REPORT OF MINUTES

**BOARD OF TRUSTEES
REGULAR MEETING**

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

March 20, 2024

I	**CALL TO ORDER:**	The meeting was called to order at 5 p.m. ET by Vice Chair Nick Chenier.
II	**ROLL CALL:**	Roll call was taken by Laura Johnson, Assistant Board Secretary.

Members present:	Terri Mileski, Wendy Middaugh, Steve Davis, Joy Hopkins, Tom Butch, Nick Chenier
	Tom Butch attended by phone as a reasonable accommodation for a disability.
Member absent:	Eric Lundin
Administration:	Beth Berube, Travis Blume, Cindy Carter, Mark Highum, Nerita Hughes, Evelyn Norkoli, Penny Pavlat, Amy Reddinger, Jessica Van Slooten
Faculty:	Brian Black, Molly Campbell, Caitlin Capodilupo, Chris Gravatt, Mary Kemink, Karl Linderoth, Brent Madalinski, Jessica Rochefort
Guest:	MEA UniServ Director Larry Gabka
Recorder:	Laura Johnson, Assistant Board Secretary

III	**CITIZEN INTRODUCTIONS AND COMMENTS:**	None
IV	**APPROVAL OF AGENDA:**	The agenda was approved by unanimous consent.
V	**DECLARATION OF INTEREST:**	None

VI   APPROVAL OF MINUTES: The Meeting Minutes from the Regular Meeting on February 14, 2024, and the Special Meeting on March 8, 2024, were approved by unanimous consent.

VII   PRESENTATIONS:

A   Business and Business Admin. Program: Instructor Brent Madalinski presented an update on the business and business administration programs. The presentation slides are attached.

Discussion was held about the opportunities the business programs provide for students interested in becoming entrepreneurs.

Brent Madalinski left the meeting.

B   Nursing Program: Instructors Dr. Caitlin Capodilupo, Dr. Jessica Rochefort, and Mary Kemink presented an update on the Nursing program. The presentation slides are attached.

Joy Hopkins added to the point made in the presentation about the national enrollment decline in the nursing field, that nursing wages are now stagnant, and it is easier to find nursing jobs that do not require working weekends and nights or doing other things.

Dr. Caitlin Capodilupo, Dr. Jessica Rochefort, and Mary Kemink left the meeting.

C   CNSS Program: Instructor Karl Linderoth presented an update on the Computer Network Systems and Security program. The presentation slides are attached.

VIII   PRESIDENT'S REPORT: President Hughes extended thanks to trustees for participating in the VP of Finance & Operations interviews and the U.P. Legislative Luncheon. Follow-up conversations with Rep. Hill and Rep. Prestin resulted from that meeting.

The next two months will involve digging deeper into the organizational restructure of Academics and Student Affairs.

The Insight Report from the Technology Needs Assessment conducted by Ferrilli was received. The Ferrilli team will review the report with the Senior Leadership Team on April 3, and then it will be shared openly with next steps.

The Achieving the Dream DREAM conference and AFIT CEO/Rep Forum were attended by Dr. Hughes with teams from the College. Both events showed where we as institution need to lean in more to benefit from those organizations; ATD especially because we are a Leader College. The ATD iCAT (Institutional Capacity Assessment Tool) should be implemented because the tool helps assess an organization as a whole and identifies gaps to reassess. Dr. Hughes and Institutional Research Director Penny Pavlat are considering its implementation.

IX   **BUSINESS OFFICE REPORT:**   Eileen Sparpana, VP of Finance & Operations, was absent.

X   **BOARD COMMITTEE REPORT & REQUIRED ACTION:**   None

XI   **BOARD ACTION:**

A   **Transaction Report:**   There were no questions or comments on the Transaction Report ending February 29, 2024.

On a motion made by Steve Davis and seconded by Joy Hopkins:

"The Financial Transactions for the month ending February 29, 2024, stand approved as presented to place on file." No discussion.

Roll Call: **Ayes**:   Steve Davis, Joy Hopkins, Wendy Middaugh, Terri Mileski, Nick Chenier, Tom Butch
Nays: None
Abstentions: None
Motion carried unanimously.

B   **Faculty Tenure Recommendation:**   Dean of Arts and Sciences Dr. Jessica Van Slooten, and VP of Arts and Sciences and DEIB, Dr. Amy Reddinger recommended Dr. Chris Gravatt for tenure.

Dr. Reddinger introduced Dr. Gravatt. Dr. Van Slooten shared that Dr. Gravatt was recommended for tenure because in his time at

Bay College he has brought a scholarly presence and industry knowledge enhancing student learning. From his acquisition of the bench-top NMR with Cretens funding to his continual improvement of his teaching, Chris is dedicated to providing students with a high-quality learning experience. He has provided students with learning experiences they might not otherwise see until graduate school and is making this accessible to first- and second-year students.

Dr. Gravatt is also a great advocate for STEM and communicates that into the community. He participates regularly in all activity days (e.g., 5th grade Fridays, Mind Trekkers), is active with the STEM Club, and shows students possible careers and schools for transfer. He is an active colleague in his division and college committees.

Joy Hopkins recalled the demonstration he gave trustees when the spectrometer was added to the lab.

It was moved by Steve Davis and seconded by Wendy Middaugh that:

"The tenure recommendation for Dr. Christopher Gravatt be accepted and tenure be granted. No further discussion.

Roll Call:	**Ayes**:	Joy Hopkins, Wendy Middaugh, Steve Davis, Terri Mileski, Tom Butch, Nick Chenier
	Nays:	None
	Abstentions:	None

Motion carried unanimously.

C   Curriculum Activity: Curriculum revisions to the Surgical Technology AAS program were presented for board approval. The changes included adding SURG 112 – Sterile Processing I and Human Biology to replace Anatomy and Physiology.

It was moved by Terri Mileski and seconded by Joy Hopkins to:

"Approve adding SURG 112 – Sterile Processing I and Human Biology to replace Anatomy and Physiology to the Surgical Technology AAS program." No discussion. Motion carried unanimously.

XII   UNFINISHED BUSINESS: None

XIII **NEW BUSINESS:**
A **Communication &**
Culture of Success: The Board recognized Full-time Faculty Association President Molly Campbell and MEA UniServ Director Larry Gabka to speak about "Communication & Culture of Success."

Molly Campbell stated the Full-time Faculty Association would move the agenda item to next month's meeting in the interest of time. The Association wanted to assert their right to exercise adding an item to the board agenda and the Association President or their designated representative be recognized for comment as a matter of new business. Molly clarified they shall be recognized to add an agenda item and that they do not need to explain the agenda item or share a memo to the Board before the meeting.

XIV **MCCA UPDATE:** Dr. Hughes reported that the MCCA is focused on determining how to collectively comprise community college legislative priorities.

XV **OTHER:** None

XVI **ADJOURNMENT:** It was moved by Terri Mileski and seconded by Joy Hopkins to:

"Adjourn the meeting." No discussion. Motion carried unanimously. The meeting adjourned at 6:16 p.m. ET.

Laura L. Johnson Assistant Board Secretary	Completion Date	Approval Date

Nicholas M. Chenier Vice Chair	Approval Date

Business at Bay College

Teaching students how to bring value to their desired future states

Brent Madalinski

Business Defined

- AA Business Administration

- AAS Business

- AAS Marketing

- Entrepreneurship Small Business Certificate

AA Business Administration beyond Bay College

- Accounting
- Business Administration
- Economics
- Entrepreneurship
- Finance
- International Business
- Management
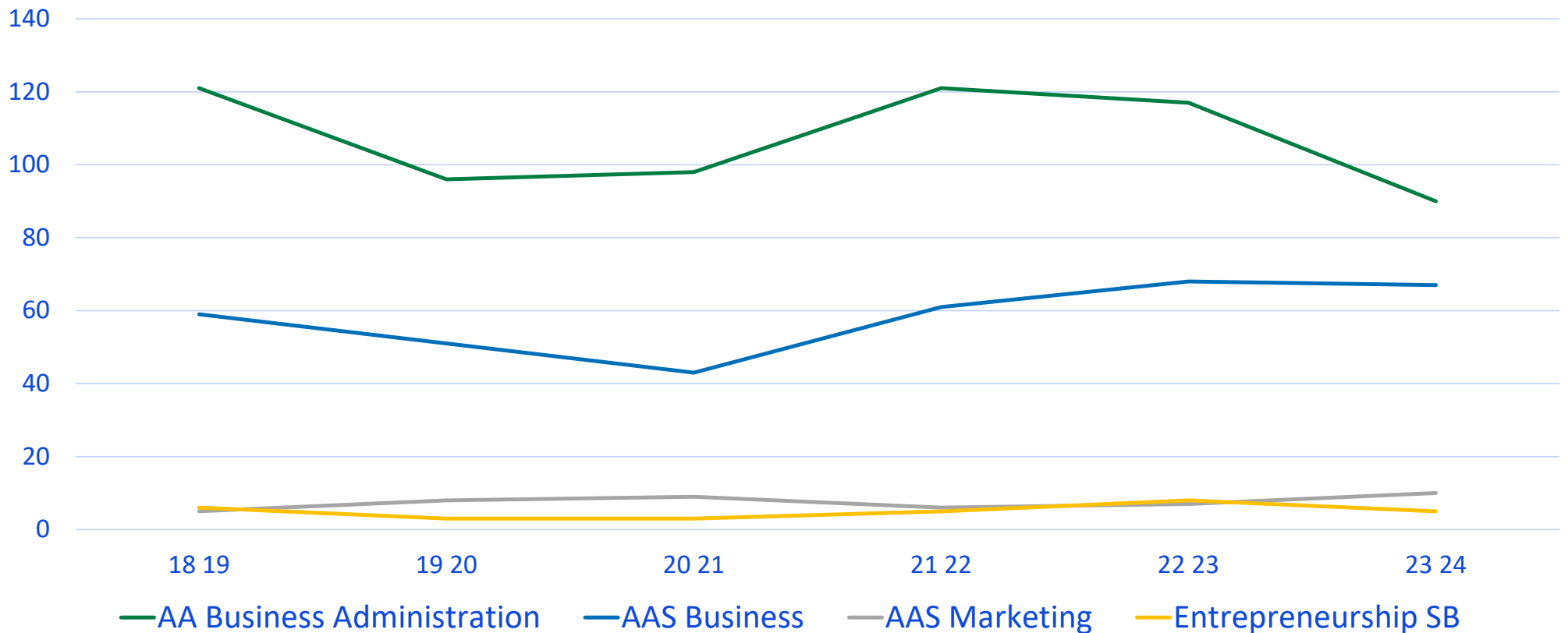- Marketing
- Supply Chain Management

Total Business Concentrations Enrollment 2018-2023

Total Enrollment Per Year as reported by IR (this includes LSSU concentration)
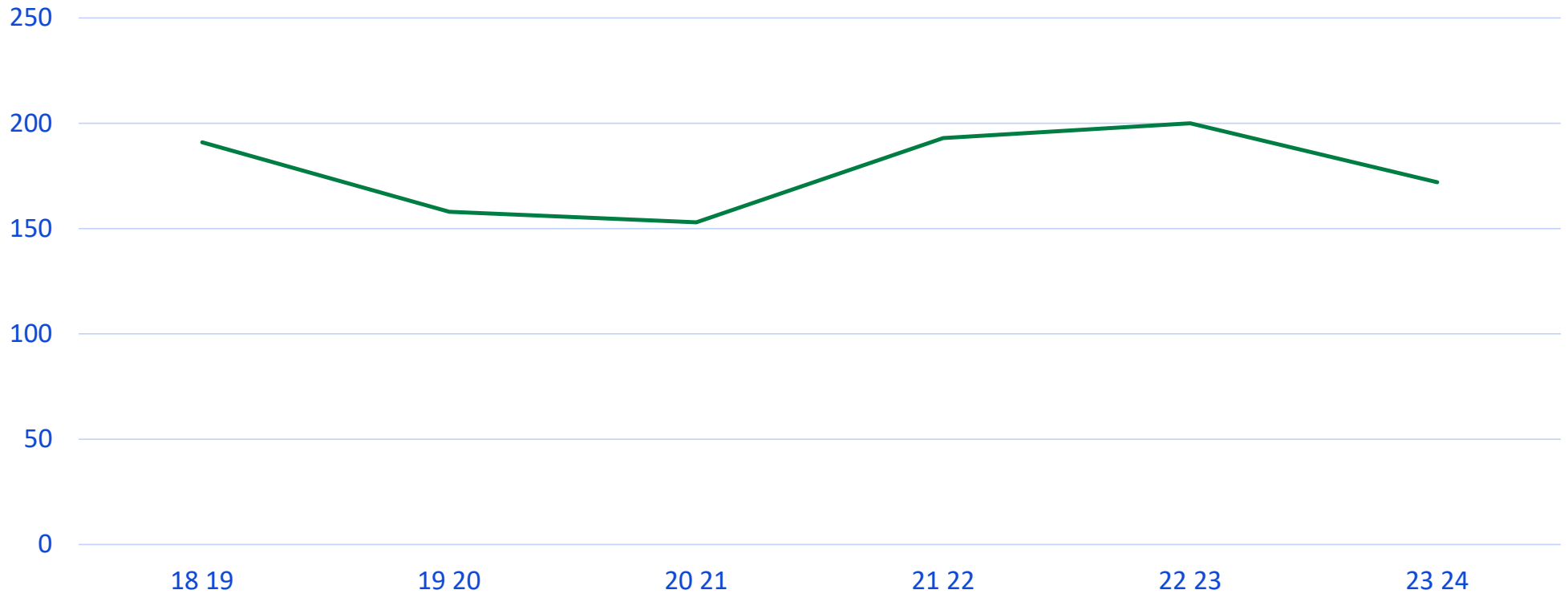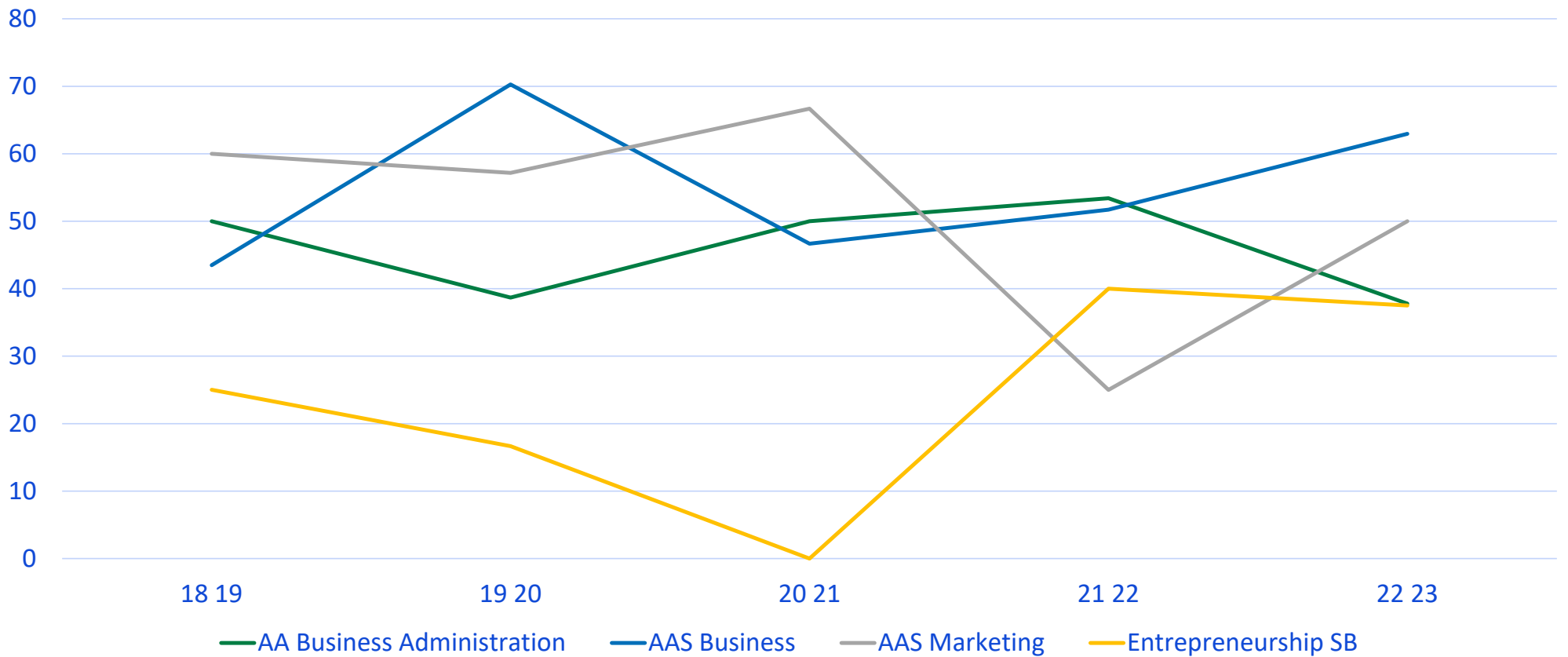
Business Concentrations Enrollment 2018-2023

Enrollment Per Year

Legend: AA Business Administration, AAS Business, AAS Marketing, Entrepreneurship SB

Business Concentrations
Retention 2018-2023

Retention Per Year

	18 19	19 20	20 21	21 22	22 23
AA Business Administration					
AAS Business					
AAS Marketing					
Entrepreneurship SB					

Business Concentrations Persistence 2018-2023

Persistence Per Year

Legend: AA Business Administration · AAS Business · AAS Marketing · Entrepreneurship SB
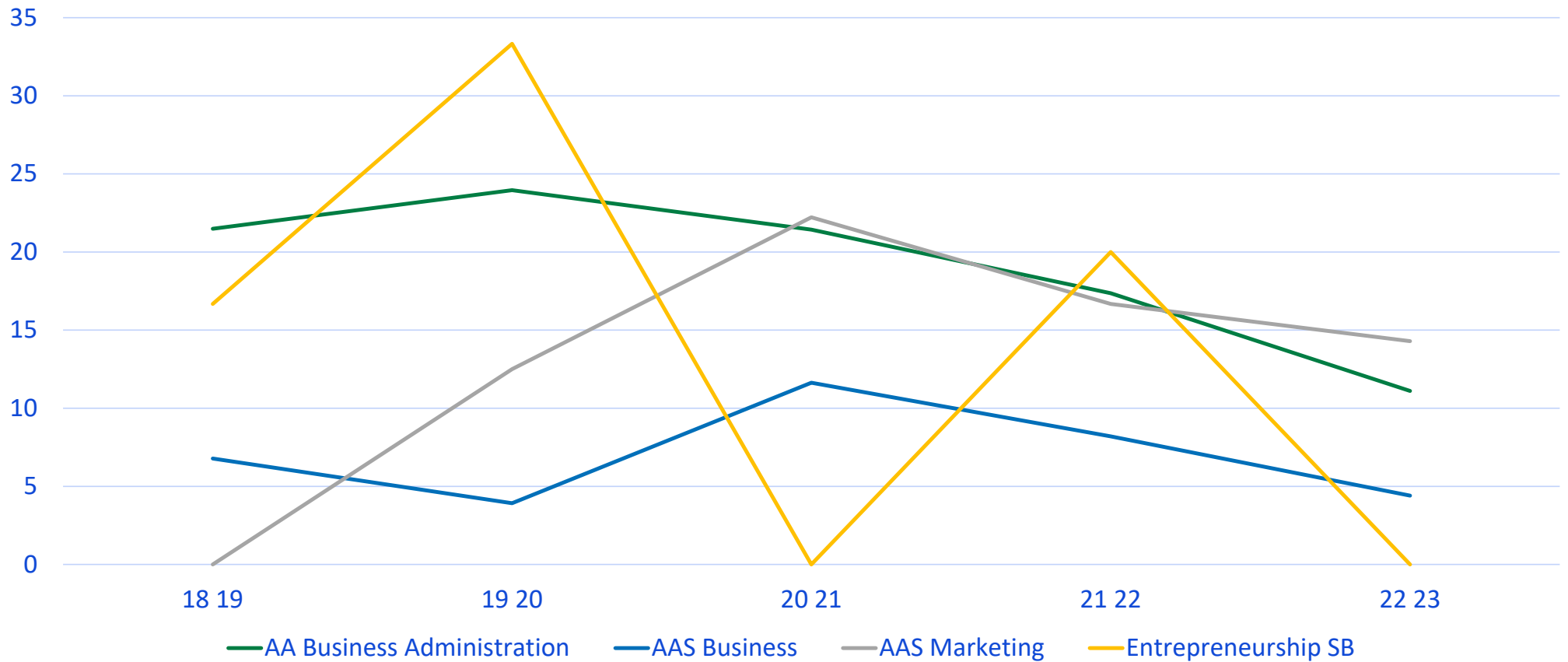
Business Concentrations Completion 2018-2023

Completion Per Year

Legend: AA Business Administration — AAS Business — AAS Marketing — Entrepreneurship SB

MICHIGAN'S HOT 50 JOB OUTLOOK THROUGH 2030

Workforce Needs:

OJT = On-the-Job Training

MICHIGAN'S HIGH-DEMAND, HIGH-WAGE CAREERS	PROJECTED ANNUAL JOB OPENINGS	HOURLY WAGE RANGE	GROWTH 2020–2030	TYPICAL EDUCATION AND TRAINING BEYOND HIGH SCHOOL
Accountants & Auditors	3,735	$29–$44	9.4%	Bachelor's Degree, License
Administrative Services & Facilities Managers	785	$36–$59	8.9%	Bachelor's Degree, Work Experience
Computer & Information Systems Managers	925	$49–$78	7.6%	Bachelor's Degree, Work Experience
Construction Managers	750	$37–$61	9.4%	Bachelor's Degree, Moderate-term OJT
Financial Managers	1,485	$47–$78	17.6%	Bachelor's Degree, Work Experience
General & Operations Managers	6,545	$29–$72	11.9%	Bachelor's Degree, Work Experience
Human Resources Specialists	1,925	$23–$37	10.7%	Bachelor's Degree
Industrial Production Managers	930	$39–$63	10.1%	Bachelor's Degree, Work Experience
Management Analysts	1,960	$30–$50	11.0%	Bachelor's Degree, Work Experience
Market Research Analysts & Marketing Specialists	2,465	$23–$39	23.9%	Bachelor's Degree
Marketing Managers	500	$44–$78	9.8%	Bachelor's Degree, Work Experience
Medical & Health Services Managers	1,505	$37–$61	31.5%	Bachelor's Degree, Work Experience
Project Management & Business Oper. Specialists	3,770	$29–$48	8.1%	Bachelor's Degree
Sales Managers	885	$40–$79	6.9%	Bachelor's Degree, Work Experience
Sales Reps, Services and Non-Technical Goods	8,240	$21–$40	9.6%	Moderate-term OJT
Sales Reps., Goods, Technical or Scientific	635	$32–$63	8.1%	Bachelor's Degree, Moderate-term OJT
Social & Community Service Managers	500	$29–$40	13.0%	Bachelor's Degree, Work Experience
Software Developers & Quality Assurance Analysts	3,965	$37–$58	22.8%	Bachelor's Degree
Training & Development Specialists	825	$19–$37	11.6%	Bachelor's Degree, Work Experience

STATE OF MICHIGAN
Department of Technology, Management and Budget
Bureau of Labor Market Information and Strategic Initiatives

Challenges

- Student awareness
  - Confusion about business degrees
  - Confusion about educational requirements for career path
- Proper academic advising
  - Transfer Coordinator needed
  - Students taking the correct courses for transfer
  - Advising students into correct degree path

Opportunities

- Establish transfer degree relationships with Universities

- Evaluate concentration declaration process
    - Review process from admission to transfer
    - Review role of faculty and co-advisor conversations with students – transfer/non-transfer
    - Help students determine career path/degree path

Thank You!

- Brent Madalinski, Business Faculty Division Chair
- Mark Highum, Dean of Business and Technology

NURSING

Bay College

BAY'S PROGRAMS

Practical Nursing Certificate (PN), Associate in Applied

Science in Nursing (ADN) Bridge, Associate in Applied

Science in Nursing (ADN)

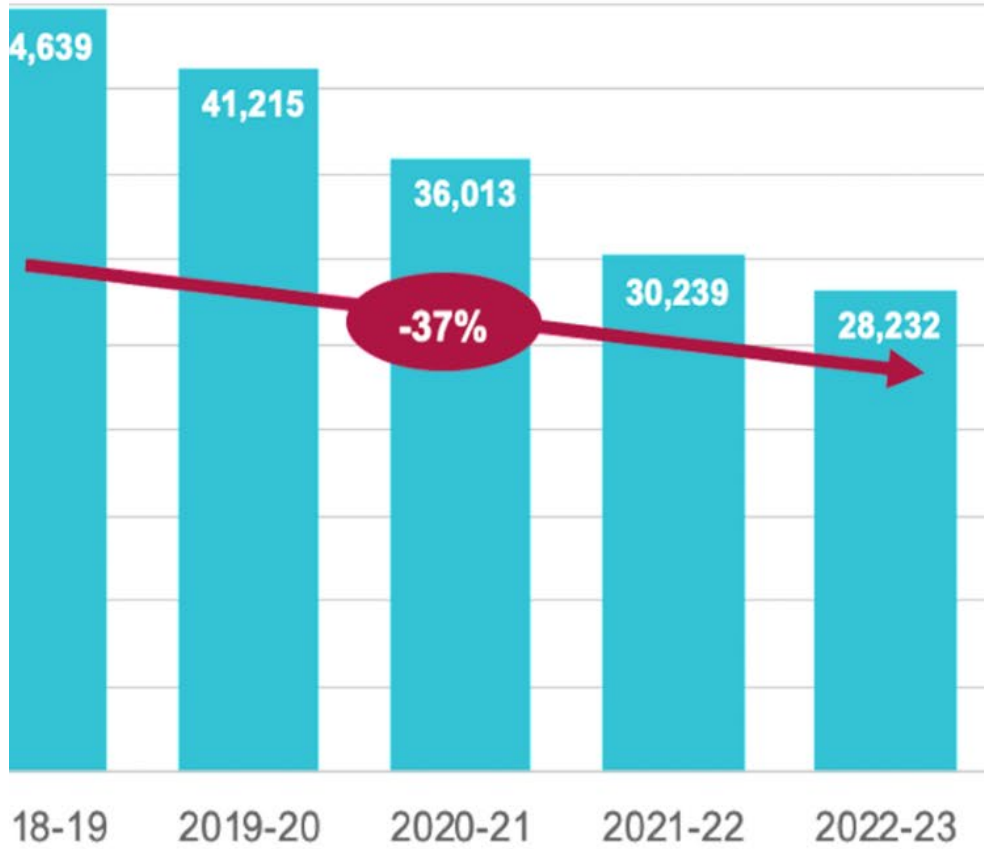| PN (LICENSED PRACTICAL NURSE, LPN)	ADN BRIDGE (LPN TO REGISTERED NURSE, RN)	ADN (RN)
-Current-38 Credits, 55 Contacts, 2 Semesters (not including prerequisite semesters) -Starting Fall 2024	-34 Credits, 54 Contacts, 3 Semesters -1st cohort to graduate in May 2024	-72 Credits, 104 Contacts 5 Semesters -In progress, 1st cohort to graduate December 2024

Total Allied Health Enrollment All Concentrations
for Fall Semesters 2018-2023
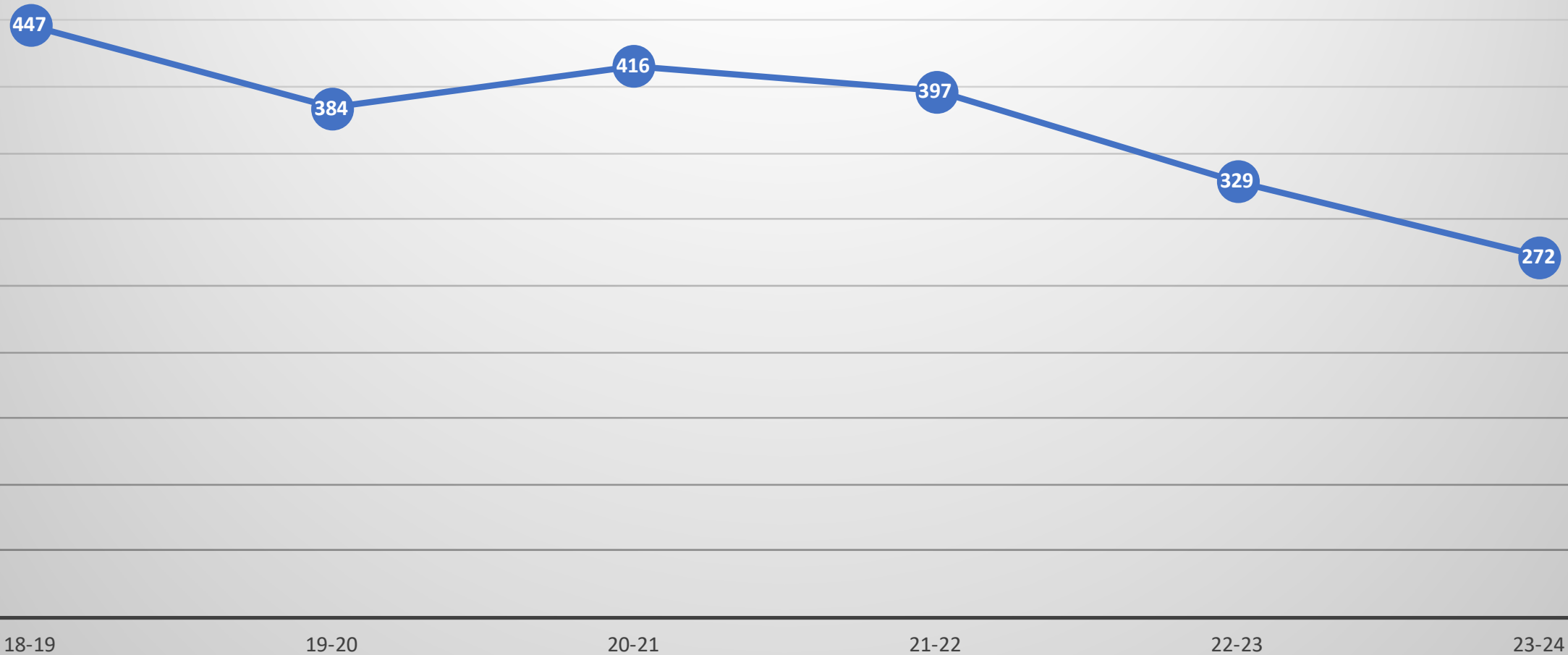
18-19	19-20	20-21	21-22	22-23	23-24
447	384	416	397	329	272

New Student Enrollment in ADN Programs
CIP Code 51.3801
Fall Term

18-19	2019-20	2020-21	2021-22	2022-23
4,639	41,215	36,013	30,239	28,232

-37%

Total Enrollment in ADN Programs
CIP Code 51.3801
Fall Term

2018-19	2019-20	2020-21	2021-22	2022-23
374,759	359,769	354,064	323,647	299,804

-20%

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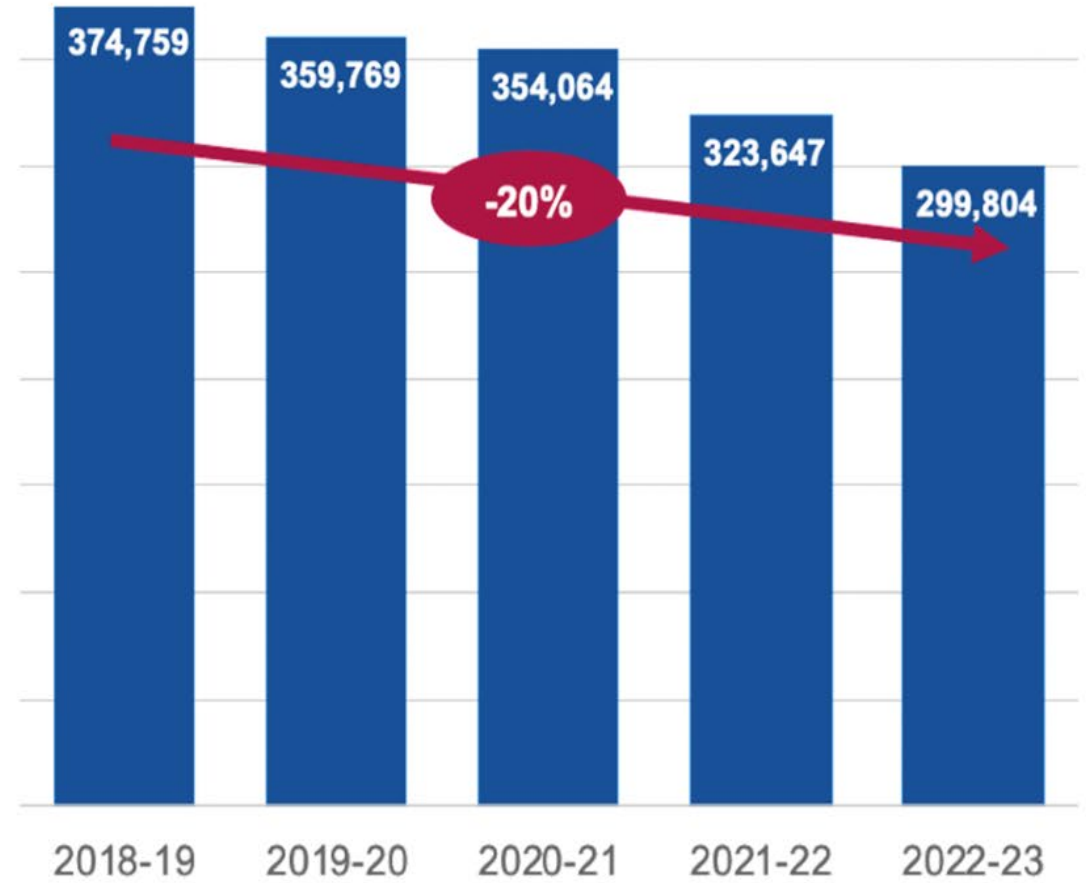
New Student Enrollment in Registered Nursing Programs – All Award Levels
CIP Code 51.3801
Fall Term

	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022
	123,445	116,437	110,869	101,038	96,016

-22%

-5%
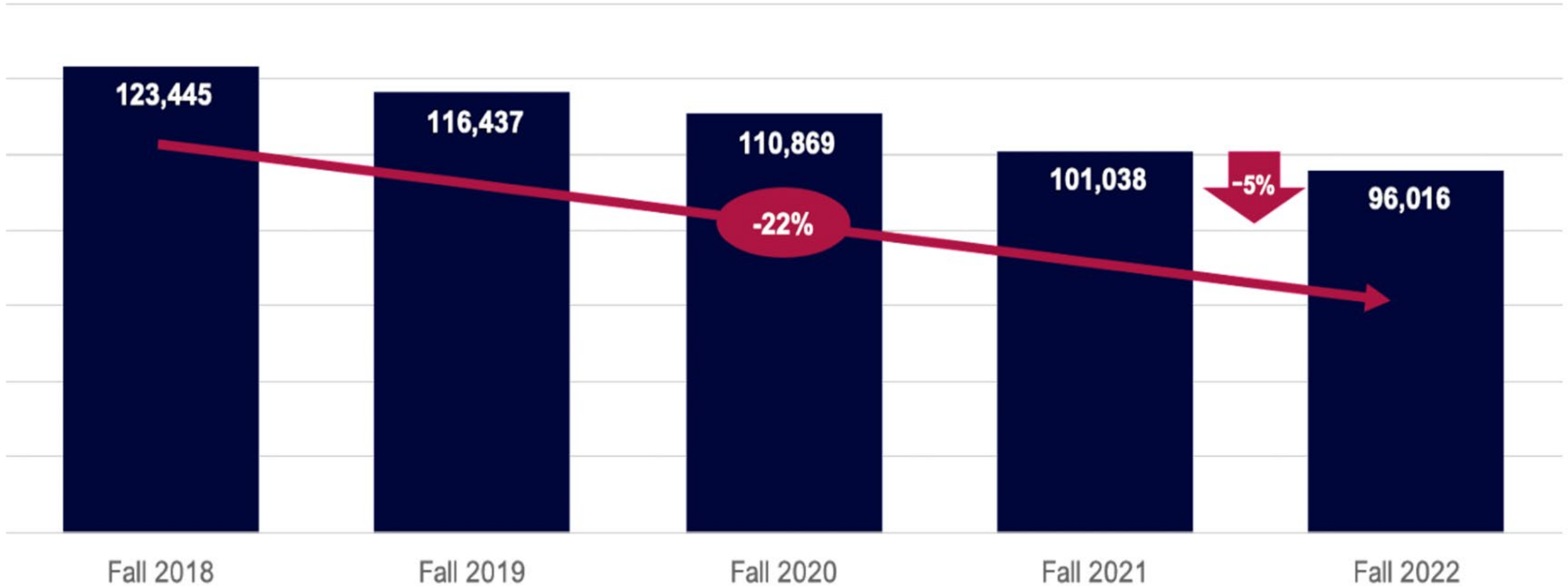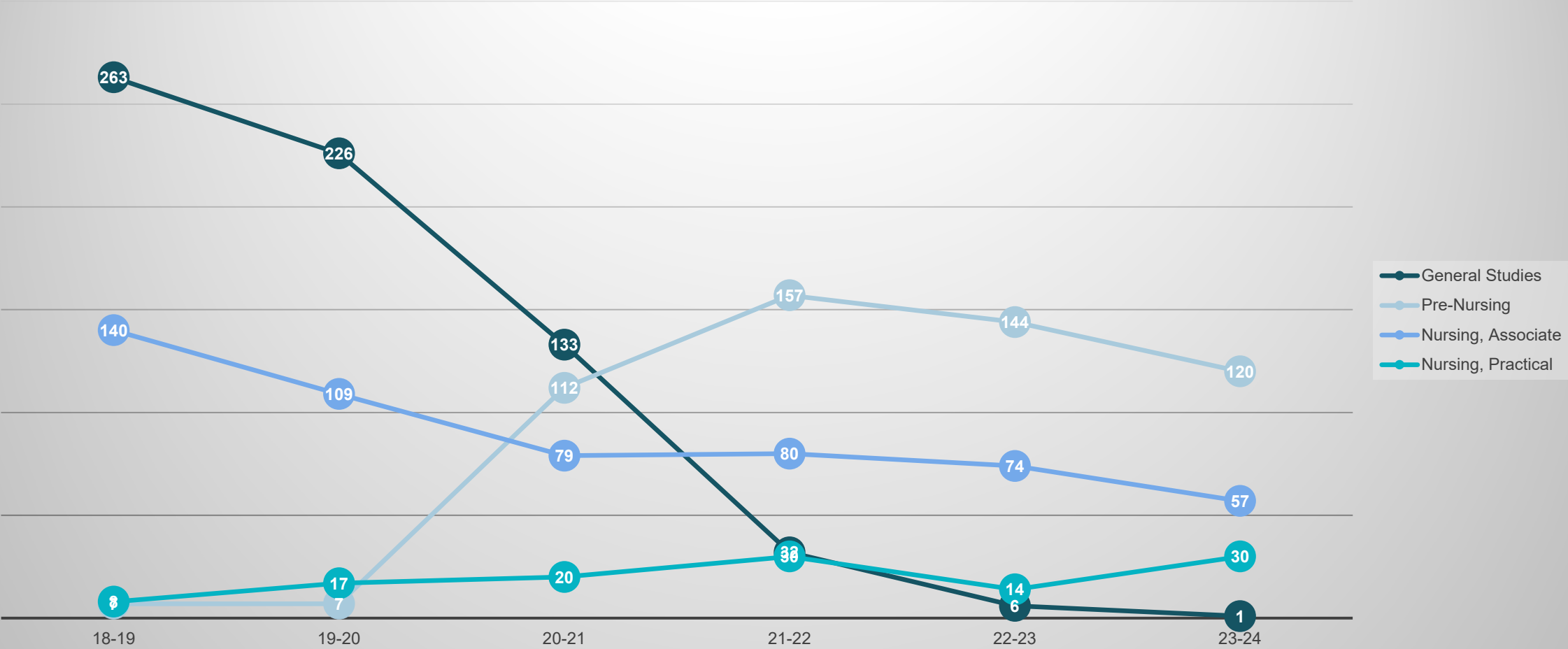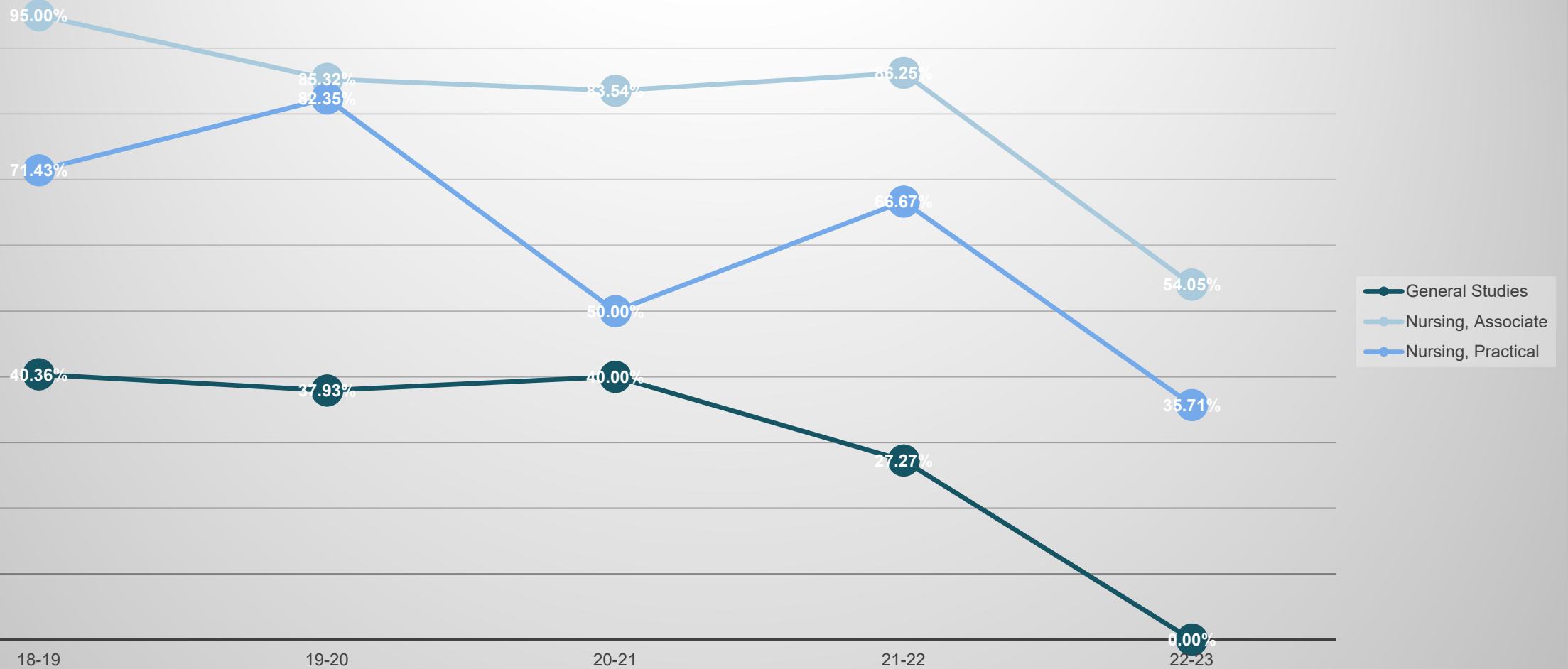
General Studies includes Pre-EMT, per-PMED,
AND Interest and Health Care

**Select Allied Health Concentrations Enrollment
2018-2023**

Legend:
- General Studies
- Pre-Nursing
- Nursing, Associate
- Nursing, Practical

General Studies: 263 (18-19), 226 (19-20), 133 (20-21), 38 (21-22), 6 (22-23), 1 (23-24)
Pre-Nursing: 7 (19-20), 112 (20-21), 157 (21-22), 144 (22-23), 120 (23-24)
Nursing, Associate: 140 (18-19), 109 (19-20), 79 (20-21), 80 (21-22), 74 (22-23), 57 (23-24)
Nursing, Practical: 17 (19-20), 20 (20-21), 30 (21-22), 14 (22-23), 30 (23-24)

% Current Completion Rate
2018-2023

General Studies
Nursing, Associate
Nursing, Practical

	18-19	19-20	20-21	21-22	22-23
Nursing, Associate	95.00%	85.32%	83.54%	86.25%	54.05%
Nursing, Practical	71.43%	82.35%	50.00%	66.67%	35.71%
General Studies	40.36%	37.93%	40.00%	27.27%	0.00%

RN PROGRAM NCLEX PASS RATES

TRADITIONAL ESCANABA

Students	Traditional Escanaba Campus		
Year	Total Test Delivered	Total Passed	Total Pass Rate (%)
2020	18	16	88.9%
2021	22	18	81.8%
2022	20	19	95%
2023	13	13	100%

TRADITIONAL IRON MOUNTAIN

Students	Traditional Iron Mountain Campus		
Year	Total Test Delivered	Total Passed	Total Pass Rate (%)
2020	16	11	68.8%
2021	14	12	85.7%
2022	9	7	77.7%
2023	15	14	93.3%

BRIDGE ESCANABA

Students	Bridge Escanaba Campus		
Year	Total Test Delivered	Total Passed	Total Pass Rate (%)
2020	17	9	52.9%
2021	12	10	83.3%
2022	20	16	80%
2023	17	14	82.3%

AGGREGATE TOTALS

Students	Aggregate Totals		
Year	Total Test Delivered	Total Passed	Total Pass Rate (%)
2020	51	36	70.5%
2021	48	40	83.3%
2022	49	42	85.7%
2023	29	25	86.2%

Data obtained from Dean, not reviewed by faculty

PN PROGRAM NCLEX PASS RATES

ESCANABA CAMPUS

Students	Escanaba Campus		
Year	Total Test Delivered	Total Passed	Total Pass Rate (percentage)
2020	2	2	100%
2021	2	1	50%
2022	6	6	100%
2023	9	8	88.9%

IRON MOUNTAIN CAMPUS

Students	Iron Mountain Campus		
Year	Total Test Delivered	Total Passed	Total Pass Rate (percentage)
2020	8	6	75%
2021	4	4	100%
2022	9	5	55.5%
2023	3	1	33.3%

AGGREGATE TOTALS

Students	Aggregate Totals		
Year	Total Test Delivered	Total Passed	Total Pass Rate (percentage)
2020	10	8	80%
2021	6	5	83.3%
2022	15	11	73.3%
2023	12	9	75%

Data obtained from Dean, not reviewed by faculty

STRENGTHS

REPUTATION

Strong community support

Staff nurses state preference of Bay nursing students

Reduced tuition for Delta County residents

CLINICAL COORDINATOR

Clinic placement of students

Consistent communication with clinic sites and students

SIMULATION

State of the art simulation labs

Open lab times on both campuses

STUDENT SUPPORT

Free tutoring and tutor.com

Free mental health counselling

Food pantry and career closet

STRENGTHS

FACULTY

-80+ years of collective teaching experience

-Alumni return as faculty

--3 tenured faculty have been recognized as Outstanding Educators

-Faculty are active in community

-Strong professional network across the UP

STUDENT SUCCESS

-ADN 100% board pass rates

-PN 80% board pass rates

-Health career/job fair

-Adopt a Family for 10 + years, Community Trunk or Treat, Delta County Animal Shelter, Headstart screenings, GVSU and Special Olympics partnership for health screenings for Special Olympics Healthy Young Athletes

- **Declining enrollment--both** locally and nationally
- **Communication:** Strategic Initiatives, Departmental roles, data collection, use and interpretation
- **Schedules**: Faculty overload and adjunct at max hours
- **Students**: Nontraditional, First –Generation, unprepared students
- **Faculty:** teaching overload for many semesters, no resolution of Lead Instructor Role, loss of FT faculty member 5/24
- **Advising**: same resources not used by staff and faculty
- **Staff:** multiple job roles /unclear duties
- **Saginaw Valley State University**: lack of visibility on campus/program info
- **Ongoing Accreditation & Board of Nursing expectations/standards:** ACEN visit 2025
- **Clinical placement issues:** UPHS, specialty populations (ob, peds, critical care, behavioral health)

Challenges

SOLUTIONS

CURRICULUM CHANGES

-PN for next academic year

-Bridge and ADN started Winter 2022

TARGET AUDIENCE

All individuals interested in becoming a nurse- even with declining enrollment there continues to be interest in nursing/healthcare pathway

EXPAND

-Flexibility of course delivery options.

-Flexibility on course schedules

-Offer clinics in eastern Upper Peninsula to pull students from Manistique, Munising, Engadine, Newberry

IMPROVE MARKETING

-Currently no feature of PN students

-Update pass rates on Bay website- last data 2021

-Advertise PN with Bridge option

-Utilize Simulation Center to full potential and seek accreditation

SOLUTIONS

FACULTY

-Work to establish lead roles or new job descriptions
-List and fill open positions as soon as possible for adequate training
-Make grant position permanent
-Review Faculty Needs Assessment
-Clarify roles of co-advising and utilize same resources for consistency

PARTNERSHIP

- Establish with Campus Health Clinic to offer more student opportunities
-Research new clinic opportunities such as Preceptor and expansion into other UP territories.
- Development of partnerships for community-based learning: SCRUB camp, Nursing Conference

OUR COMPETITION

NORTHWESTERN TECHNICAL COLLEGE

-PN, Bridge to ADN, and straight ADN

-Offers day and evening classes along with full- time and part-time programs

-68 miles from IM and 56 miles from Escanaba

NORTHERN MICHIGAN UNIVERSITY

-LPN to BSN, BSN

-78 miles from IM and 66.4 miles from Escanaba

KEWEENAW BAY OJIBWA COMMUNITY COLLEGE

-ADN, must have Nurse Aide training for entrance

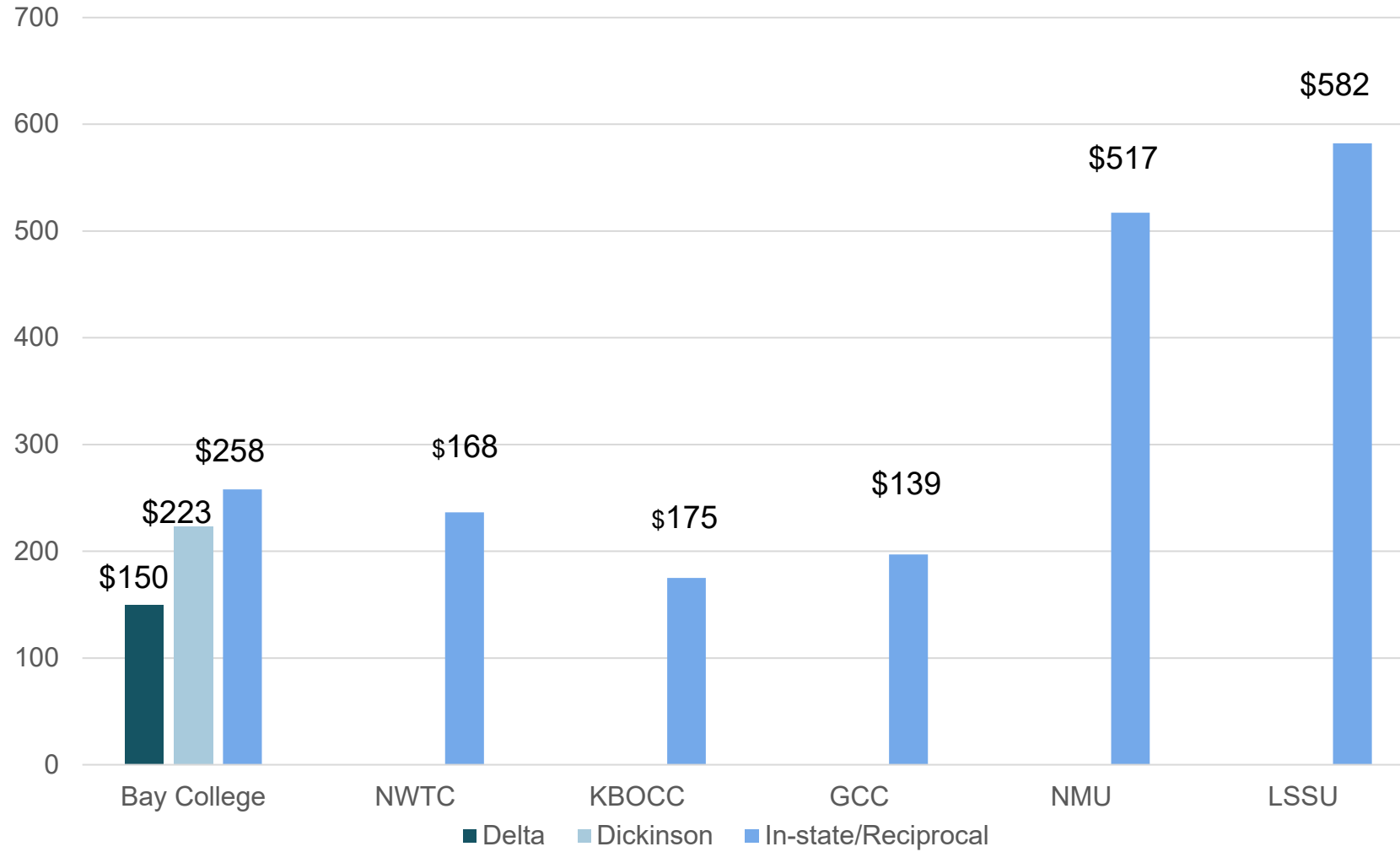- 85 miles from IM and 131.5 miles from Escanaba

LAKE SUPERIOR STATE UNIVERSITY

-BSN

-363 miles from IM and 281.6 miles from Escanaba

GOGEBIC COMMUNITY COLLEGE

-LPN to ADN, straight ADN

-110 miles from Iron Mountain, 173 miles from Escanaba

Tuition

COMPETITION

16

SUMMARY

-Continuous evaluation of programs

-Qualified, dedicated faculty who work cohesively together to accomplish goals

-Ongoing commitment to maintaining culture of success, student success, and community success

THANK YOU

Amy Gatton MSN, RN, CNE

Dr Caitlin Capodilupo DNP, RN

Jennifer Farnsworth MSN, RNC-NIC-NNIC, NNP-BC

Dr Jessica Rochefort DNP, FNP-c, CWCN

Mary Kemink MSN-Ed, RN, CNE

Dr Sandra Croasdell DNP, APRN, ACNP-BC, FNP-BC, CEN

Computer Network Systems and Security Bay College

Preparing tomorrow's Computer Network Specialists

Karl Linderoth, Jon Gregg, Josh Blumensaadt, John Breitzman, Dave Bosilovatz

Dean Mark Highum

Computer Network Systems and Security Defined

- Associate of Applied Science (AAS) degree

- We have been marketed by the college as the Cybersecurity degree

- Cybersecurity there are two main fields, Blue Team (Network Defense) and Red Team (Certified Ethical Hacker
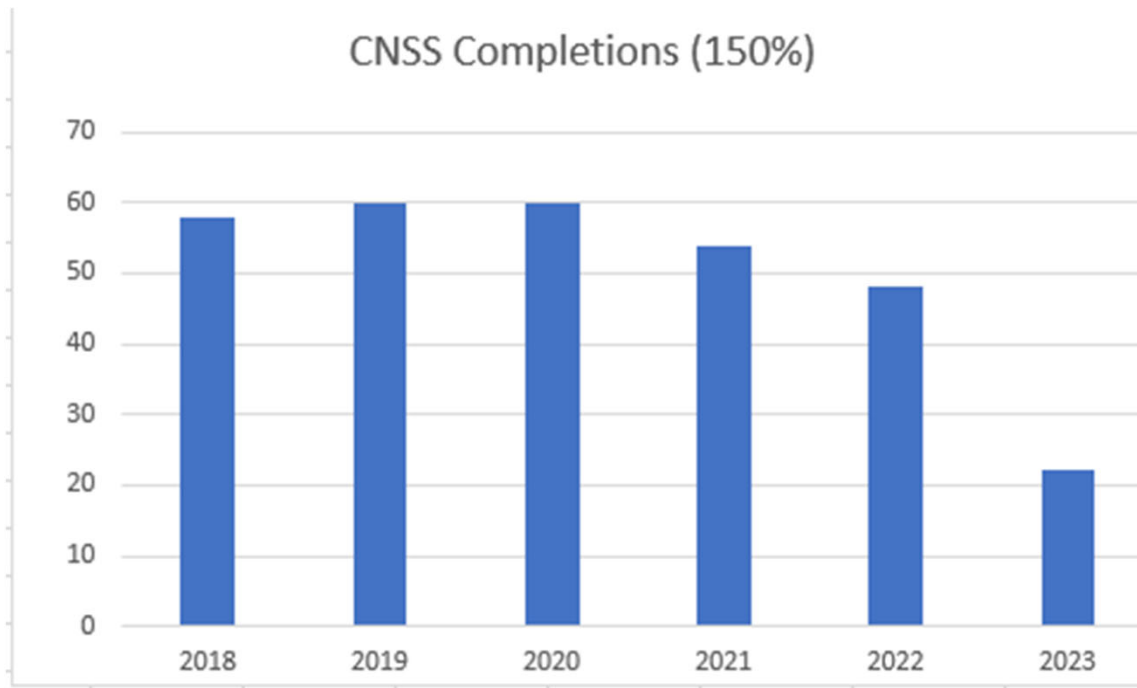
- CNSS is a Blue Team program

Total CNSS Enrollments 2018-2023

CNSS Enrollments
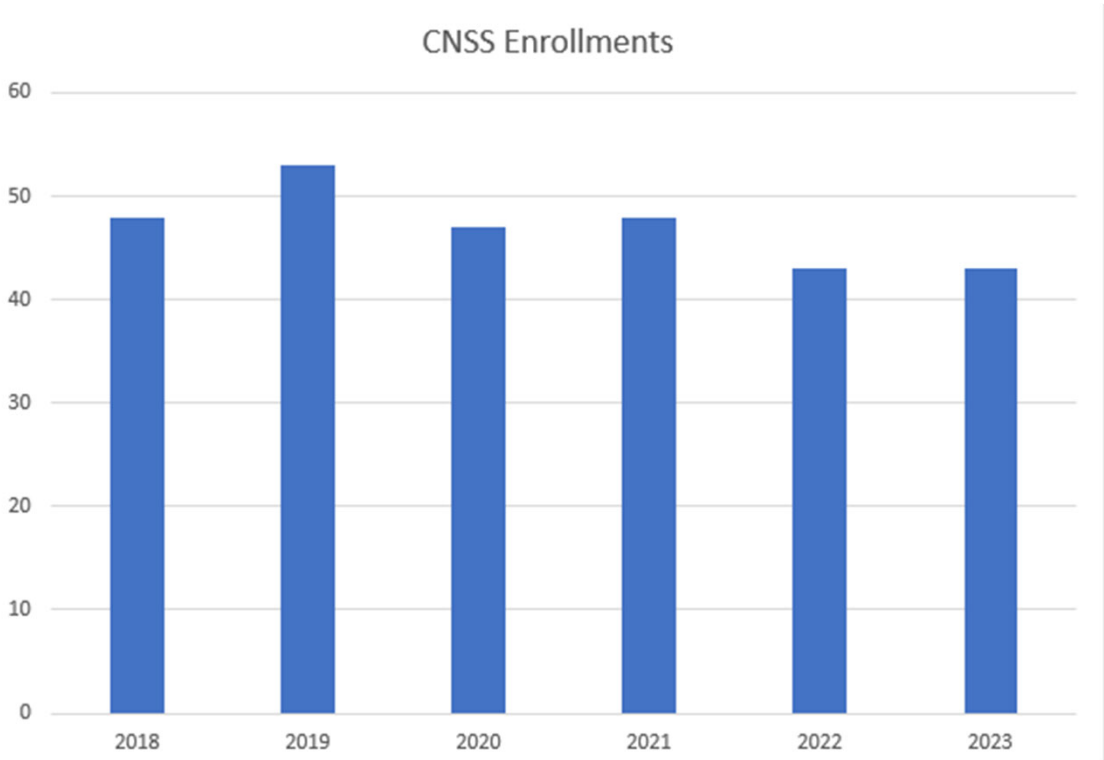
Total CNSS Completions 2018-2023
*Based upon 150% expected graduation.

*Due to State Reporting at 150% (3 Years after entering program) we will not know 2023 final until May 2024 graduations complete, and we will not know 2024 final numbers until May 2025.

Total CNSS Retention 2018-2023

*ISDs enroll scores of students in Early College (CNSS) as sophomores that we never see in CNSS. They change their minds as Juniors and Seniors and enter different programs and enter other universities which all cause are numbers to be massively skewed!
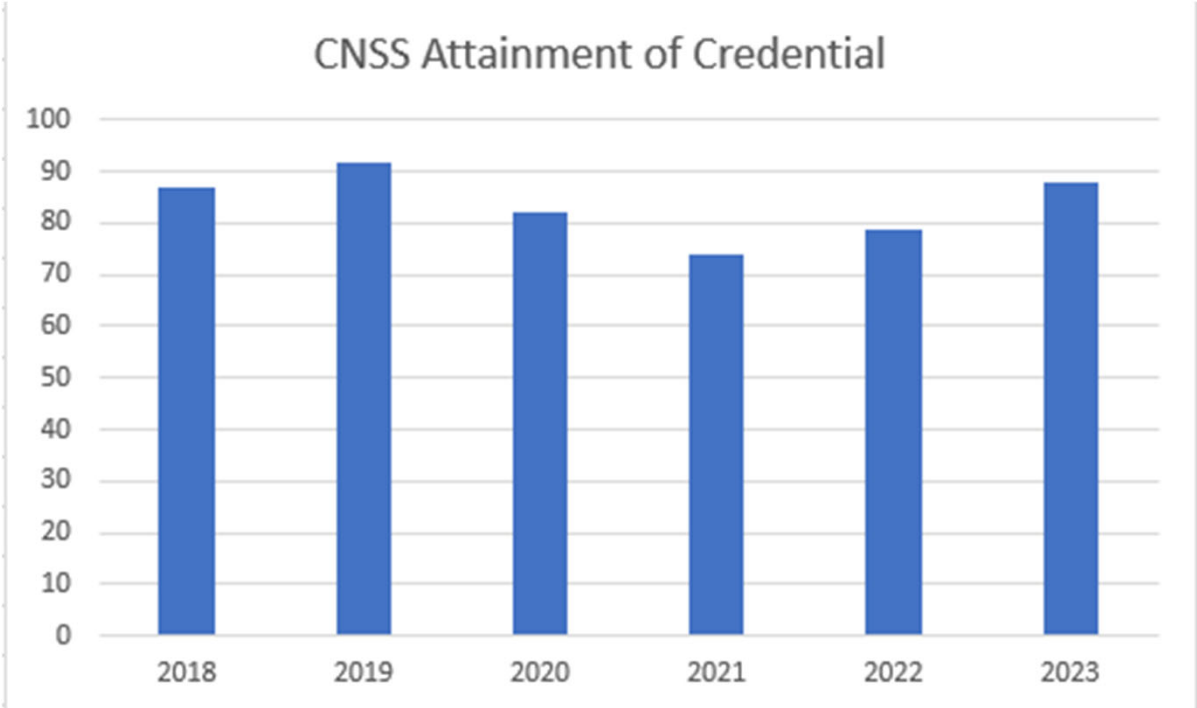

CNSS Retention
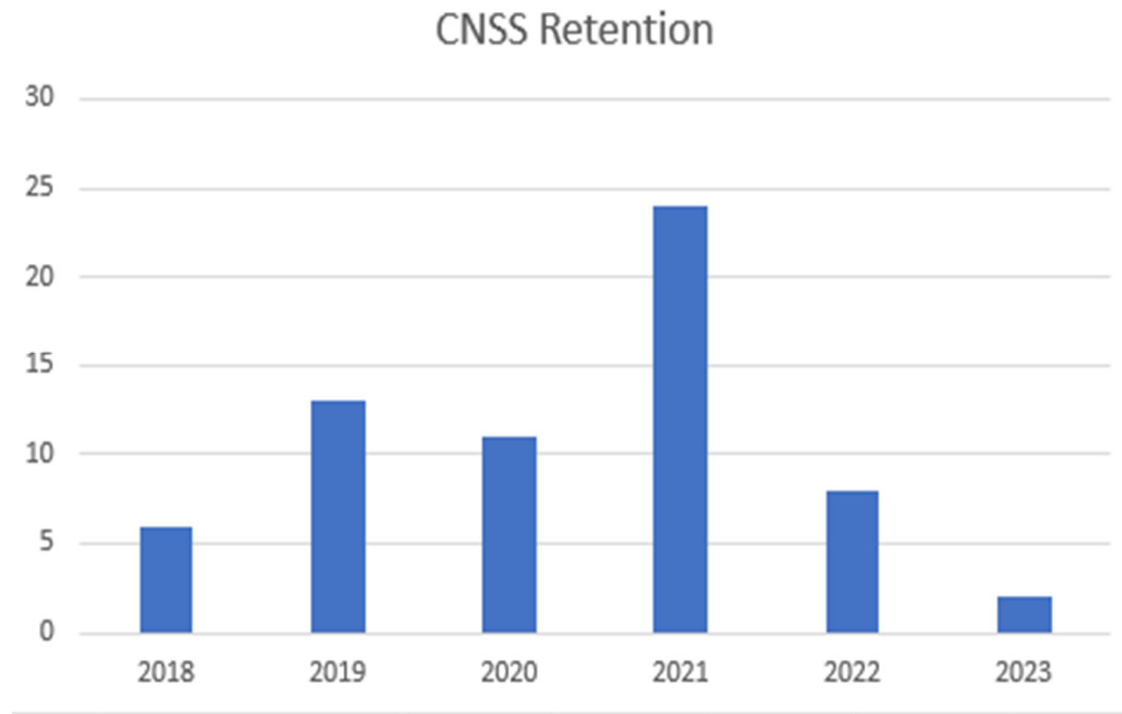
Total CNSS Persistence 2018-2023

*ISDs enroll scores of students in Early College (CNSS) as sophomores that we never see. They change their minds as Juniors and Seniors and enter different programs, which causes are numbers to be massively skewed!

CNSS Persistence
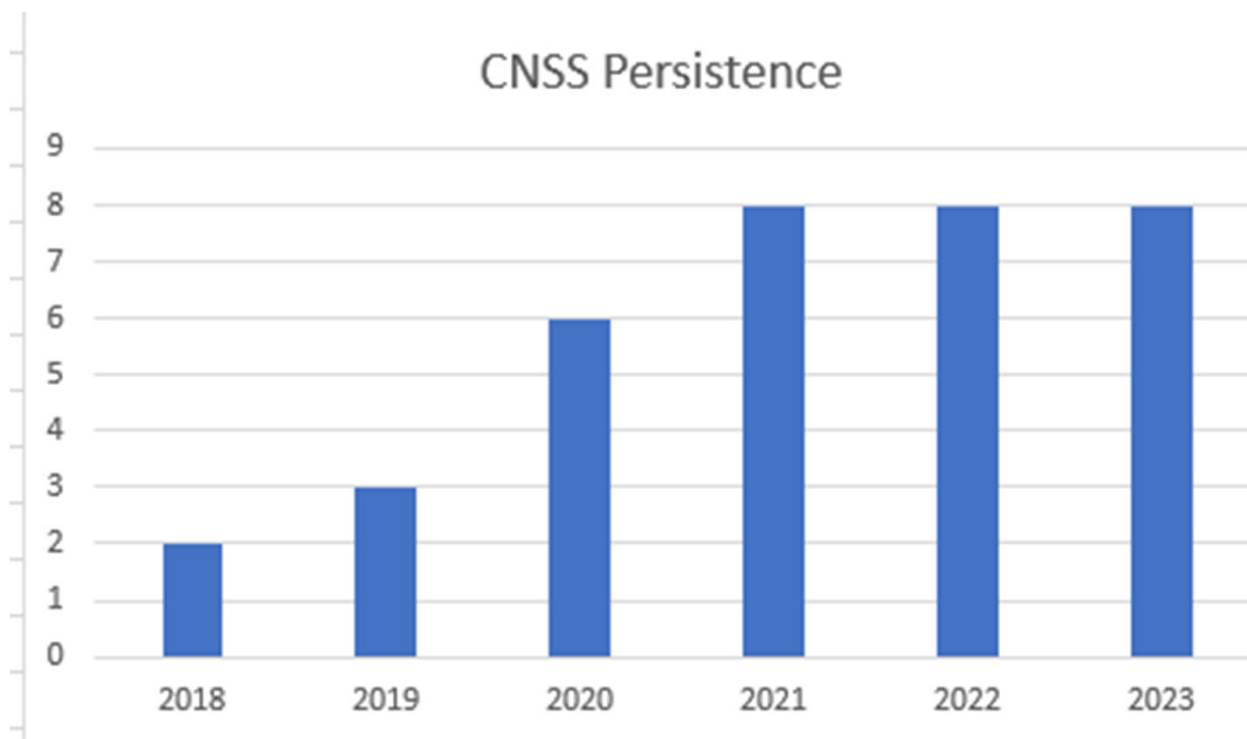
Total CNSS Credential Attainment 2018-2023

Early College program

We have been an Early College program since 2018. Our partners are Dickinson-Iron Intermediate School District, Delta-Schoolcraft Intermediate School District, along with several high schools.

Program design:

ISDs IT Essentials and PC Tech instructors teach our first year CNSS classes
(CNSS 105 Logical Design, CNSS 130 Intro to LANs, CNSS 150 A+ Computer Hardware, CNSS 220 Network Design)

Students transfer to the Iron Mountain and Escanaba campuses and complete sophomore classes. Full-time instructor, Karl Linderoth, travels and teaches sophomore courses at both campuses.

Classes are paid for by ISDs and reimbursed by the State of Michigan.

This design has provided dozens of students with their first two years of college for free (Early College\Dual Enrolled) while helping to stabilize annual enrollment for CNSS degree.

Current signed 4 year articulations :

- Bay Mills Community College – 4 Year in Computer Information Systems   (July 2023)

- Lake Superior State University – 4 Year in Computer Networking   (July 2022)

- Northern Michigan University – 4 year in Information Assurance and Cyber Defense
  (Dec 2023)

Co-op Work Experience

Co-op is required to earn the degree.

CNSS Advisory Committee (local IT employers) insist on students complete, and around 66% of our advisory committee place co-op students each year.

Traditionally co-ops have been fairly easy to find, however Covid has made placing students much harder.

Students work with a mentor IT professional learning soft skills, workplace skills, and introductory IT skills.

Workforce Needs: Computer Security specialists

USDOL reports 750,000 Cybersecurity job openings across the US

Job growth is expected to grow 32% between now and the year 2032

More than 50 cybersecurity\information technology jobs have been posted in the Upper Peninsula in the last year.

Placement of CNSS graduates in the Upper Peninsula has been steady

Source: Michigan Teacher Shortage Study: Comprehensive Report, EPIC, 2023

Michigan Workforce Needs: Network Administration

MICHIGAN'S HOT 50 JOB OUTLOOK THROUGH 2030

OJT = On-the-Job Training

MICHIGAN'S HIGH-DEMAND, HIGH-WAGE CAREERS	PROJECTED ANNUAL JOB OPENINGS	HOURLY WAGE RANGE	GROWTH 2020–2030	TYPICAL EDUCATION AND TRAINING BEYOND HIGH SCHOOL
Accountants & Auditors	3,735	$29–$44	9.4%	Bachelor's Degree, License
Administrative Services & Facilities Managers	785	$36–$59	8.9%	Bachelor's Degree, Work Experience
Architectural & Engineering Managers	860	$58–$78	8.2%	Bachelor's Degree, Work Experience, License
Bus & Truck Mech. & Diesel Engine Specialists	855	$19–$29	12.7%	Long-term OJT, License
Child, Family, & School Social Workers	1,420	$19–$30	12.0%	Bachelor's Degree, License
Civil Engineers	530	$30–$47	12.3%	Bachelor's Degree, License
Computer & Information Systems Managers	925	$49–$78	7.6%	Bachelor's Degree, Work Experience
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Dental Hygienists	505	$29–$37	10.6%	Associate Degree, License
Electrical Engineers	645	$37–$58	8.2%	Bachelor's Degree, License
Electricians	2,655	$23–$38	13.1%	Apprenticeship, License
Financial Managers	1,485	$47–$78	17.6%	Bachelor's Degree, Work Experience
Flight Attendants	520	$29–$37*	21.5%	Moderate-term OJT, Work Experience
General & Operations Managers	6,545	$29–$72	11.9%	Bachelor's Degree, Work Experience
Health Specialties Teachers, Postsecondary	370	$31–$65*	25.7%	Doctoral or Professional Degree, Work Experience
Healthcare Social Workers	640	$23–$31	12.1%	Master's Degree, Residency, License
Heavy & Tractor-Trailer Truck Drivers	7,635	$19–$29	12.7%	Postsecondary Nondegree Award, Short-term OJT, License
Human Resources Specialists	1,925	$23–$37	10.7%	Bachelor's Degree
Industrial Engineers	2,280	$36–$48	20.4%	Bachelor's Degree, License
Industrial Machinery Mechanics	2,650	$23–$30	28.2%	Long-term OJT
Industrial Production Managers	930	$39–$63	10.1%	Bachelor's Degree, Work Experience
Lawyers	1,080	$37–$75	11.6%	Doctoral or Professional Degree, License
Logisticians	1,150	$29–$48	29.7%	Bachelor's Degree
Machinists	2,740	$18–$28	11.1%	Long-term OJT
Management Analysts	1,960	$30–$50	11.0%	Bachelor's Degree, Work Experience
Market Research Analysts & Marketing Specialists	2,465	$23–$39	23.9%	Bachelor's Degree
Marketing Managers	500	$44–$78	9.8%	Bachelor's Degree, Work Experience
Massage Therapists	485	$23–$37	29.6%	Postsecondary Nondegree Award, License
Mechanical Engineers	2,920	$37–$49	10.1%	Bachelor's Degree, License
Medical & Health Services Managers	1,505	$37–$61	31.5%	Bachelor's Degree, Work Experience
Nurse Practitioners	595	$48–$60	50.7%	Master's Degree, License
Nursing Instructors & Teachers, Postsecondary	285	$23–$47*	25.5%	Doctoral or Professional Degree, Work Experience
Occupational Therapists	340	$30–$40	16.1%	Master's Degree, License
Paralegals & Legal Assistants	965	$22–$30	17.5%	Associate Degree

Challenges

- Aligning ISD curriculum (awareness) to Bay College curriculum (performance) was tricky in the first years.

- Co-op sites usually require a background check and some students struggle to pass.

- Continued need for Cloud-based instruction but Azure licensing is not available through ITS to date.

Opportunities

- CNSS Early Colleges have adopted USDOL Apprenticeship model that provides wrap-around services for students. **(This is the first Cybersecurity USDOL Apprenticeship in the nation!)**

- Azure-based curriculum will allow for more online\hybrid instruction. Instructor anticipates Computer Network program enrollments to double upon completion of migration to CBE and Online instruction. Expecting Azure access and licensing by 2025.

Thank You!

- Karl Linderoth, CNSS Instructor
  - John Breitzman (CS) adjunct
  - Jon Gregg (DIISD) adjunct
  - Josh Blumensaadt (DSISD) adjunct
  - Dave Bosilovatz, (Bay College) adjunct
- Karl Linderoth, Technology Division Chair
- Mark Highum, Dean of Business and Technology