019. Little scientists S.T.E.M. camp also ran at the West Campus with two full sections in 2019 and one winter class in January 2020 for ages 5 to 7.</p> <p>Bay College hosts the annual Occupational Open House at Bay and a SkillsUSA competition. These events allow area high school students to explore college programming, learn about a potential career path, and with SkillsUSA, demonstrate their skills to win a Bay College scholarship.</p>
<p>(iii) The community college provides, supports, or participates in programming to promote successful transitions to college for traditional age students, including grant programs such as talent search, upward bound, or other activities to promote college readiness in area high schools and community centers.</p>	<p>Delta County College Access Network (DCCAN) partnership provides leadership within area schools to promote a successful transition from high school to college.</p> <p>Our robust Early Middle College partnerships are an important way that Bay helps to prepare students for the transition from high school to college. Bay employs a Dual Enrollment Coordinator that works directly with all Dual Enrolled and Early College students to ensure a successful transition to college.</p> <p>Bay is the Way Day is hosted at both campuses as a recruitment event where high school seniors visit campus to learn more about our programming from faculty and staff. In addition, DCCAN is planning an event for eighth graders to visit campus.</p> <p>In collaboration with the Stephenson School District, Menominee School Districts, and Bay College, a Career/College Counselor was housed at the k-12 school districts. This individual provides services related to career exploration and advising about college</p>

	<p>opportunities, and other post high school career options.</p> <p>FAFSA completion events are held on campus and in our communities, to assist all community members in completing their FAFSA for the upcoming school year.</p> <p>The TRiO program (Student Support Services) aids in the transition to college for first generation college students.</p>
<p>(iv) The community college provides, supports, or participates in programming to promote successful transitions to college for new or reentering adult students, such as adult basic education, GED preparation, and testing, or recruiting, advising, or orientation activities specific to adults.</p>	<p>The Student Support Services grant program is available for at-risk populations including displaced homemakers and special outreach to military veterans for workforce development training.</p> <p>The College’s partnership with the local ABE/GED program, MiWorks! promotes the GED student transition to college. The testing center at Bay College offers community testing and certification, such as for the Automotive Service Excellence (ASE) industry certification, and ServSafe. The testing center has recently added CLEP testing for students to test out of certain college courses.</p> <p>Bay College’s Workforce Training Division supports displaced workers and veterans by offering training for advanced manufacturing careers as welders and multi-skilled technicians.</p> <p>Bay College’s Workforce Training Division supports offender re-entry programs by partnering with Michigan Rehab and the Offender Success program by enrolling students in basic welding courses to obtain skills to re-enter the workforce upon release from their correctional facility.</p> <p>Bay College Workforce worked with Michigan Works! to hold a welding training for individuals working towards their GED that wrapped up in June 2020.</p>
<p>(v) The community college has active partnerships with regional 4-year colleges and universities to promote successful transfer, such as articulation, 2+2, or reverse transfer agreements or operation of a university center.</p>	<p>Bay’s University Center hosts bachelor’s and master’s degree programs from Lake Superior State University. Reverse transfer agreements are in place with LSSU, NMU, MTU, GVSU, FSU, and Finlandia University besides many articulation agreements with multiple universities.</p>

	<p>Bay consistently utilizes the Michigan Transfer Agreement (MTA) to transfer 30 block credits of general education to any college or university in Michigan.</p> <p>The College has numerous transfer agreements and articulation agreements with colleges and universities across the state and nation. Our Executive Director of Transfer and Advising actively seeks partnerships throughout the academic year, and our transfer rate is near 20% for our full time first time student cohort.</p> <p>Bay College has partnered with Michigan State University’s College of Human Medicine - Early Assurance Program to offer rural community college students increased opportunities for acceptance into medical school. In addition, the College partners with Michigan State University’s Institute of Agricultural Technology to offer agricultural programs.</p> <p>Bay College has partnered closely with Michigan Technological University in developing articulated curriculum in mechatronics and robotics and has developed several engineering agreements with LSSU, including a robotics engineering degree.</p> <p>Bay has recently added a transfer agreement with the University of Wisconsin-Green Bay to accept our Michigan Transfer Agreement, which will lead to more seamless transfer of courses to Wisconsin-bound students.</p> <p>The MSU Extension office has lease agreements with Bay College on both campuses.</p>
Category C: Community Services	
<p>(i) The community college provides continuing education programming for leisure, wellness, personal enrichment, or professional development.</p>	<p>A YMCA facility is on the Main campus. Bay College has a wellness partnership with the YMCA for college students, personnel and community. Students and staff also have access to the Northern Lights YMCA in Iron Mountain through a wellness partnership with the YMCA. Bay College has partnered with our YMCA facility to offer an after school program focused on reducing childhood obesity.</p> <p>Continuing education programs for leisure, personal enrichment, and professional</p>

	<p>development, including education for health care professionals, are available at both campuses. Online lifelong learning courses are also available.</p> <p>The Main and West campus each host a learning in retirement educational and social program. Such groups offer monthly educational programs and mini sessions or series on topics of interest.</p> <p>Bay College West Campus has added professional development courses in Negotiations, Time Management, Running Successful Meetings, Problem Solving, Project Management, and Lean 101, in addition to their nine-month Leadership Academy.</p> <p>The Bay College Foundation started Smart Money seminars to help educate the community on giving in retirement, estate planning and other valuable financial information. The series on both campuses utilizes local investment and legal partners.</p> <p>Other learning opportunities are available to the public including a Math/Science Colloquia Series designed to promote STEM opportunities. Speakers address current topics in the STEM field and continuing education credits apply. Diversity speakers and conferences are also brought in annually on topics such as childcare education and autism awareness.</p>
<p>(ii) The community college operates or sponsors opportunities for community members to engage in activities that promote leisure, wellness, cultural or personal enrichment such as community sports teams, theater or musical ensembles, or artist guilds.</p>	<p>Bay College partners with the Marquette Symphony Orchestra to perform for the public up to four times a year in Bay College's Besse Theatre. Bay College also sponsors Strings on the Bay, a summer chamber music series consisting of local and afar musicians, and additional performances based on local availability, budgets and schedules.</p> <p>Bay College offers a monthly film series featuring thought provoking movies and authors to increase diverse educational experiences and discussions on campus.</p> <p>The Bay College Diversity Committee sponsors events and activities that are free and open to the public including a Martin Luther King Day</p>

	<p>Celebration, a series with Potawatomi Elder Earl Meshigaud, and a film and panel event with the creators of the documentary Wretches and Jabberers.</p> <p>The Student Wellness Committee has works with community agencies to promote health and wellness on campus and beyond.</p> <p>Campus Activities Board, a College-sponsored student organization, brings in free and reduced-rate comedians, concerts, movies, and speakers to campus. At least two large events and four movies occur each semester, and are open to students and community members. Campus Activities Board also sponsors gaming activities and sports tournaments open to the community, including basketball and volleyball.</p> <p>Bay College West Campus has added/hosted numerous community sponsored events (Loyal to Local, Free Movie Night, Family Fun Night, The Iron Mountain Road and Trail Half Marathon, Pine Mountain Ski Jumps including a community photo prop, Pine Mountain 500).</p> <p>Bay College renovated a 20,000 sq. ft. courtyard to provide students and public access to a learning landscape. Plants in the courtyard are Michigan native species and/or cultivars of native species. Plantings include signage with the common and scientific names, and the month and year planted. QR codes on the signs provide additional information on college webpages. The courtyard is open to the public and serves as the only native arboretum in the area.</p> <p>Bay College planted a living Native American Circle of Life (Medicine Wheel) at the entry to the central courtyard. The Circle of Life is available to the public for interacting and receiving. The Hannahville Indian Community blessed the Circle of Life in a formal public ceremony.</p>
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<p>(iii) The community college operates public facilities to promote cultural, educational, or personal enrichment for community members, such as libraries, computer labs, performing arts centers, museums, art galleries, or television or radio stations.</p>	<p>Bay College has three art galleries open to the public. The Besse Center and Hartwig Art Galleries are on the Main campus, and the upper commons gallery is on the West Campus. Each gallery has rotating art presentations, typically 4-6 art shows per year highlighting regional artists and/or art from Bay College's art inventory. Student art is featured at the end of each semester in the galleries.</p> <p>All art shows are promoted to students and the public. A reception for each art show is held, typically featuring an artist talk, and open to the public. Bay College maintains an active partnership with the Bonifas Fine Art Center, and is a major sponsor of the Northern Lights juried art show held annually, and is creating its first juried art show.</p> <p>The Besse Performing Art Center on campus hosted its first community theater production, The Wizard of Oz, in November. The directors, cast and crew were a culmination of community youth, adults, theater, and music along with Bay College students and leadership. The response and excitement were exhilarating.</p> <p>Public use of the Library and computer labs is encouraged.</p> <p>External digital signage, social media and local publicity is supported to inform community citizens of College events and happenings.</p> <p>All college facilities are available for the non-profit and for-profit public to use and/or lease space, including the Besse Center.</p> <p>The Library hosted preschool child/parent family fun nights open to the public with great success. The Bay College Diversity Committee sponsors 4-6 diversity related events on campus each year. These have included speakers and panels during Native American History Month, Domestic Violence Awareness Week, Veteran's Day, Autism Awareness Month, and more. Both partner with local groups.</p> <p>Bay College has co-hosted and sponsored a number of community and campus events in conjunction with the Hannahville Indian</p>
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	<p>Community including the creation of a live plant circle of life (medicine wheel), a campus speaker series, the creation of a dream catcher sculptural piece, and the upcoming Treaty Acknowledgement Project. Several of these projects have been supported by the Native American Heritage Foundation in recognition of collaborative, meaningful representation of Native American culture.</p>
<p>(iv) The community college operates public facilities to promote leisure or wellness activities for community members; including gymnasiums, athletic fields, tennis courts, fitness centers, hiking or biking trails, or natural areas.</p>	<p>A recreation complex is on campus, including soccer fields and trails. The soccer fields are used by area youth, high school, and adult soccer leagues and teams.</p> <p>Walking trails, a labyrinth, and pavilion are available for public use, coordinated by the City of Escanaba's recreation division. The recreation complex is also the new home to our cross country athletic team.</p> <p>The YMCA is open to the public and housed on campus. It was recently renovated and is the home to our men's & women's Bay College Norse basketball teams. A locker room facility was added to the YMCA for Norse athletics.</p> <p>Bay College shares the use and maintenance of baseball and softball fields at the Hannahville Ice & Turf Complex in collaboration with Wells Township for the men's & women's Bay College Norse teams. These fields are also available for community league use.</p> <p>Bay College is an active partner with the City of Escanaba in development of a bike path connecting the cities of Escanaba and Gladstone with a connector route to campus.</p>
<p>(v) The community college promotes, sponsors, or hosts community service activities for students, staff or community members.</p>	<p>The student honor's group, PTK, is involved with community service experiences.</p> <p>Bay College Day of Service takes place in October each year. The day has students, staff, and faculty working in our area through various service projects to help our community.</p> <p>Various programs require students to complete service learning projects that make a difference for many people in the Upper Peninsula (i.e. Nursing, PTK, and Honors students).</p>

	<p>College employees provided services at the 906 Mission of Hope community event. Apparel from the College’s Career Closet was provided for employment opportunities and a job fair booth provided information on academic and non-credit programs and employment opportunities. Employers that offered CNA and patient care positions were present and conducted on-site interviews.</p> <p>Bay College West serves as the polling site for the Iron Mountain Second Precinct special, primary, and general elections. The Main campus is also a polling site.</p> <p>The College encourages all employees to be engaged in civic organizations and leadership, with 25+% of employees involved.</p> <p>The Bay College greenhouse propagates wildflowers and vegetables for EskyGrow each year. Students and employees volunteer time in the greenhouse and plantings. It also hosts a plant sale annually open to the public.</p> <p>Gaming Galaxy, a College sponsored student organization, holds a “Game Night” once a year to raise money for Tri-County Safe Harbor, a local women and children’s shelter.</p>
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Therefore,

This resolution is proposed:

“That the Bay de Noc Community College Board of Trustees certifies that the College does meet the best practice standards required for state appropriations under the Michigan Public Act of 2020 that will originate from an omnibus public education bill that will include appropriations for Bay de Noc Community College.”