



REPORT OF MINUTES

BAY de NOC COMMUNITY COLLEGE BOARD OF TRUSTEES SPECIAL BOARD (RETREAT) MEETING

HUB Building, Room 874
Escanaba, MI 49829

April 27, 2026

- | | | |
|------------|---|---|
| I | Call to Order | The meeting was called to order at 3:05 p.m. ET by Chair Wendy Middaugh. |
| II | Attendance | Members present: Terri Mileski, Katie VanEnkevort, Steve Soderman, Joy Hopkins, Cory Kuchenberg, Wendy Middaugh

Member absent: Nick Chenier

Administration: President Dr. Nerita Hughes; Vice President of Academics & Educational Equity Amy Reddinger; Vice President of Finance & Operations Lynn Martinson

Recorder: Steve Soderman, Board Secretary |
| III | Agenda | The agenda was approved by unanimous consent. |
| IV | Citizen Introductions & Comments | None |
| V | Declaration of Interest | None |
| VI | Strategic Discussion | <ol style="list-style-type: none">1. Update on Institutional Change by President Hughes<ol style="list-style-type: none">a. Strategic Pillars |

- i. Amplify Institutional Value and Brand Identity: Reviewed metrics for enrollment, retention and persistence.
 - ii. Design a Holistic Student Experience: Reviewed graduation metrics, student growth and guided pathways.
 - iii. Cultivate a Culture of Care and Wellbeing: Reviewed metrics for employee retention and engagement.
 - iv. Build Industry-Responsive Partnerships: New career and workforce center partnership at IM campus. MCCA statewide agreement to scale DOL apprenticeships.
 - v. Adopt Future Ready Technology: ERP system update, online learners program, AI policies consideration.
 - b. Housing Discussion
 - i. Opportunity with development firm and land lease for a 101 bed multi-story apartment building.
 - ii. Projected timeframe of move-in FY27-28.
- 2. Legislative Updates
 - a. Federal
 - i. Workforce Pell outline, requirements, benefits for students to get credentials more efficiently.
 - b. State
 - i. State legislative opportunities for community colleges and partnerships with K-12 institutions.
 - ii. Initial State budget comparisons Executive vs. House, vs. Senate
 - c. Legislative Luncheon Update
 - i. Dr. Hughes will give a presentation at the luncheon.
- 3. Accreditation Update
 - a. HLC Assessment Committee members
 - i. Dr. Reddinger presented the on-site Comprehensive Evaluation Visit scheduled for October 25-26, 2027.
 - b. Nursing Accreditation
 - i. Actively working on replacement strategy for Dean of Nursing position with the announcement of Dr. Reinhard leaving.
- 4. Budget Draft 2026-27
 - a. Proposed State Budget (Governor, Senate, and House)
 - i. Reviewed State budget input and appropriation estimates.

- b. Scenarios
 - i. Lynn Martinson presented first draft of 26-27 budget scenarios.
 - c. Strategic Finance Discussion
 - i. Fund balance policy draft previewed.
5. Board of Trustees Updates
- a. President Evaluation Tool/Process Update
 - i. Major accomplishments to be added to evaluation next year, this year Dr. Hughes will email these by May 1.
 - ii. Board to complete their evaluations by May 15.
 - iii. Special Board meeting to discuss evaluation May 20.

It was moved by Cory Kuchenberg and seconded by Joy Hopkins to:

“Approve the President Evaluation Tool and Process as recommended and presented by the Board of Trustees Personnel Committee with the addition of documented major accomplishments.” No further discussion. Motion carried unanimously.

- b. Benchmark CEO Compensation
 - i. Contracted with ACCT to conduct a compensation survey and comparison report that will be completed by May 15.
 - c. Board Agenda
 - i. Strategic Discussion agenda topic
 - 1. Board agreed to add “Strategic Item” as an agenda item to discuss if warranted.
6. Professional Development Opportunities
- a. MCCA Summer Conference (July 28-31)
 - b. ACCT Congress – Chicago (October 21- 24)
 - c. ACCT NLS Feb 2027
 - d. Higher Learning Commission April 22-27. Recommended for board to attend with 2027 HLC on-site visit scheduled for October 2027.

With no further business, it was moved by Joy Hopkins and seconded by Terri Mileski to adjourn the meeting. The meeting adjourned at 5:27 p.m. ET. Motion carried unanimously.

Steven D. Soderman Board Secretary	Completion Date: 4/27/2026	Approval Date:
---------------------------------------	----------------------------------	----------------

Wendy B. Middaugh Chair	Approval Date:
----------------------------	----------------