



FALL PLANNING SESSION OF THE BOARD OF TRUSTEES

**Bert Walker Hall: Conference Room 275
10.18.22**

The Fall Planning Session of the Board of Trustees of Jackson College was held on Tuesday, October 18, 2022, 8:00am, in Conference Room 275 of Bert Walker Hall.

Board Members Present: Chairperson John Crist, Vice-Chairperson Sheila Patterson, Trustee Christopher Simpson, Trustee Donna Lake, Trustee Matt Heins, Trustee Sam Barnes, and Trustee Philip Hoffman

Others Present: President Daniel Phelan, Ms. Cindy Allen, Mr. Jeremy Frew, and Mr. Keith Book.

Chairperson John Crist called the meeting to order at 8:00AM Eastern Daylight-Savings Time.

COMMENTS OF THE CHAIR & OVERVIEW OF THE DAY

Chairperson John Crist called the meeting to order at 8:00AM Eastern Daylight-Savings Time.

OWNERSHIP LINKAGE - PUBLIC COMMENTS (LIMIT OF 5 MINUTES PER PERSON)

Chairperson Crist shared ownership linkage feedback with the Board. Trustee Lake noted that there is much to decipher from the ownership linkage focus group meetings.

CONTEXT SETTING

President Phelan shared his view of what is on the horizon for higher education externally:

- Undifferentiated outcomes: More aggressive requirement for more equitable achievements and success for students.
- CBE: The new currency for higher education will be competency-based instruction.
- Politics: The apolitical higher education landscape will see more party intrusion.
- Mergers & Acquisitions: Fewer institutions will survive. Distinctiveness will favor the few. Trustee Hoffman suggested that mergers be an agenda item in the Board's near future. President Phelan noted that some past work done on mergers in legislation could be advantageous. Discussion of pros and cons of mergers ensued. Trustee Heins asked for President Phelan to forward any news of mergers and acquisitions to the Board.

- Tech & Data Advancement: To remain competitive, increasing investments in IT and IRE will be required.
- Fungibility Threat: Technology will increasingly make higher education commoditized, thereby needing distinctive elements.

On the horizon internally for Jackson College, President Phelan shared the following views:

- Workday Flexibility: The effects of COVID and Remote Work continue.
- Wage Escalation: Fueled by inflation and COVID, the meteoric rise in wages is waning a bit, but still a factor in recruitment and retention of employees.
- Mental Health: People are hurting: Nationally, only 30% of employees feel optimistic about the future.
- Competition for Talent: Candidates leverage wages, as well as seek other remote work options, career opportunities, titles, and more. Our current ATR is: 17%.
- Quiet & Outright Quitting: Some struggle and leave. Others are less motivated at work – nationally 42% don't find meaning in their work.
- Culture: Our unwavering focus on the love, care, and service of each other, and our students continues to be a strength. Vice Chairperson Patterson shared that culture may not trickle down as much as is needed. The importance of employee culture data was discussed. Vice Chairperson Patterson led a discussion of feedback she received from ex-employees regarding their perceptions of treatment received by employees of color. Trustee Heins and Vice Chairperson Patterson discussed their hopes for the Jackson College Affinity Groups. President Phelan shared the College and Mayor Daniel Mahoney's continued work and investment in Ready Set Jet.

PRINCIPLE POINTS OF REVIEW & DISCUSSION

BSN Partnership

President Phelan shared the BSN partnership status and highlights of Senate Bill 845.

MI Reconnect

President Phelan described the status of MI Reconnect – last dollar scholarship program that pays for persons to attend JC tuition-free toward a degree or certificate. Some potential changes to MI Reconnect could be to the establishment of base-line completion.

Capital Outlay & Capital Grant

President Phelan shared the status of FY'23 Capital Outlay. The Jackson College project is a fundamental reconstruction of the current McDivitt Hall, including infrastructure combined with expansion. The Spring Planning Session for the Board will include further discussion and approval of outlay considerations. President Phelan announced and gave condolences for the recent passing of Jim McDivitt. He also

shared that there has been broad support from legislators thus far for this work at Jackson College.

State Tuition Grants

President Phelan described the State FY'23 budget summary and funding formula work ahead, which could offer a potential change in distribution. He noted that Jackson College will be pushing for recognition of sales revenues. The \$5MM for corrections office training is being more fully understood and questions are being posed for clarity and optimization.

Community College Funding Formula

President Phelan shared some boilerplate changes from FY'22.

Upcoming Master Planning Projects

President Phelan noted that costs are higher than planned, as is common considering the current economy. He also shared the process underway by the Leadership Council for strategic agenda development, with the goal to be completed by January. Trustee Lake suggested getting this strategic agenda process in front of those that participated in the Ownership Linkage focus groups.

COLLEGE PROGRAM FEATURES

Dual Enrollment

Mr. Jeremy Frew presented on the history and status of our early middle colleges and dual enrollment. This makes up 30% of Jackson College enrollment. He emphasized the partnership cohorts' soaring average completion rates of 97%, 96%, 80% and 98%. He highlighted work-based learning as a future goal and hope for the programs. He also noted that the Jackson College 2022 Commencement Speaker Mackenzie Rosenau was a 17-year-old JPEC and Jackson College graduate.

CEP Changes

Dr. Todd Butler reported that Jackson College is 10 years into the CEP work, a leader in the country. He reported that the correctional education has been resilient against and with the COVID/Flu Season and closings. Further successes and practices include the implementation of flexible semester scheduling structures, technology allowing email communication with the inmate students for the first time, and Pell for All starting in July of 2023 (which JC had a large part of helping to accomplish). He noted that there is theatre curriculum in the prisons this Fall, and the potential for vocal performance and orchestra from the Jackson Symphony Orchestra in the future. To Chairperson Crist's question, Dr. Butler noted that classroom availability keeps classes in the evening and limits the number of facilities at which Jackson College can currently teach. To Trustee Simpson, he shared the potential for a lot of feeder programs with our 4-year partners through their involvement with Pell for All.

Mr. Frew shared that all student service employee job descriptions now say that all such employees will work in the prisons; this practice has been institutionalized.

RSJ Prototype

Ms. Kelly Crum provided an overview of the Ready Set Jet program (a summer bridge program) which has led to a 2-year prototype spanning Summer 2022 to Spring 2024. 38 RSJ students are now 34 returning students. Staff are already recruiting for the RSJ Summer 2023 program, in which members of the original 34 RSJ students are hoped to participate as mentors.

Ms. Crum shared with Chairperson Crist that most pathways participated in are general studies, but they are not limited to that. To Trustee Barnes' suggestion, Ms. Crum noted that businesses in the community are encouraged to check in with these students for potential recruitment. Vice Chairperson Patterson asked about the credentials required of instructors and mentors within the program, to which Ms. Crum responded is the same as for the instructors for the College in general.

Mental Health

Ms. Cindy Allen reported that college students experience higher rates of mental illness. During COVID, the Oasis Center continued to provide support to Jackson College students and employees, with a HIPAA compliant virtual option as well. Although back in-person, many students continue to prefer virtual assistance.

Ms. Allen highlighted that getting an appointment with a therapist in this area takes about 3 months. The Oasis Center, through partnerships with Family Services and Children's Aid, is able to offer 30 hours per week in person service with a 24/7 contact line.

Ms. Allen introduced Togetherall, a safe, online community to share feelings anonymously and get support to improve mental health and wellbeing. Jackson College is exploring this application. .

She also highlighted Jackson College's security personnel and continuous safety procedures that keep the College campus safe. Trustee Simpson shared the sheriff department's support of Jackson College's security team and procedures. To Trustee Barnes' point, the Jackson College campus is particularly unique by having the Oasis Center and Health Clinic on campus.

OTHER BOARD ITEMS

Board Consideration: Annual Trustee Events Invitations

Discussion ensued about the Board's attendance at annual community and national events, with a particular encouragement from Vice Chairperson Patterson to attend as many Jackson College sponsored events as possible.

Policy Governance Practice Review

Discussion ensued regarding recent, minor changes to the Open Meetings Act. Trustee Barnes noted that a Board the size of Jackson College's may convene (without decision-making) anytime outside of the regular Board meeting schedule.

Spring Planning Session & ACCT Support

Jackson College has been awarded a one-day retreat from the Association of Community College Trustees, to cover a topic of their choosing. Trustee Barnes suggested that this might be best to occur during the Board's Summer Retreat, possibly to include a critique by the ACCT of Jackson College's Board practices.

Holiday Event Planning

The Board discussed holding their annual holiday gathering once again at the Wickwire House.

Ribbon Cutting – STEAM Factory & Baseball / Softball Fields

President Phelan described the timeline for such ribbon cutting ceremonies to be held in Spring of 2023.

MR. JOHN WILLIS: HISTORY OF JACKSON

Mr. John Willis gave a stirring, invited presentation of the History of Jackson and historical disinvestment.

PLUS / DELTA

Trustee Barnes shared his appreciation for radical candor. Vice Chairperson Patterson shared her appreciation that the Board embraces open and honest conversation around difficult topics. Trustee Lake shared her appreciation for that as well. She, Trustee Hoffman, and Trustee Simpson thanked John Willis for his enlightening presentation. Trustee Hoffman agreed. Trustee Barnes suggested that Ms. Willis' presentation could be part of new Board member orientation going forward.

ADJOURN

MOTION BY TRUSTEE HOFFMAN "To adjourn." TRUSTEES VOTED BY ROLL CALL VOTE: TRUSTEES BARNES, HEINS, SIMPSON, PATTERSON, HOFFMAN, LAKE AND CRIST VOTING AYE. MOTION PASSED UNANIMOUSLY.

Meeting Adjourned at 11:48 am ET.

The foregoing minutes for the Fall Planning Session of the Board of Trustees held on Tuesday, October 18, 2022 were approved at the regular meeting of the Board of Trustees held on Monday, November 14, 2022.



Chairperson