

Mid Michigan College Board of Trustees Special Meeting Minutes

February 19, 2026

The meeting took place in the Esther C. Conference Room, Harrison Campus at 5:00 p.m.

Board Present: Jane Zdrojewski, Board Chair; Dr. Michael Jankoviak, Vice Chair; Richard S. Allen Jr., Secretary; Dr. Karen Moore, Treasurer; George Gilmore, Trustee

Absent: Lois Pittsley, Trustee; Nate Weisenburger, Trustee; Tim Hood, President (attending MCCA Meeting in Lansing)

Also Present: Dr. Scott Mertes, Provost; Lillian Frick, Vice President of Finance & Administration; Matt Miller, Vice President of Student Services & Advancement; Lori Fassett, Associate Vice President of Human Resources; Ken Chinavare, CIO/ Associate Vice President of Technology; Sherry Kyle, Executive Assistant to the President and Board of Trustees

CALL TO ORDER

The meeting was called to order by Chair Zdrojewski at 5:00 p.m. The Board Chair welcomed everyone to the meeting.

APPROVAL OF AGENDA

Item II

A motion was made by Trustee Jankoviak and supported by Trustee Gilmore to approve the agenda as presented. All ayes; motion carried.

PUBLIC COMMENTS

Item III

Board Chair Zdrojewski asked for public comment. There were no public comments.

NEW BUSINESS

Item I

Presidential Search Process & Transition Plan

Board Chair Zdrojewski shared that the meeting this evening will focus on the Presidential Search Process and Transition Plan – and will update everyone on what has happened, what may happen, and what will happen. Any action will take place at the March meeting. She and Board Vice Chair Jankoviak have had several recent meetings with different individuals and groups that have shared their insights on this topic.

A communication regarding President Hood's retirement has been drafted and will go out soon. The document was drafted by Vice President Miller and Director of Strategic Communications Keen. College Attorney Davis is also included in the process. An official letter of acceptance of President Hood's retirement from the Board will go out soon as well. In meeting with Brandy Johnson, President of MCCA (Michigan Community College Association) recently, it was found that in the 4 years she has held the position of President, 19 Michigan Community College Presidents have moved on – and in this year alone, 9 Presidents have announced they are leaving their present post as President. Vice Chair Jankoviak added that although 19 seems like a high number, it was shared by Ms. Johnson that about 1/3 are actual retirements, 1/3 are moving on to other opportunities, and 1/3 are just not working out as expected. The average term as President at Michigan's community colleges is 4.9 years.

A meeting also took place with representatives of Lake Michigan College, as they are currently doing a presidential search. However, their retiring President gave a 14-month notification, which provided them ample time to make

replacement decisions. They have until December 2026 to work through their processes. They have hired a firm to assist in the presidential search, which cost approximately \$18,000.

Board Chair Zdrojewski shared a hand-out with trustees that outlined processes and steps that Mid is looking into. She also shared that the topic of trial period for newly appointed Presidents was discussed in the meetings held earlier. Measures of performance would be used during this time, and then a decision made after a pre-determined period. Vice Chair Jankoviak added that a Deep Background check was also recommended by participants in the meetings. Board Chair Zdrojewski stated that some of the board members of Mid have expressed an interest in looking at internal candidates. Interim Presidents can gain the experience that goes with the position while in office. We have many long-term high-level employees who can give good advice and assistance with this. Previous discussions have also included leaving an internal candidate's former position open for a pre-determined amount of time in case things don't work out as expected on either end.

A discussion took place on the many current projects that need to move forward and meet deadlines on a timely basis. These include, but are not limited to: Annexation, Master Plan, Beautification Project.

Trustee Allen led a discussion on appointing an "Acting" or "Interim" President. He expressed that it is best to make a decision and appoint a new President.

Trustee Gilmore shared that he feels it is important to include Mid employees from across the different departments and classifications in putting together an interview team. Trustee Jankoviak added that some of our many external partners may be good to include in the search/interview processes as well.

Trustee Moore shared that she is not in favor of a national search for the president. She favors a blending of ideas shared this evening. She is in favor of looking at internal candidates – perhaps to appoint someone temporarily to see how it works out in all aspects. The knowledge and insight of internal candidates would surely, in her opinion, score high in what is needed in the presidential role.

A discussion followed that looked at various timelines, members of interview teams, note takers, and events that could be included in the announcement/kick-off of the news of the appointment. There is a lot of work ahead of us. Associate Vice President Fassett shared that Human Resources has templates and some other tools and information that may be helpful when the time comes.

The Board Chair thanked everyone for their input and insights and we will continue to move the process forward. This will be on the March Board of Trustees agenda for further discussion.

The Board Chair adjourned the meeting at 6:07 p.m.

Respectfully Submitted,
Sherry L. Kyle, Recording Secretary