

Mid Michigan College Board of Trustees Meeting Minutes

December 2, 2025

The meeting took place at 5:30 p.m. in the Esther C. Conference Room of the Harrison Campus.

Present: Jane Zdrojewski, Board Chair; Dr. Michael Jankoviak, Vice Chair; Richard S. Allen, Jr., Secretary; Dr. Karen Moore, Treasurer; George Gilmore, Trustee; Nathan Weisenburger, Trustee Lois Pittsley, Trustee; Trustee; Tim Hood, President

Absent: None

Also Present: Dr. Scott Mertes, Provost; Lillian K. Frick, Vice President of Finance & Administration; Matt Miller, Vice President of Student Services & Advancement; Jacob Hamric, Faculty Senate President; Meghan Keen, Director of Strategic Communications; Barb Wieszciecinski, Dean of Health Sciences, Director of Nursing Mt Pleasant; Heidi Hitz-Kindel, Senior Project Manager-Clark Construction Company; Sherry Kyle, Executive Assistant to the President and Board of Trustees

CALL TO ORDER

The Board Chair called the meeting to order at 5:35 p.m.

APPROVAL OF AGENDA

Item II

A motion was made by Trustee Weisenburger to approve the agenda for the meeting. Support by Trustee Allen; all ayes- motion carried.

PUBLIC COMMENTS

Item III

There were no public comments

APPROVAL OF CONSENT ITEMS

Item IV

A motion was made by Trustee Jankoviak to approve the consent items, with support from Trustee Gilmore. All ayes - motion carried.

UNFINISHED BUSINESS

Item V-A

[Event Center Update](#)

A discussion on annexation took place – what has happened in the past; what is happening now; what plans are in place; and how we can continue to look at this in the future. Annexation efforts must be paid from an outside source. These efforts are very time consuming and involve working many hours including evenings and weekends. Voter opinion research and campaign strategy is very intense work. It was decided this topic would be good for a Board of Trustees workshop. The college administration will gather more information and come up with a plan to present to the Board. More to come.

Item V-B

[Winter 2026 Enrollment Update](#)

Vice President Miller reported that enrollment for the Winter semester 2026 is looking good and is currently a bit above what we budgeted for. A discussion took place concerning past enrollment patterns at Mid and why there were spikes in enrollment at certain times as well. Although these spikes in enrollment are good for Mid financially, they also present unique issues for employees at Mid – faculty and staff. There are also associated issues with facilities due to the increase in demand for space. Fortunately, it has always worked out well in the end. We must remain flexible and do what is needed to accommodate these issues as they arise. Miller also shared with Trustees that Dual Enrollment numbers are always

higher in Winter semester versus Fall. It is believed that this is due to the shorter daylight hours and winter weather. A discussion took place concerning partnerships with other colleges and universities.

Trustee Gilmore expressed concern for finding ways to encourage more high school students in our area to attend Mid. Some of the local towns have very low percentages of high school students who go on to enroll in college. This is presently a national concern and is being addressed at Mid. More to come.

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Item V-C

One-Time Bonus For Mid Employees

President Hood informed Board members that this item has been under consideration and discussed for about a year now. It was presented as an informational item at the November 4, 2025 meeting and is now on the agenda for action. He thanked board members for their input over many months of discussion. The proposal on this evening's agenda is very similar as it has been all along. Provost Mertes provided an overview of what is entailed. If approved by the Board, full-time employees will get a \$1,000 one-time non-precedent setting bonus; part-time employees will receive a \$500 one-time bonus; and employees who are classified as EduStaff will receive a \$400 one-time, non-precedent setting bonus. Employment dates of hire for those who became Mid employees over the past calendar year will/may have some boundaries of dates of hire that will affect their bonus amounts. Some positions would be pro-rated. Vice President Frick informed Trustees that the approximate total amount of all bonuses is \$238,000. This amount includes FICA and Retirement components.

Trustee Gilmore stated he is not in favor of bonuses of any kind. He feels this is not good for Mid while a capital campaign is in progress. He shared that he would be supportive of a nice thank-you luncheon versus bonuses.

Trustee Allen stated that he also not in favor of bonuses. He feels it is not good policy – especially at tax time.

Trustee Moore expressed that although she was a new member of the Board of Trustees at the time these discussions were taking place, this topic was included as a component of a three-part proposal to bring salaries up to the level of increase the union memberships received; to bring certain positions more in alignment with other like positions; and to bring positions at Mid into a more competitive range with other like institutions.

Board Vice Chair Jankoviak thanked Trustee Moore for her refresher on the reasons behind this item was brought forth for consideration.

Trustee Pittsley shared that she uses bonuses often through her personal businesses. She also felt the gap was not adequately closed and agrees with Trustee Moore's overview.

Trustee Moore asked if the bonuses have been included in the budget, to which President Hood replied affirmatively. He stated that the college administration appreciates the consideration, no matter the outcome.

Trustee Weisenburger felt that education cannot be viewed the same as the private sector – they are two very different businesses. He shared that he is very comfortable with this proposal and everyone should feel good about these exciting times at Mid. Employees should be inspired and appreciated when things are going very well.

Vice President Frick shared with the Trustees that in the past Mid has had “merit pay” – but not bonuses to the best of her knowledge. Provost Mertes and Vice Presidents Frick and Miller stated that this has been very thoroughly studied and discussed over a long period of time. The timing is right to move forward with the three phases of the plan. The turnover rate in administrative positions is over 30%, which is very high. Some positions are very out of alignment, while others are not quite as bad, but certainly need attention to bring Mid into market range. A one-time bonus certainly helps.

Trustee Moore expressed that it is a good practice to show appreciation to all college employees for the enrollment increases we have experienced.

The Board Chair called for any additional discussion before bringing forth a motion. There was none.

Trustee Moore made a motion to support the one-time bonus proposal as presented by the college administration. Support by Trustee Weisenburger. The motion passed with 5 votes of aye and 2 votes of nay.

The Board Chair again stated that it must be made clear to all employees that this is a one-time, non-precedent setting bonus, and to be certain that they are aware of the Board's appreciation for all of their hard work. President Hood will share with Board Chair Zdrojewski a preview of the message to staff to announce the bonus before it is sent out.

NEW BUSINESS

Item VI-A

[Correspondence and Announcements](#)

President Hood reviewed the correspondence and announcements for the month. The Ribbon Cutting ceremony for the Morey Skilled Trades Center in Mt Pleasant was very well attended and a very impressive event. Over 40 companies attended the event, which was very heartwarming. Presence of local legislators was also very much appreciated. President Hood reminded everyone that this is a 100% State grant funded project. There is no funding from Mid.

The President also remarked how well the Capital Campaign is going. There has been an incredible amount of funding secured from outside sources over the past 6 months. We are very grateful to our communities and local business and industry for their generosity and support of Mid. The internal giving portion of the capital campaign is currently in full swing and going very well. Provost Mertes provided an overview of the internal campaign in his role as Chairperson. Over \$80,000 has been raised internally from generous donations of college employees. The Morey Foundation will match the gift once the goal of \$125,000 has been reached, which will allow naming the lobby of the Event Center in honor of all past and current employees.

The Student Showcase projects are in full swing, with dates of April 21 in Harrison and April 22 in Mt Pleasant.

The Board Chair thanked the President and Provost Mertes for their updates. There are many exciting things happening at Mid.

Item VI-B

[Naming Opportunities](#)

Vice President Miller reviewed the Naming Opportunities presented to the Board this month for approval. The Mt Pleasant Convention & Visitor's Bureau committed \$100,000 for the multi-purpose room in the mezzanine of the Event Center.

Rogers Athletic Co. made a \$100,000 in-kind donation for weight room equipment for the Event Center.

Fore Energy Partners, Inc. made a donation of \$25,000 for the conference room in the office suite of the Event Center.

A motion was made by Trustee Pittsley, with support from Trustee Jankoviak to approve the Naming Opportunities as reflected in the board packet. All ayes – motion carried.

President Hood expressed appreciation to Alexa Carey for her dedication to this and other projects involving donations. Our closing ratio is much higher than what is typically averaged. Kudos to Alexa.

Item VI-C

[Academic Calendar 2026-27 \(Board Policy 301.03\)](#)

A motion was made by Trustee Pittsley with support by Trustee Weisenburger to approve the Academic Calendar for Mid for 2026-27 as reflected in the board packet. All ayes – motion carried.

Item VI-D

[Vendor Approval-Exterior Signage](#)

Meghan Keen, Director of Strategic Communications, reviewed information in the proposed vendor approval for upcoming exterior signage projects across Mid's locations. It is recommended the Board approve the quote from Universal, with expenditures not to exceed the allocated budget of \$134,000. A discussion took place concerning signage associated with MDOT and bringing them up to date as well. This will be addressed.

A motion was made by Trustee Moore to approve the recommendation for Universal to proceed with the work as described by Ms. Keen, not to exceed the budgeted amount of \$134,000. Support from Trustee Jankoviak – all ayes; motion carried.

Item VI-E

[Full-Time Status Recommendation for 4 Health Sciences Instructors](#)

Provost Mertes informed Trustees of the process of instructors reaching full-time status at Mid. There is a probationary period of 5 semesters before the recommendation can be brought forth. Evaluations are an important component during this period. The accompanying letter of recommendation from Dean Wieszciecinski requesting board approval provides additional information about each of the instructors: Denise Phillips, Radiography Clinical Coordinator; Stephanie Kereluk, Nursing Faculty; and Mehgan Klein, Nursing Clinical Simulation Center Coordinator. Dean Wieszciecinski shared with the board that each of these 3 instructors have been a pleasure to work with and bring with them to Mid very specialized talents. We are very fortunate to have all three.

A motion was made by Trustee Jankoviak to approve full-time status to the three instructors as recommended by Provost Mertes and Dean Wieszciecinski. Support by Trustee Weisenburger. All ayes – motion carried.

Trustee Moore requested to have an update on AI in the health sciences. Provost Mertes informed Trustees that there will be a presentation on AI at the Welcome Back event. Trustees are more than welcome to attend. An overview of the information can be presented at a later date. The Board Chair thanked Barb and Scott for their presentation.

Item VI-F

[Recommended Purchases – Nursing Skills Lab Equipment \(Board Policy 303.04\)](#)

Dean Wieszciecinski provided an overview of recommended purchases for the Nursing Skills Labs at the Harrison and Mt Pleasant campuses. It is recommended the board approve the purchases from three different vendors. The simulation component is huge in these purchases and what it will allow our nursing and health field students to learn - -and how it is learned. Dean Wieszciecinski provided detailed information on each of the three vendors: Intelligent Video Solutions (VALT) totaling \$163,268.12; Diamedical Supplies totaling \$167,785.04; and Laerdal Sim Lab totaling 95,957.24. The grand total of the purchases – all are funded by the ADN to BSN Grant from the State of Michigan – is \$427,010.40.

A motion was made by Trustee Moore, with support by Trustee Pittsley, to approve the purchases as outlined by Dean Wieszciecinski. All ayes – motion carried.

Trustee Weisenburger asked how much in funding is left in the ADN to BSN grant, to which Barb replied approximately \$.6 million. Many generous scholarships for students in the health sciences have also been awarded from the grant funds.

President Hood added that he visited both campus Nursing Skills Labs earlier today and they look great. The Board Chair thanked Dean Wieszciecinski for her presentation.

Item VI-G

[Bond Issue for Mt Pleasant Event Center Project](#)

Vice President Frick informed Trustees that possible funding sources for the construction of the Event Center in Mt Pleasant are being evaluated. Soon the Board will be asked to authorize issuing municipal bonds to partially fund the project. This recommendation will be brought forth in early 2026. Ms. Frick reviewed current bonding contracts and added that she feels it is important to go forward with a minimum number of years in order to get the best results for the College. More to come.

BOARD COMMENTS

Item VII-A

Calendar of Events

The Board Chair reviewed the Calendar of Events.

Item VII-B

Board Comments-Other Business

Trustee Pittsley shared how much she enjoyed the Ribbon Cutting at the Morey Skill Center and what a great crowd was in attendance.

The Board Chair wished everyone a Merry Christmas and Happy New Year on behalf of the Board of Trustees

Meeting adjourned at 7:36 p.m.

Respectfully Submitted,

Sherry L. Kyle

Exec Asst to the President and Board of Trustees