



**BAY de NOC COMMUNITY COLLEGE
IRON MOUNTAIN ADVISORY BOARD
MEETING MINUTES**

September 15, 2026

- Call to Order:** The meeting was called to order by Vice Chair Jennifer Huotari at 1:31 p.m. CT.
- Roll Call:** Laura Johnson took roll call.
- Members Present:** Andrew Brisson, Jennifer Huotari, Russ Kassin, Terri Mileski, Paul Peterson, Kevin Sullivan, Mindy Meyers
- Members Absent:** Bob Koerschner, Christie Borchardt, Jim Rice
- Bay College:** Nerita Hughes, President; Jason Sullivan, Executive Director of IM Campus; Cindy Gallagher, Vice President of Workforce Innovation & Strategic Partnerships; Vicki DeGrand, Executive Director of Foundation & Alumni Relations; Kaylee Strong, Foundation Specialist
- Recorder:** Laura Johnson, Executive Administrative Assistant to the President
- Minutes:** The minutes of the June 9, 2026, meeting were presented for approval.
- It was motioned by Kevin Sullivan and seconded by Russ Kassin to:
- “Approve the Minutes of the June 9, 2026, Iron Mountain Campus Advisory Board Meeting as presented.”** No discussion. Motion carried unanimously.
- Presentation:** Vicki DeGrand, Executive Director of the Foundation & Alumni Relations shared information about the Bay College Foundation. The presentation slides are attached.

Administrative Reports:

1. *President's Report:*

Dr. Hughes reported that key institutional projects underway for the College include: a student housing partnership plan for the Escanaba campus, Rural Guided Pathways, a Capital Outlay Five-Year Plan, and a Strategic Enrollment Management Plan. The presentation slides are attached.

Collaborative discussions are taking place with several housing partners with hopes to finalize a partnership by the end of the calendar year with a potential move-in date of fall 2028 or sooner [Escanaba campus].

A third-party consulting group inspected both campuses to deliver an in-depth review of projects at both campuses for a five-year capital outlay plan. Previous capital outlay plans did not include the Iron Mountain campus and future plans will include resolving the need for a reception/greeting area. Improved wayfinding at both campuses is also a priority.

A Strategic Enrollment Management (SEM) Plan is being developed based on a completed enrollment gap analysis. The SEM plan will provide guidance, especially when enrollment is down, by looking at key information and action items to hone in on. Dr. Hughes referenced a three-year history of enrollments by several demographics.

Dr. Hughes reviewed the reflection of her three-year tenure as president provided to members before the meeting. Highlights included:

- Strengthened focus on who we are serving and what must change to reach them by examining the systems, structures, technologies, and practices that support—or sometimes create barriers for—our students. We are not serving the same students. Many of our students have high needs.
- Through our work with Achieving the Dream, Rural Guided Pathways, and other institutional initiatives, we have become increasingly intentional about using data, redesigning the student experience, addressing basic needs, improving advising and scheduling, and creating clearer pathways from education to employment.
- Leading conversations to ensure that rural community colleges—and particularly the Upper Peninsula—have a voice in statewide and national conversations about higher

education, workforce development, economic mobility, and the future of community colleges.

That work has taken Bay College into conversations with state and federal policymakers, statewide workforce leaders, philanthropic organizations, national higher education associations, and fellow college presidents and chancellors. Every time Bay College has a seat at a table where decisions are being made, the Upper Peninsula has a voice at that table too.

- Strengthened relationships with employers, educational institutions, workforce organizations, legislators, and community partners in Delta and Dickinson counties because the challenges facing rural communities cannot be solved by institutions working independently.

Kevin Sullivan thanked Dr. Hughes for the report and commented that it was valuable information.

**2. Executive Director of
IM Campus Report:**

Jason Sullivan reported:

- The course schedule moved most pre-requisite courses to Mondays and Wednesdays which also changed campus traffic. Online hybrid courses and on-campus hybrid courses remain popular for students managing work and family schedules.
- Bay Area Campus Ministry (BACM) offers free lunch on Wednesdays instead of Thursdays this semester to accommodate the change in campus traffic. Instructors allow students to bring this lunch into the classroom, contributing to 40 students served last week: double last year.
- College Night will be held tonight [September 15] with 33 representatives from colleges, universities, military services, and trade schools. The Fair was held at the Escanaba campus on September 14 and will continue to tour throughout the U.P. this week.
- Transfer representative visits are scheduled on campus from University of Michigan and Michigan State University College of Medicine this week. Michigan Technological University will visit on September 29 to promote programs besides engineering, such as their psychology, forestry, and business programs. Northern Michigan University is

scheduled twice this semester and University of Wisconsin-Green Bay will visit in mid-October to promote in-district tuition rates for U.P. students.

- Bay is the Way Day will return to the Iron Mountain campus on October 9. This year, participants will remain at the Iron Mountain campus instead of visiting the Escanaba campus in the afternoon. Amy Gibbs, Director of Career Services, will promote the new Focus2Career career assessment tool that is available to all prospective and current students and six instructors will participate in a student and faculty panel to share information and answer questions.

Amy Gibbs is also working to connect employers and students with internship and job shadowing opportunities to discover career pathways.

- The Dickinson Area Economic Development Alliance (DAEDA) is hosting Manufacturing Day on October 2 at the Iron Mountain campus. There are 376 students registered with about 40 more students expected.
- The DAEDA Fall Meeting will take place on Thursday [September 17] at the Iron Mountain campus. The meeting was moved to Fornetti Hall to accommodate growing attendance.
- Billerud (Quinnesec) held a small conference with their leadership on August 5, in the Lower Commons and Fornetti Hall. They will return in early February to hold a safety training course for their employees.
- Gina Wollner, of Wonderwood Craft Club, hosted weekly Craft Camps for local children on the Iron Mountain Campus for ten weeks throughout the summer months. A total of 57 children participated in the camps.
- A fee schedule for facility use is being developed to promote facility use and rental.

3. MJ Electric Career & Workforce Center:

Cindy Gallagher shared slides illustrating the future space of Room 244 renovated into the M.J. Electric Career and Workforce Center by the end of 2026. This project will further support Career and Workforce initiatives by expanding opportunities for students to connect with career pathways and

local employers while also providing flexible space for community training sessions and meetings.

Amy Gibbs has exposed over 1550 students to the Focus2Career career assessment tool available to prospective (including high school) and current students to introduce them to career pathways and how Bay can help them achieve their career and academic goals.

Unfinished Business: None

New Business:

1. Upcoming Events:

- September 16 – Bay College Board Dinner/Meeting @ 4:30 & 5p CT
- September 17 – Business After Hours/Dwight Romagnoli Dedication 5-7p CT
- September 29 – Building Tomorrow Together Foundation Event w/Strings on the Bay Concert at 7pm CT

Advisory Board Updates:

Mindy Meyers, DAEDA Executive Director:

- The DAEDA Fall Meeting will take place on Thursday [September 17] at 8 am at the Iron Mountain campus. Each taskforce of the DAEDA will deliver organizational updates and accomplishments over the past year. Register at www.daeda.org.
- The Dickinson Area Economic Development Alliance (DAEDA) is hosting Manufacturing Day on October 2 at the Iron Mountain campus. There are 376 students registered with about 40 more students expected. Nine industry leaders will participate this year and guide students through hands on manufacturing activities. New this year, promotional communication was distributed through local schools to parents and students. The communication included links to participating companies, information about the career opportunities employers are seeking to fill and why they chose to participate, and the knowledge students will gain from the experience.

M.J. Electric is donating safety glasses for the students as part of the Manufacturing Day experience.

- The DAEDA is collecting data on childcare and housing needs in the Dickinson area for industry leaders to identify

focus points and the developers they should attract. The goal is to get 150 responses by the end of October.

Jennifer Huotari, Dickinson Iron Intermediate School District (DIISD) Superintendent:

- The MEERA (Manufacturing and Engineering Education Reimagined for All) lab is up and running and it is impressive. Supt. Huotari thanked Bay College for their support and partnership to make the lab possible.
- The DIISD Technical Education Center renovation is underway. Bay College offered use of their campus if needed during the first week of school but fortunately occupancy was granted in time for the start of school.
- The annual ISD professional development day will take place at North Dickinson Schools with about 600 educators attending.

Adjournment:

It was moved by Mindy Meyers and seconded by Russ Kassin to:

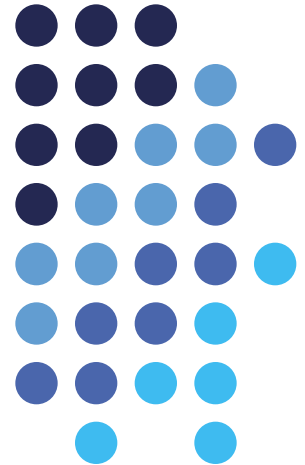
“Adjourn the meeting.” No discussion. Motion carried unanimously. The meeting adjourned at 2:26 p.m. CT.

BAY COLLEGE FOUNDATION



*Creating opportunities to advance lives and
strengthen communities through the gift of education*

The Bay College Foundation exists solely
to support Bay College and its students



FOUNDATION STATISTICS



**Established in
1972**



501(c)(3)



**\$19.8 million
in Assets**



FOUNDATION STATISTICS (cont.)



**Award 300+ scholarships annually,
totaling over \$800,000**



**Provide funding to enhance the
campus learning environment and
project support**





FOUNDATION FUNDS

Endowment Scholarships

- Lives on forever
- \$10,000 minimum
- Typical payout 5% (\$500/\$10K)
- Award ½ each semester
- Donor specified preferences



FOUNDATION FUNDS

Annual Scholarships



- **Funded annually**
- **\$500 minimum**
- **Award ½ each semester**
- **Donor specified preferences**





FOUNDATION FUNDS

Annual Funds

- Educate All
- Food Pantry
- Athletics
- Arts
- Academic Programs
- Technology
- Emergency
- ...and more!





LUNCHTIME LIVE

Free Summer Concert Series



June 30, 2026
Evie Breault



July 28, 2026
Wingin' It



September 1, 2026
George Sailor



Save the Date:
September 29, 2026

A large blue silhouette of a violin on the left side of the image, with its body and f-hole clearly visible. Two seagulls are flying in the sky above the violin.

Strings *on the* Bay

— *Where Music Meets Opportunity* —



QUESTIONS?



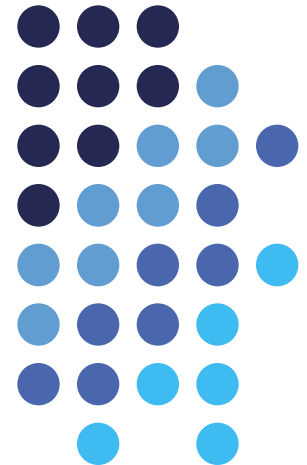
Vicki DeGrand

Executive Director

Foundation and Alumni Relations

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vicki.degrand@baycollege.edu



*Scan the QR Code **to give today!***



Refresh, Renew, and Reset

Presented by: Dr. Nerita Hughes



**Welcome
Back**

GOOD NEWS





ERP Implementation Go-LIVE:

- **Financial Aid 12/1/25**
 - **Student Registration 3/27/26**
 - **Business Office 7/1/26**
-

Bay College is leading Statewide endeavors:

- **Michigan College Credit Apprenticeship Program (Mi-CCAP)**
 - **Data Sharing Agreement of Unemployment Insurance (UI)**
-

Capital Outlay

- **State construction authorization**
 - **Manufacturing Innovation Center**

**Appointed to the
AACCC Commission
on the Future
of Work**



**Appointed to the
AACCC Board of
Directors**



**REMINDER
2026
Focus Word
TRANSFORMATION**



Refresh, Renew, and Reset

- **Create space for us to:**
 - **Refresh** – our thinking
 - **Renew** – our commitment to do this work
 - **Reset** – how we move forward together
- **Continue to Transform**
 - **Be Intentional**
 - **Be Purposeful**
 - **Be Authentic**

**Just be YOU! ~ Practice being
contagious calm!**



Key Projects – Institution

Culture shift

Rural Guided Pathways

Housing Partnership Plan

Capital Outlay Five-Year Plan

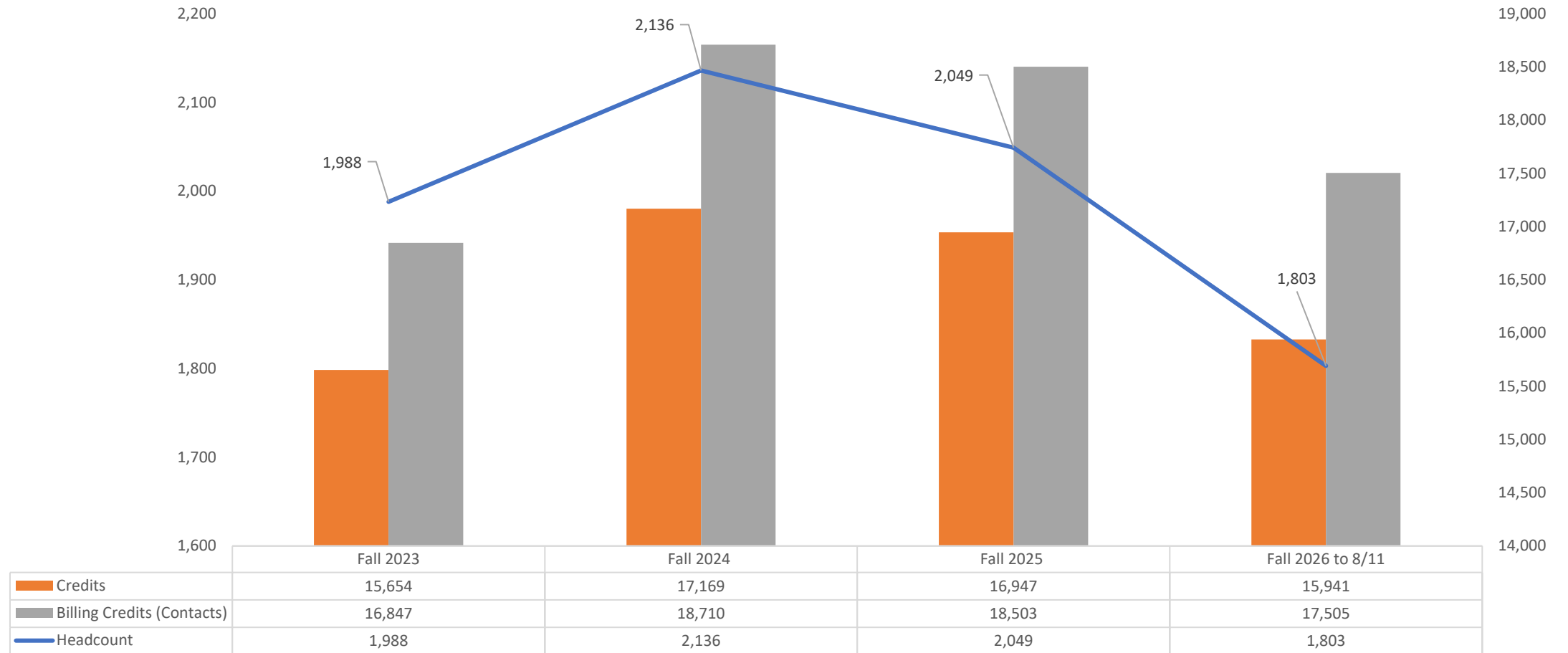
**Strategic Enrollment
Management (SEM) Plan**



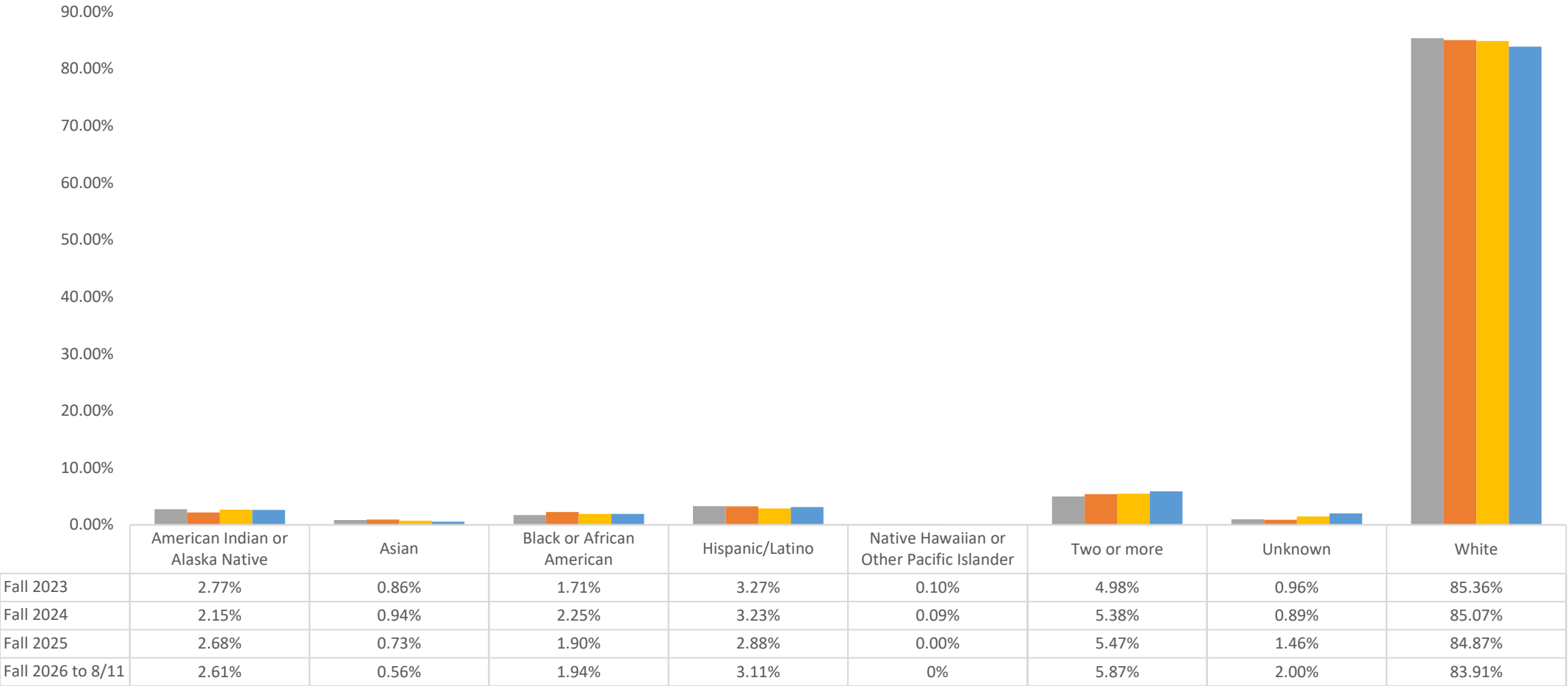


Institutional Data

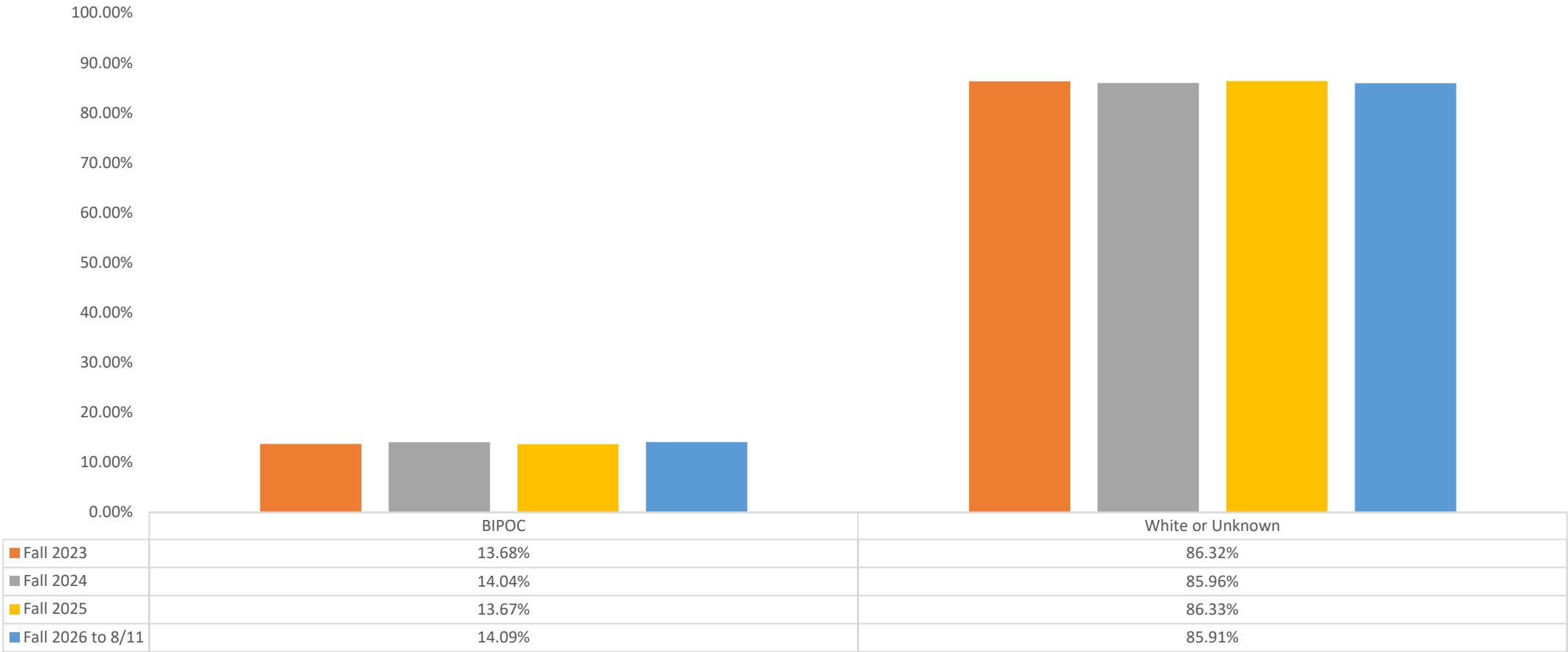
Three – Year History of Enrollments



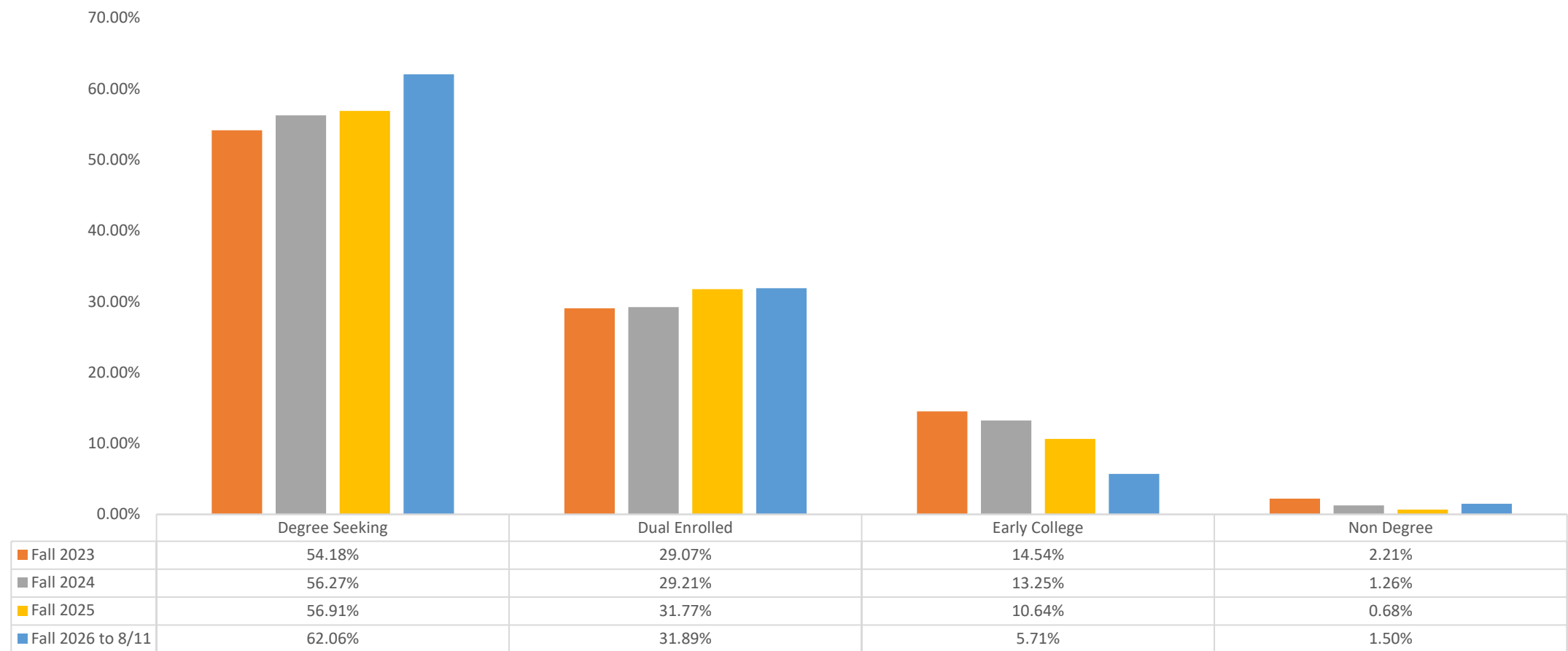
Three – Year History by Race/Ethnicity



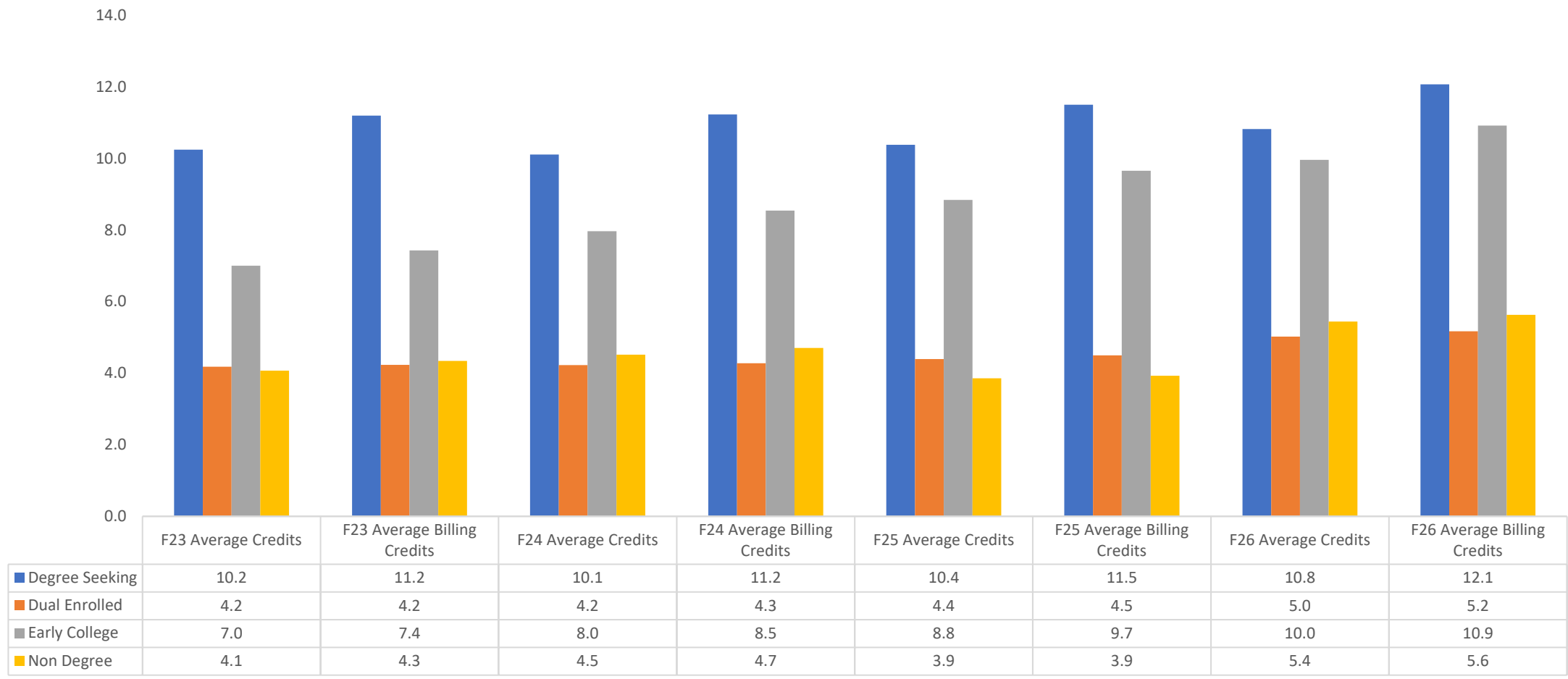
Three – Year History by BIPOC and All Others



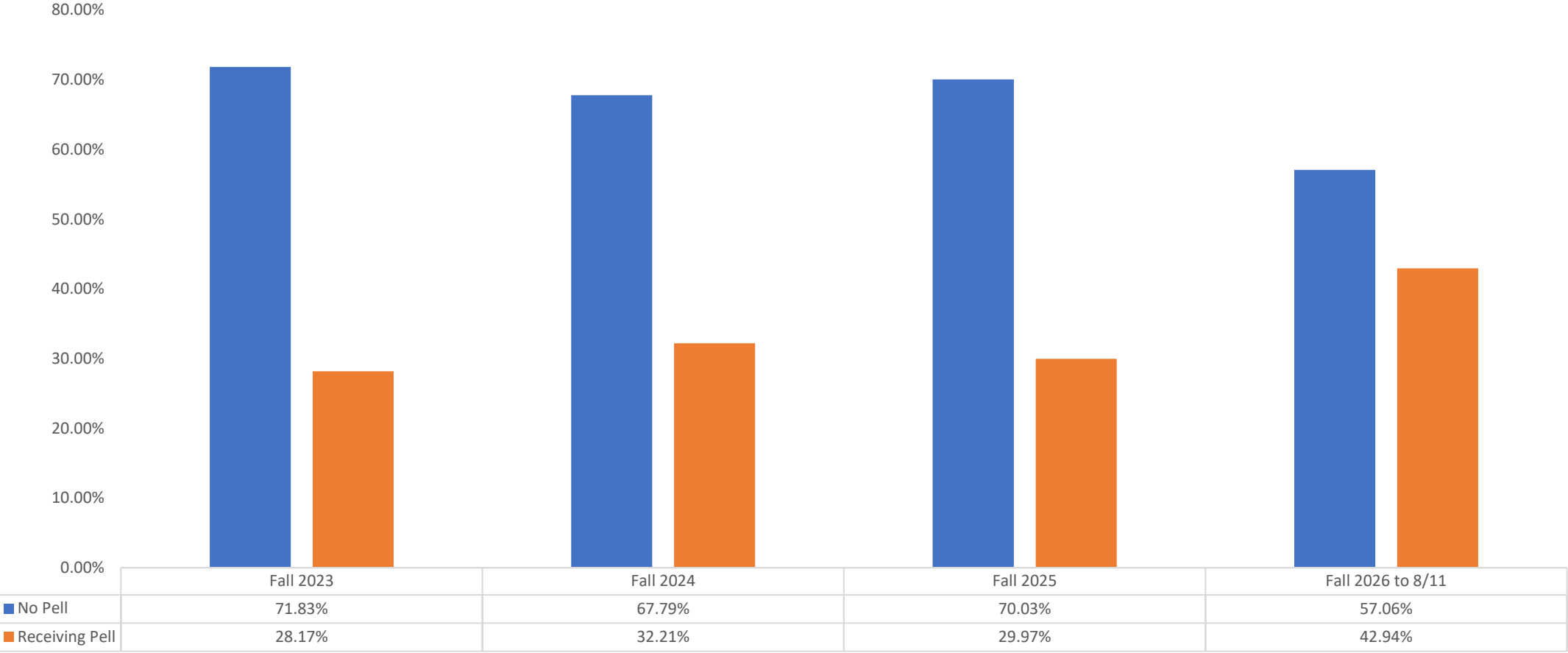
Enrollment by Student Type



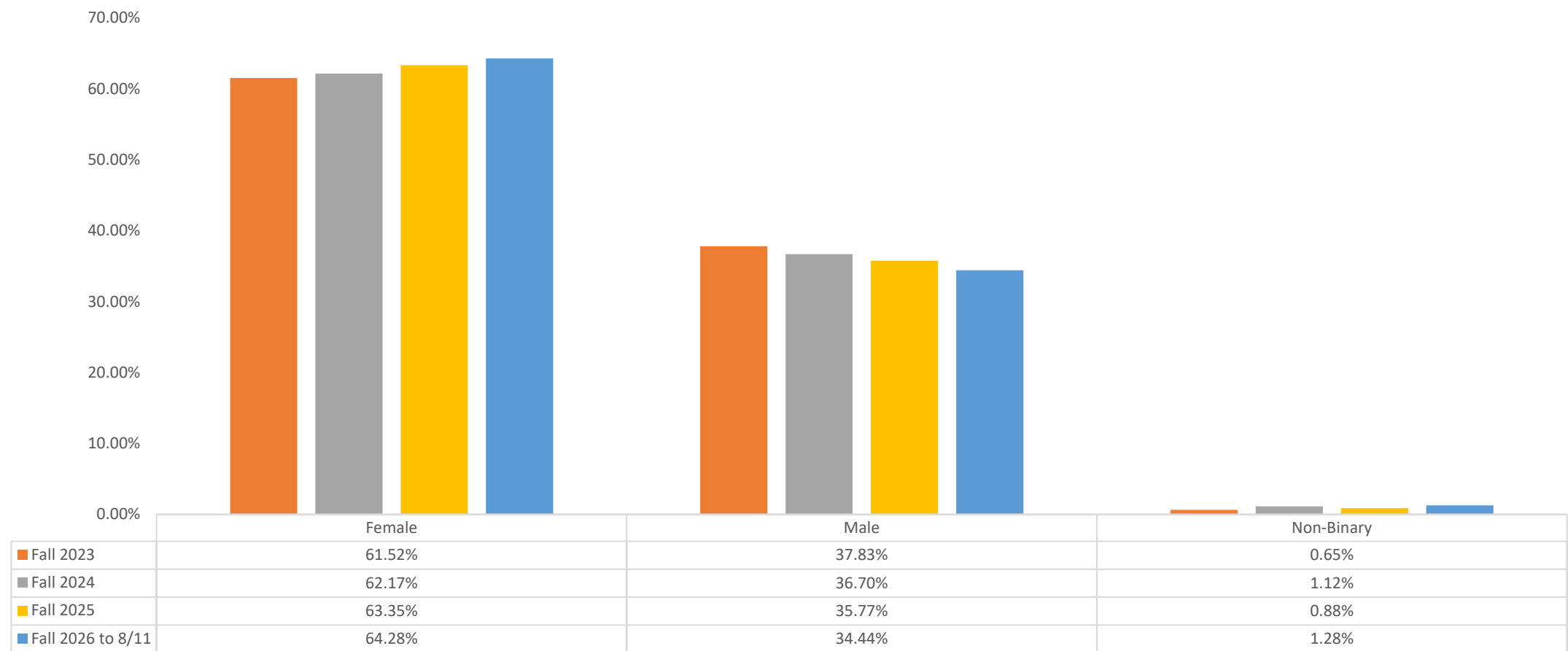
Average Semester Credits and Contact Load by Student Type



Enrollments by Pell Status



Enrollment by Gender





What's next?

ERP Update

GIVE GRACE!

**Excitement of the
timeline**



FY27 Expectations

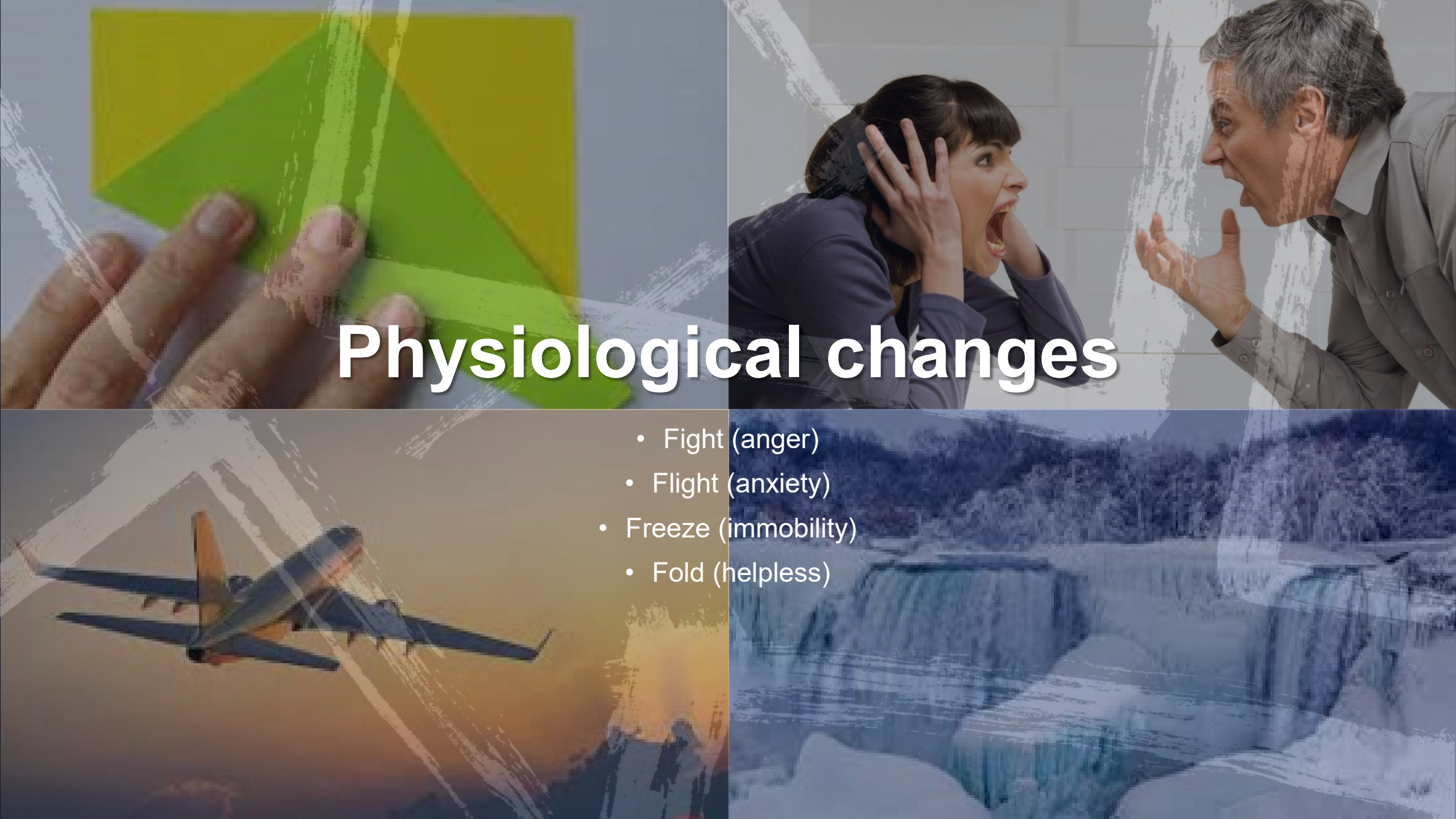
- **Communication is KEY**
- **10-ft Rule**
- **Contagious Calm**
- **Student Success is EVERYONE's responsibility**





FY27 & Beyond— Institution

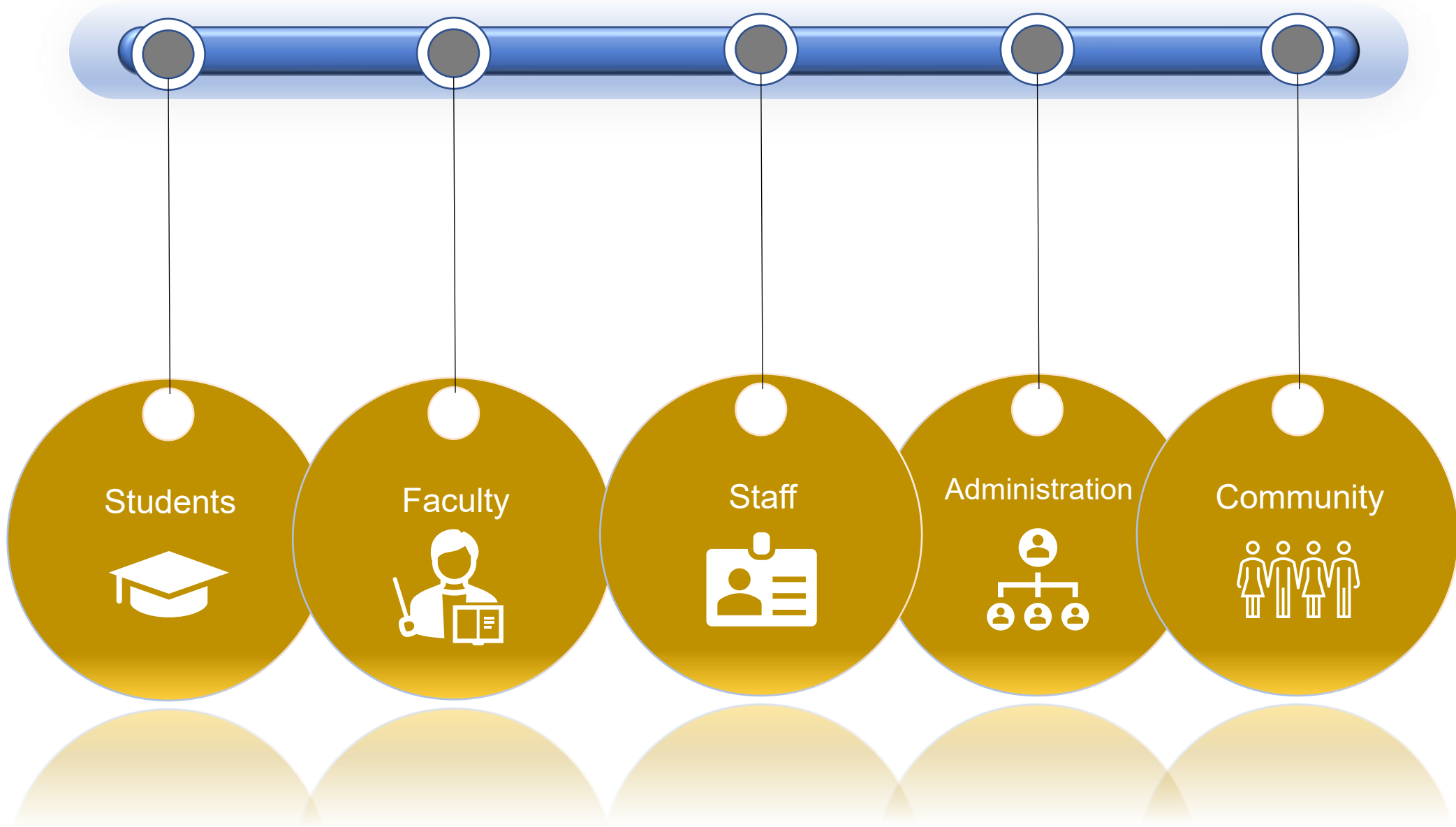
-
- Complete the SEM Plan
 - Begin Renovations for the Manufacturing Innovation Center (MIC)
 - Build institutional capacity
 - Use data - informed decisions



Physiological changes

- Fight (anger)
- Flight (anxiety)
- Freeze (immobility)
- Fold (helpless)

We need each other to make things happen



Three Years of Transformation...

Strategic Plan – Organizational
Restructure – Technology Assessment



Rural Guided Pathways – Go Big Grant –
Capital Outlay Planning –
Enrollment Gap Analysis



Workforce Engagement – Ratified FT
Faculty Contract – Shared Governance –
ERP – ATD ICAT



Thank you



Bay College/M.J. Electric Career & Workforce Development Center



Escanaba Campus

Career & Workforce Development

Year 1: Building the Foundation for Career Services

Rebuilding Career Services to Align Talent to Opportunity

- **Launched core tools:**
 - Website
 - Bay College & Career Network (re-launch of labor exchange tool)
- **Purchased & Customized:**
 - Focus 2 Career & Focus 2 Apply (academic & career exploration + pathway alignment)
- **Business, Industry, and Partner engagement: 07/2025 – 05/2026**
 - 32 new businesses and 88 jobs posted to Bay College Career Network
 - 36 unique business partnerships developed and/or tours completed
 - DAEDA Talent & Education Task Force, Delta County Pathways Committee
- **Expanded student exposure:**
 - 1550+ students exposed to Career Services through 1:1 meetings, workshops, and events
- **Built cross-campus collaboration:**
 - Partnered with Student Affairs, Faculty, Academic Leadership, IR, Marketing, IT and others to integrate career development throughout the student experience.



FOCUS 2 CAREER

Career & Education Planning System for College Students.
Customized with your college's majors.

FOCUS 2 CAREER guides your students through a reliable, intuitive career & education decision making model to help them choose majors offered at your college, explore occupations & make informed career decisions. Our cutting edge design engages students in the career planning process helping them to plan for and achieve career success throughout their lifetime.

5 Valid and Reliable Assessments

	Work Interests-Holland Code 100%	RESULTS Review Start Over		Values 0%	START
	Personality 100%	RESULTS Review Start Over		Skills 100%	RESULTS Review Start Over
	Leisure Interests 0%	START		Combining The Results 100%	RESULTS Review Start Over

Driving Impact Through Partnerships

From Exploration to Experience: Scaling Engagement

- **Next Up:**
 - Academic & Career Exploration: Train, launch, and promote use of Focus 2 Career & Apply
 - Work-Based Learning (internships, co-ops, applied learning experiences): Campus-wide task force launched. Policy, process & best practice review underway.
- **Data + Accountability:** Academic Year 2526
 - 42% of degree seeking students introduced to Career Services.
 - 4% of degree seeking students completed a career assessment
 - 15% of occupational, degree seeking students participated in internship, co-op, or clinical.
- **Next Phase:** Academic Year 2627
 - Increase student engagement in academic and career exploration
 - Enhance and expand work-based learning opportunities
 - Integrate career readiness support to students
 - Create Career & Workforce Centers on both campuses
 - Increase business engagement and partnership