MEETING MINUTES

BOARD OF TRUSTEES
REGULAR MEETING

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

October 14, 2026

I **CALL TO ORDER:** The meeting was called to order at 5 p.m. ET 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, Terri Mileski, Joy Hopkins, Wendy Middaugh
Members absent:	Cory Kuchenberg, Steve Soderman, Katie VanEnkevort
Administration:	Dr. Travis Blume, Dr. Nerita Hughes, Matt Johnson, Lynn Martinson
Faculty:	Molly Campbell
Recorder:	Laura Johnson, Assistant Board Secretary

IV **CITIZEN INTRODUCTIONS AND COMMENTS:** None

V **APPROVAL OF AGENDA:** The agenda was approved by unanimous consent.

VI DECLARATION OF INTEREST: None

VII APPROVAL OF MEETING MINUTES: The minutes from the Regular Meeting and closed session on September 16, 2026, were approved by unanimous consent.

VIII PRESENTATIONS:

A Trustee Service Recognition: Service recognition for Cory Kuchenberg was tabled for the November 10, 2026, meeting due to his absence.

B Athletics Update: Athletic Director Matt Johnson provided an update on the Athletics program. The slide deck is attached.

Nick Chenier commented that the small stipend positions for Assistant Coaches were also identified as a challenge last year and inquired whether those salaries have recently been evaluated.

Dr. Hughes responded that salary alignments have not been discussed but that we can consider this since this is an ongoing challenge.

All agreed that the growth of the Athletics program is hampered by insufficient housing. Dr. Hughes would address housing during her report.

All acknowledged the importance of a good coaching staff and sustaining a program that can support it. Matt Johnson added that student athlete survey responses stated that they would not have attended Bay without the Athletics program and their relationships with the coaching staff influenced their final decision to commit to Bay College.

Trustees thanked Matt Johnson for the update and the work of the Athletics staff.

IX DIVISION SPOTLIGHT: Dr. Travis Blume provided the Division Spotlight on Student Affairs and Enrollment Management. The slide deck is attached.

Dr. Blume responded to Terri Mileski that the Athletics program is the driver for Bay's international student population (17 students from 11 countries during 2025-26) and that the food pantry is

supported by grants, consistent cash donations from area churches and community donors, and businesses that provide products on a regular basis. The Food Pantry supported 535 individuals with 18,535 lbs. of food during 2025-2026. The Career Closet inventory is supplied 100% by donations.

X PRESIDENT'S REPORT:

President Hughes reported:

- A significant area of focus is our institutional change and reform agenda, which centers on three priorities: Aligning Programs with the Workforce, Creating Clear Guided Pathways, and Tracking Success Beyond Graduation.

- Director of Institutional Effectiveness Penny Pavlat will speak to the Board next month about how the College is improving data accessibility to make data informed decisions.

- The fall 2026 enrollment report provided at the meeting is not expected to change when it is finalized tomorrow [October 15]. Fall 2026 enrollment landed flat at 2,057 students compared to 2,055 at this time last year; credit hours are 16,983 compared to 16,947 with final fall 2025; and billing credits are 6,134 compared to 6,193 with final fall 2025. The budget anticipated flat enrollment.

- The College continues to maintain a fiscally sound financial position and support current operational needs while exploring strategic investments in housing and staffing.

- A draft of the Strategic Enrollment Management (SEM) Plan looks good, and the final product will be presented to the Board.

- The 2027 Higher Learning Commission reaffirmation visit is scheduled for October 25 & 26, 2027 and reviewers will meet with the Board.

- Lynn Martinson continues to work with Ryan Fink, Capital Outlay Coordinator from the State Budget Office Department of Technology, Management and Budget (DTMB) on the next steps of the Manufacturing Innovation Center (MIC) capital outlay project.

- The Foundation is holding the event, “Building Tomorrow Together” at the Escanaba campus on October 16, celebrating philanthropy and student success. Four students will share their stories. A similar event was successfully held at the Iron Mountain campus, “Strings on the Bay: Where Music Meets Opportunity,” where students shared powerful stories about the impact of scholarships and institutional support.

- Human Resources continues to report that employee retention is above the 90% retention goal, and they are preparing for the January 2027 go-live with Colleague, the new ERP system.

- The site visit for the Practical Nursing (PN) program at the Iron Mountain campus went very well. If the Board of Nursing approves accreditation on November 5, the first cohort could begin next semester.

- Dr. Hughes continues holding conversations with departments around campus to discuss the culture shift which includes ideas around improving communication in general and to encourage cascading of information and using the RACI model (Who is Responsible, Accountable, Consulted, Informed) to better inform employees.

Student Housing: Dr. Hughes shared a site plan concept for student housing from DJR Architecture & Design. Hannahville Indian Community funded the design phase. Several conversations have led to possibly considering self-funding the housing project.

The proposed concepts would cost between $10.3 million and $13 million for 101 beds. Lynn Martinson is working with PFM Financial Advisors to look at multiple strategic projects in addition to housing, including the College’s capital outlay match for the Manufacturing Innovation Center (MIC) and capital improvements identified by the master facilities plan. DJR is being asked to simplify the dormitory concept to reduce the project cost and provide an option for future expansion.

Additional housing on campus will require one additional facilities/maintenance position and a residential director. There are also positions at each campus that have not been filled over time and understaffed areas that are needed. Including these positions in the budget would be tight but will be considered during the budget development process.

Discussion was held about the benefits of self-funding the housing project.

Lynn responded to Nick Chenier that the bond interest rate is about 5.5% for 30 years or 5.25% depending on the term, and that she has been providing financial information to PFM. An RFP is not required for bonding.

Five-Year Capital Outlay Plan FY28 Capital Projects: Dr. Hughes stated that due to competing priorities and finalizing the Facilities Condition and Capital Investment Plan with Education Vanguard Partners, the capital projects list to submit to the State by the end of October is not ready for board approval today. She requested that the Board authorize her and Board Chair Middaugh to determine the projects to submit to the State.

Dr. Hughes shared that one of the projects will be a remodel at the Iron Mountain campus to add a reception area to the main entrance and remodel the office space to provide secure support space. The design concept shared with trustees was well received.

The draft Facilities Condition and Capital Investment Plan with Education Vanguard Partners was reviewed briefly. The plan will be shared with the Board when it is finalized.

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

XII BOARD COMMITTEE & REQUIRED ACTION: None

XIII BOARD ACTION:

A Five-Year Capital Outlay Plan FY28 Capital Projects: Chair Middaugh requested a motion to authorize President Hughes and herself as Board Chair to approve the Five-Year Capital Outlay Plan FY28 Capital Projects based on the information President Hughes shared on the capital projects.

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

"Authorize President Hughes and Chair Wendy Middaugh to approve the Five-Year Capital Outlay Plan FY28 Capital Projects." No discussion. Motion carried unanimously.

XIV UNFINISHED BUSINESS:

Laura Johnson reviewed the approval process for board policies and procedures provided in the board report. Trustees Joy Hopkins and Terri Mileski agreed to serve as board liaisons on the Policy Committee comprised of employees representing key areas of the College. Trustees collectively agreed that first and second reading approval by the Board is no longer required. New policies and policy revisions will continue to receive board approval.

XV NEW BUSINESS:

None

XVI MCCA UPDATE:

Dr. Hughes and Terri Mileski attended the MCCA Board of Directors meeting on September 25. Dr. Hughes reported that Mark Fisk from Byron and Fisk Communications presented information on Proposal 1 which asks whether to convene a constitutional convention to consider revisions to the Michigan Constitution.

The meeting was held at Northwestern Michigan College in Traverse City. President Nick Nissley highlighted NMC initiatives as they celebrate their 75th anniversary.

Dr. Hughes was a guest of Operating Engineers 324's Labor Management Education Committee Executive Director Lee Graham at the signing ceremony on October 13, to celebrate the Michigan College Credit for Apprenticeships Partnership with the Operating Engineers Local 324 in Howell, MI. Twenty-eight of the 31 MCCA colleges have signed the agreement. Bay College initiated the partnership with the trades by getting the articulation agreements completed in the U.P. then moved to a statewide endeavor

Dr. Hughes, Brett Gierak (Bricklayers and Schoolcraft Trustee), and MCCA President Brandy Johnson will present on the Michigan College Credit for Apprenticeships partnership at the ACCT Leadership Congress next week.

XVII OTHER: Chair Middaugh reminded trustees to complete the Board Self-Evaluation Survey for review at the upcoming board retreat.

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

"Adjourn the meeting." No discussion. Motion carried unanimously. The meeting adjourned at 6:55 p.m. ET.

Laura L. Johnson Assistant Board Secretary	Completion Date	Approval Date
Wendy B. Middaugh Chair		Approval Date

2026
Bay College Norse

Fall Athletic Report

Norse Athletics Staff



Matt Johnson
Athletic Director



Mike Pankow
Baseball Coach
Sports Information Director



James Fassett
Women's Basketball Coach
Student Success Coach



Dan Porath
Volleyball Coach
Compliance Director &
Game Management



Scott Carhoun
Cross Country Coach



Mike Cretens
Men's Basketball Coach



Tim McIntyre
Softball Coach

Current Sport Offerings

MEN	WOMEN
Baseball	Basketball
Basketball	Cross Country
Cross Country	Softball
	Volleyball

Potential Future Sport Offerings

MEN	WOMEN
Bowling	Bowling
Golf	Flag Football
Ice Hockey	Ice Hockey
Soccer	Soccer
Track & Field	Track & Field

Historical Roster Size

Team 17-18	Members
MBB	17
WBB	9
MXC	6
WXC	5
TOTAL:	37

Team 18-19	Members
MBB	16
WBB	13
MXC	5
WXC	6
BSB	27
SB	17
TOTAL:	84

Team 19-20	Members
MBB	15
WBB	13
MXC	1
WXC	3
BSB	28
SB	14
TOTAL:	74

Team 20-21	Members
MBB	17
WBB	13
MXC	3
WXC	2
BSB	33
SB	14
TOTAL:	82

Historical Roster Size

Team 21-22	Members
MBB	13
WBB	10
MXC	1
WXC	1
BSB	23
SB	17
TOTAL:	65

Team 22-23	Members
MBB	19
WBB	7
MXC	2
WXC	0
BSB	36
SB	19
VB:	12
TOTAL:	92

Team 23-24	Members
MBB	20
WBB	9
MXC	4
WXC	5
BSB	27
SB	10
VB:	14
TOTAL:	89

Team 24-25	Members
MBB	19
WBB	13
MXC	7
WXC	6
BSB	25
SB	12
VB:	13
TOTAL:	95

Historical Roster Size

Team 25-26	Members
MBB	18
WBB	14
MXC	6
WXC	9
BSB	25
SB	11
VB:	15
TOTAL:	98

Team 26-27	Members
MBB	18
WBB	10
MXC	8
WXC	6
BSB	32
SB	16
VB:	16
TOTAL:	106

2025-2026 Win – Loss –Tie

Sport	Win	Loss/Tie
Baseball	3	32
Men’s Basketball	23	7
Women’s Basketball	25	6
Men’s Cross Country	N/A	N/A
Women’s Cross Country	N/A	N/A
Softball	0	33
Volleyball	13	12

2025-26 MCCAA Awards

- **MCCAA All-Academic Team(s)**
  - Women's Cross Country – 3.20 GPA
  - Volleyball – 3.16 GPA
  - Women's Basketball – 3.11 GPA
  - 37 Academic All-Conference Selections.

Baseball

- Avery Wilson & Harrison Haigh All-Northern Conference 2nd Team.
- Jake Rolfe & Bon LaChance All-Northern Conference Honorable Mention.

2025-26 MCCAA Awards

Men's Basketball

- Emerson Droubie All-MCCAA, All-Northern Conference 1st Team, All-Freshman Team.
- Trey Frey III and William Kelley All- Northern Conference MCCAA 2nd team.
- Savion Johnson, Taveon Vann, Zian Abouali, Kyle Hustrulid All-Northern Conference Honorable Mention.

Women's Basketball

- Women's Basketball MCCAA North Co-Champions.
- Lauren Zawada, McKenzie Hoffmeyer, Makenna Hendrickson All-MCCAA.
- Lauren Zawada, McKenzie Hoffmeyer, & Makenna Hendrickson Northern Conference 1st Team.
- Nina Bower, Chloe Seymour, Aubree Blackburn All-Northern Conference Honorable Mention.

2025-26 MCCAA Awards

Cross Country

- Lily Ross & Alyssa Shirkey qualified for NJCAA National Championships.
- Lily Ross All-MCCAA.
- Weston Knauf, Tanner Howes, Lawrence Caron, Lily Ross, and Alyssa Shirkey All-Northern Conference.

Softball

- Coach McIntyre – Coach of The Year.
- Joelle Jordan Northern Conference 2nd Team SB.
- Arianna Hernandez, Nina Bower, & Rylee Gerow All-Northern Conference Honorable Mention.

Volleyball

- Jade Jasenovsky, Mia Hauser, Hope Varoni All-Northern Conference 2nd Team.
- Addie Morton All-Northern Conference Honorable Mention.

2025-26 NJCAA REGION 12 Awards

- Men’s Basketball Region 12A Semi-Finalist.
- Women’s Basketball Region 12C Semi-Finalist.
- Volleyball Region 12 – District A Participant.
- Emerson Droubie All-Region Men’s Basketball.
- Lauren Zawada, McKenzie Hoffmeyer, Mackenna Hendrickson All-Region Women’s Basketball.

2025-26 NJCAA All-American Awards

- **Lauren Zawada Honorable Mention All-American Women's Basketball.**

Norse Alumni Moving On

Anna Axtell	Davenport University	Women's Basketball
Zach Gibson	Ohio Christian University	Baseball
Zavier Hayes	SW Minnesota State	Football
Bill Hosegood	University of Calgary	Baseball
Drake Johnson	College of St. Scholastica	Men's Basketball
Mykel Lindsey	Oklahoma Pan Handle	Men's Basketball
Joe Ofori	Westmont College	Men's Basketball
Dylan Plunger	Michigan Tech	Football
Thij Riijpstra	Fisher College	Baseball
Austin Samanske	Bethany College	Baseball
Kaleb Schroeder	Siena Heights University	Baseball
Kennedy Sproule	Lipscomb University	Women's Basketball
Ryan Sweeney	SD School of Mines	Men's Basketball
Taveon Vann	UW-Whitewater	Men's Basketball
Nic Williams	Malone University	Men's Basketball

Fall 2026 Participants by Sport/Team

Tuition and Fee Revenue

Athletic Team	# participants	Tuition and Fees	Credits	Contacts
Men's Basketball	18	$104,363	246	248
Women's Basketball	10	$60,788	135	138
Men's Cross Country	8	$45,121	109	128
Women's Cross Country	6	$17,761	76	97
Men's Baseball	32	$197,369	478	502
Women's Softball	14	$77,656	206	223
Volleyball	15	$71,591	194	206
Total	**103**	**$574,649**	**1,444**	**1,542**

- We have 3 dual sport athletes; they are not counted twice.
- Fall 2026: All Students average 8.37 credits and Student-Athletes average 14.02 credits.

2026-27 Other Revenue

Miscellaneous Revenue:

• Estimated S-A Housing	**$254,054**
• Estimated Ticket Revenue:	**$20,000**
• Bay College Invitational Entry Fee:	**$4,550**
• Estimated Royalties:	**$1,000**
• Hudl Streaming:	**$350**
• Additional Students Tuition & Fees:	**$14,924**
• Estimated Student Life Fee:	**$59,314**
Total:	**$354,192**

2026-27 Expenses

Expenses:

• Equipment/Supplies:	**$83,300**
• Professional & Contracted Services:	**$118,145**
• Transportation/Hotels/Meals:	**$448,999**
• Financial Aid Expenses:	**$25,473**
• Occupancy Expenses:	**$12,750**
• Staff:	**$305,218**
Total:	**$993,885**

Revenue

Fall Athletic Team Tuition and Fees:	$574,649
Winter Athletic Team Estimated Total:	$574,649
Summer Athletic Team Estimated Total:	$22,000
2026-27 Total Tuition/Fees:	**$1,171,298**
Housing Estimated:	$254,054
Ticket Revenue Estimated:	$20,000
Bay College Invitational Entry Fee:	$4,550
Royalties Estimated:	$1,000
Hudl Streaming:	$350
Additional Students Estimated Tuition & Fees Estimated:	$14,924
Student Life Fee Estimated:	$59,314
2026-27 Miscellaneous Total:	**$354,192**
Estimated Total Revenues:	**$1,525,490**
Estimated Total Direct Expenses:	**$993,885**
Estimated Revenue in Excess of Direct Expenses:	**$531,605**

* Does not include indirect expenses.

Additional College Benefits

- Additional Media Coverage
  - 70+ Games broadcast on RRN Sports and Maverick 106.3fm.
  - Print articles on RRNSports.com and The Daily Press.
  - TV coverage by TV6, TV19, ABC10.
- Bay Norse Apparel sold in local stores, Meijer, and Wal-Mart.
- Additional College recruiting.
  - Youth Camps.
  - High School Camps.
  - Local youth teams, high school teams, pep bands, and dance groups at Bay home games.

Highlights & Recent Additions

- Family Weekend
  - Expanded for this year.
- Parent Orientation
- Change in Study Table Model
  - Fall of 2025 moved to all athlete study tables.
- Bay College High School Cross Country Invite
- Hosted 2025 & 2026 UP Sports Hall of Fame Basketball Games
- Norse Pride Sales Squad
  - Innovative partnership with RRN to connect Bay College student-athletes with local businesses.
- Service Learning/Civic Engagement
  - Toys For Tots Drive with Solberg's Buck Inn
  - Each team will be doing minimum of 1 team activity each year.

Challenges

- Part-time Coaches
  - Cross Country, Men's Basketball, & Softball Head Coaches.
  - Small stipend positions for Assistant Coaches.
- Limited Scholarships
  - Bay competes against many programs that offer the NJCAA maximum scholarships.
- Housing
  - More Housing needed for current student-athletes as well as to expand sport offerings.

Fundraising

- Corporate Partners
- Blast Athletics
  - Teams raised roughly $25,000
- Camps, Clinics, All-Star Game
- Golf Outing
  - $19,577 Raised
- Rockin’ For Bay Music Festival
  - Raised $7,500
- Raffle
  - Raised $7,000

Questions?

Thank You!

















Student Affairs

October 2026 Board Meeting

Travis Blume
Vice President of Student Affairs and Enrollment Management
travis.blume@baycollege.edu

What is Student Affairs

- Works with students from before college to post-graduation
- Supports students both in and out of the classroom
- Helps create and foster student belonging
- Holistic Student Support (basic needs support, advising, mental health)
- Student Activities
- Recruiting, retaining, and graduating students

Student Affairs



Travis Blume
Vice President of Student Affairs and Enrollment Management

Mental Health Contractors
Michael Dupont, Amber Hartman, Brittany Anderson



Jessica Beaver
Director of Admissions



Jessica LaMarch
Director of DE/EC



Dave Laur
Exec Director of Student Life and Campus Safety



Jennifer Forshey
Registrar



Ruth Carlson
Director of Financial Aid



Deanna Robinette
Student Affairs Manager
(Retiring 11/2)



Matt Johnson
Athletic Director



Kyle Schaefer
Academic Success Manager



Kari Meunier
Director of the OOA



Matt Stewart
Director of Trio



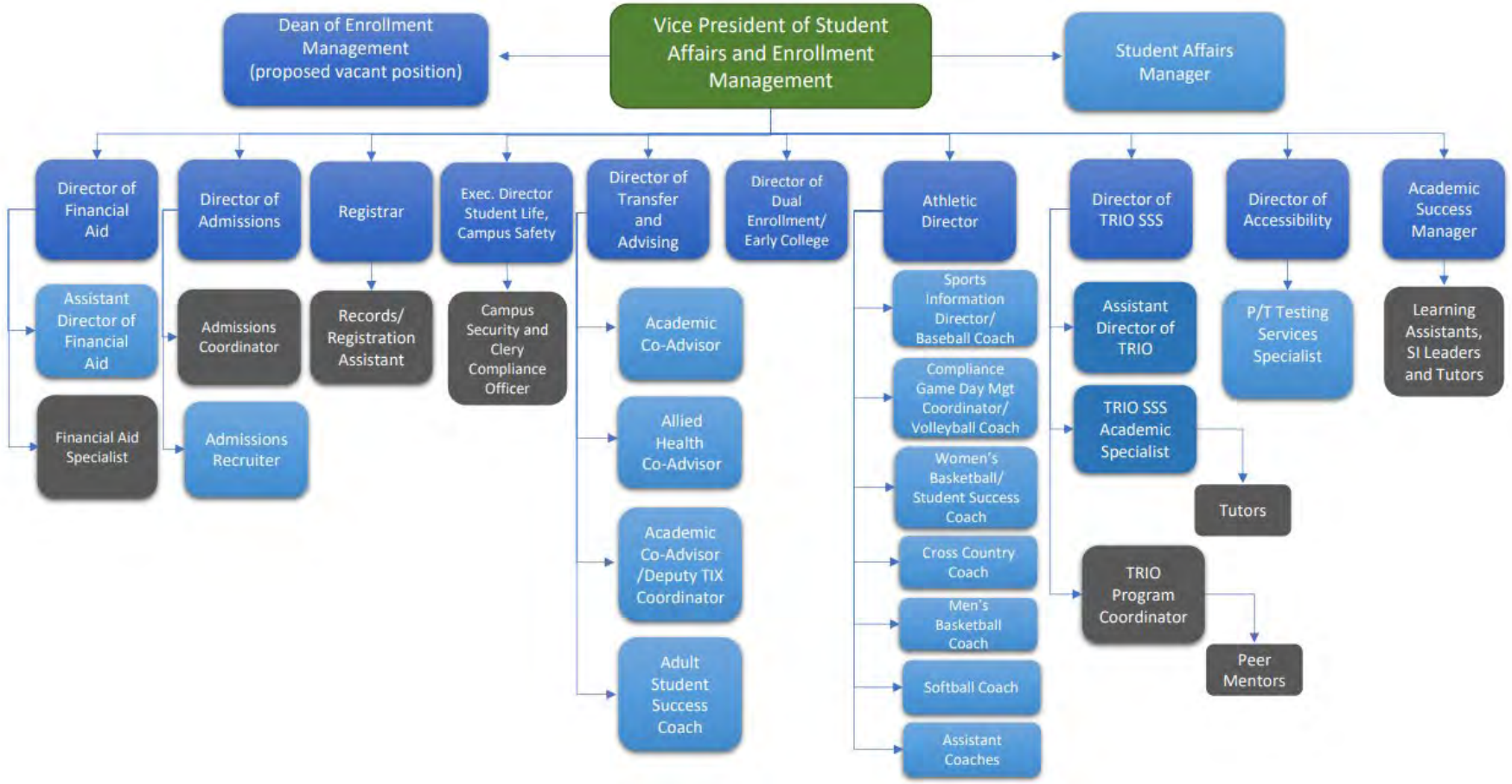
Jillena Rose
Director of Transfer and Advising



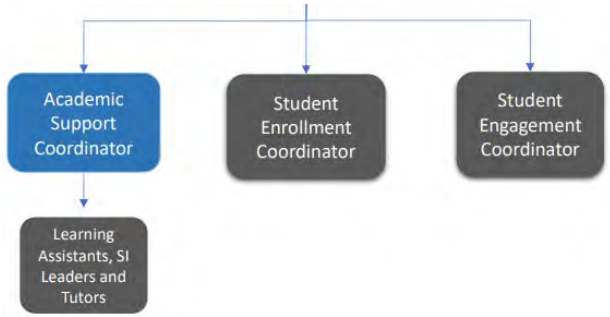
Samantha Frizzell
Adult Student Success Coach

Student Affairs Org Chart

Chart as of 7/2026



Iron Mountain Campus



Employees Across 2 Campuses

29 Full-time

45 Part-time and Student Employees

3 Mental health contractors

1 MCAN College Completion Coach

8 RSVP volunteers

Pre-College and College Entry: Recruitment

- Dual Enrollment and Early College
- Recruitment and Admissions
- International Student Recruitment and Compliance
- Paying for College
- Campus Housing
- Student Orientations
- 5th Grade Fridays
- Bay is the Way Day (12th graders)
- College 101 (11th graders)



Last year, by the numbers…

- 139 students in on-campus housing
- 17 international students from 11 countries
- 2,089 admitted students
- $25,000,000 in potential aid packaged
- 650 Dual Enrolled students
- 219 Early College students

During College: Retention and Support in and out of the classroom

- In-person and online tutoring
- TRIO
- Office of Accessibility
- Advising and assistance
- Mental Health Services
- Food Pantry/Career Closet
- Academic Testing Services
- Campus Activities
- Behavioral Assessment Team
- Athletics
- Student Clubs
- Emergency Funds
- Supplemental Instruction
- Learning Assistants
- Student Conduct
- Campus Safety and Security
- Veterans Services
- DHS Compliance



Last year, by the numbers…

- 160 TRIO students
- 170 accommodated students
- 3,680 tests and exams
- 18,535 lbs of food to 535 individuals
- 2,021 tutoring sessions
- 4,160 attendees at BAY-CON
- 103 Athletes
- 131 students/531 sessions of Mental Health Services
- 19 Student Clubs/Orgs
- 58 Veterans in Fall 2026

Completion and Beyond!

- Degree Audits and Graduation
- Articulation Agreements
- Transfer Support
- Transcripts
- Enrollment Verification and Background Checks
- Certification Testing



Last year, by the numbers…

- 700 Professional Certification Exams
- 321 Degrees and certificates conferred (2025-2026)
- Over 2,000 transcripts sent this year
  - (NMU, NWTC, MSU, CMU, GVSU, MTU, UWGB, WGU, LSSU, U of M)

SWOT

Strengths

- Rock Stars!
- Volunteers
- Basic Needs Supports
- Innovative/Creative
- Unified Student Affairs
- Community Partnerships (Faith orgs/Aldi/100 Women)

Weaknesses

- Staffing Needs
- Lack of Student Housing
- Dependence on student employees
- Grant and donation dependence

Opportunities

- Strategic Enrollment Management Plan
- Recruiter
- Element451
- Advising Redesign/Plans
- Increased 4-Year Collaborations
- MI-Reconnect

Threats

- Decreasing UP population
- Increasing competition for students
- Changing federal landscape (Fin Aid/Int'l)
- Growing needs of students

Questions?

Dr. Travis Blume

Vice President of Student Affairs
and Enrollment Management

travis.blume@baycollege.edu

906-217-4166