

**DELTA COLLEGE  
BOARD OF TRUSTEES  
REGULAR MEETING**

Tuesday, March 10, 2026  
Delta College Board Room B-151  
1961 Delta Road  
University Center, Michigan 48710  
7:00 PM

Board Members are required to participate in person unless absent due to military duty.

Members of the public in need of special accommodations can call Talisa Brown at 989-686-9204 prior to the start of the meeting.

1. Call to Order
2. Approval of the Agenda
3. Public Comment
  - A. Response
4. Treasurer's Report 3
5. Consent Agenda
  - A. Acceptance of Minutes:
    1. Board Dinner Meeting, February 3, 2026 6
    2. Board Regular Meeting, February 3, 2026 8
6. Board Action
  - A. Approval of FY 2026-2027 Tuition and Fee Schedule (Jon Foco and Andrea Ursuy) 13  
*It is the recommendation of the Administration that the Board of Trustees approve the FY 2026-2027 Tuition & Fee Schedule as presented. In addition, the Board instructs the administration to reduce the in-district tuition rate by any amount necessary to maintain compliance, if the Michigan legislature includes community college tuition constraint language within its approved 2026-2027 state budget.*
  - B. Approval of Computer Purchase from Dell Corporation (Greg Luczak) 20  
*It is the recommendation of the administration that the Board of Trustees approve the purchase of computers and monitors for academic classrooms, computer labs, faculty and staff as part of the college's lifecycle replacement at a cost of \$349,625 from Dell Corporation.*
  - C. Approval of Subscription for Virtual Server Software from Broadcom (Greg Luczak) 22  
*It is the recommendation of the Administration that the Board of Trustees approve a three-year subscription with Broadcom for virtual server software at a cost of \$495,000.*
  - D. Approval of Purchase of Dell Hyper-V Equipment for Data Center (Greg Luczak) 24  
*It is the recommendation of the board of trustees to approve a purchase order for up to \$1,100,000 to purchase Dell Hyper-V equipment for the data center.*
  - E. Approval of Revisions to the Sabbatical Leaves and Grants Policy for Administrative Professional and Support Staff (Wendy Childs) 26  
*It is the recommendation of the Administration that the Board of Trustees approve the proposed revisions to the Sabbatical Leaves and Educational and Travel Grants Policy.*
  - F. Approval of Gym Lighting and Controls Project from Valley Electric (Rob Young)

CONTACT: Talisa Brown, Secretary Pro Tem to the Board  
1961 Delta Road  
University Center, MI 48710  
(989) 686-9204

*It is the recommendation of the Administration that the Board of Trustees approve the purchase order with Valley Electric in the amount of \$180,189 and authorize a total project budget of \$203,207 to ensure comprehensive project completion of the Carlyon Gym Lighting and Controls Upgrade.*

G. Approval of Purchase of Facilities Management Software Agreement with TMA Systems (Rob Young) 39  
*It is the recommendation of the Administration that the Board of Trustees approve the purchase order with TMA Systems in the amount of \$137,419.70 for the 5-year Facilities Management Software agreement.*

H. Approval of L and M Wing Renovation Project from William A Kibbe Architects (Rob Young) 40  
*It is the recommendation of the Administration that the Board of Trustees approve the purchase order with William A Kibbe Architects in the amount of \$528,898.04 and authorize a total project budget of \$555,342.04 to ensure comprehensive project completion of the L and M Wing Renovation.*

I. Approval of New Program - Skilled Trades in Instrumentation Technology — Advanced Certificate (Reva Curry) 41  
*It is the recommendation of the Administration that the Board of Trustees approve a new program, Skilled Trades in Instrumentation Technology - Advanced Certificate effective fall semester 2026. This is proposed by the Business and Technology Division.*

J. Approval of New Program - Accounting Foundations - Certificate of Achievement (Reva Curry) 43  
*It is the recommendation of the Administration that the Board of Trustees approve a new program, Accounting Foundations - Certificate of Achievement effective fall semester 2026. This is proposed by the Business and Technology Division.*

K. Approval of New Program - Accounting Analytics - Certificate of Achievement (Reva Curry) 44  
*It is the recommendation of the Administration that the Board of Trustees approve a new program, Accounting Analytics - Certificate of Achievement effective fall semester 2026. This is proposed by the Business and Technology Division.*

7. Presidential Search Update (Stacey Gannon and Diane Middleton)

8. Administrative Reports

    A. Student Success (Reva Curry)

        1. Constitution Day at the Capitol (Kim Klein and Lisa Lawrason)

    B. President's Report 45

9. Trustee Comments

10. Chair Comments

11. Adjournment

# Delta College

## Statement of Changes in Fund Balance

### General Fund

### Year to Date as of February 28, 2026

	Current Month	Year To Date	2025-2026 Budget	Actual Over (Under) Budget
<b>Revenues</b>				
Tuition and Fees	\$ 3,406,624	\$ 35,033,392	\$ 33,734,450	3.85%
State Appropriations	1,936,389	11,409,970	19,534,584	-41.59%
Property Taxes	4,674,337	23,621,894	29,617,412	-20.24%
Auxiliary Svcs & Fund Trans	21,634	173,068	291,822	-40.69%
Investment Income	49,186	1,141,915	1,500,000	-23.87%
Other Sources	<u>17,218</u>	<u>413,967</u>	<u>349,650</u>	18.39%
<b>Total Revenues</b>	<b>\$ 10,105,388</b>	<b>\$ 71,794,206</b>	<b>\$ 85,027,918</b>	<b>-15.56%</b>
<b>Expenditures</b>				
Salaries	2,701,325	23,007,732	36,724,906	-37.35%
Part-Time & Student Wages	511,126	3,401,800	6,015,027	-43.44%
Fringe Benefits	1,558,324	13,119,560	21,844,315	-39.94%
Supplies & Services	969,065	9,675,117	15,564,193	-37.84%
Capital Outlay	265,038	2,317,106	3,757,183	-38.33%
Travel & PDA	<u>18,128</u>	<u>568,534</u>	<u>631,521</u>	<u>-9.97%</u>
<b>Total Expenditures</b>	<b><u>6,023,006</u></b>	<b><u>52,089,849</u></b>	<b><u>84,537,145</u></b>	<b><u>-38.38%</u></b>
<b>Revenues Over (Under) Expenditures</b>	<b>4,082,382</b>	<b>19,704,357</b>	<b>490,773</b>	<b>3914.96%</b>
<b>Estimated Beginning Fund Balance June 30, 2025</b>	<b><u>-</u></b>	<b><u>8,693,130</u></b>	<b><u>8,627,145</u></b>	<b>0.76</b>
<b>Projected Fund Balance June 30, 2026</b>	<b><u>\$ 4,082,382</u></b>	<b><u>\$ 28,397,487</u></b>	<b><u>\$ 9,117,918</u></b>	<b>211.45%</b>

**Delta College**  
**Statement of Changes in Fund Balance**  
**Other Funds**  
**Year to Date as of February 28, 2026**

	<u>Designated</u>	<u>Restricted</u>	<u>Auxiliary</u>	<u>Endowment</u>	<u>Total</u>
<b>Revenues</b>					
Tuition and Fees	\$ 2,539,912	\$ 9,200	\$ -	\$ -	\$ 2,549,112
Grants and Gifts	1,285,362	19,272,797	-	-	20,558,159
Broadcasting	-	1,069,451	-	-	1,069,451
Auxiliary Services	-	-	4,289,280	-	4,289,280
Investment Income	-	147,754	-	3,765,996	3,913,750
Other Sources	<u>246,133</u>	<u>71,000</u>	<u>8,284</u>	<u>105,015</u>	<u>430,432</u>
Total Revenues	<u>4,071,407</u>	<u>20,570,202</u>	<u>4,297,564</u>	<u>3,871,011</u>	<u>32,810,184</u>
<b>Expenditures</b>					
Salaries	1,087,173	593,744	245,310	-	1,926,227
Part-Time & Student Wages	156,808	203,077	233,005	-	592,890
Fringe Benefits	695,951	363,091	208,051	-	1,267,093
Supplies & Services	1,293,860	19,510,588	1,059,082	197,360	22,060,890
Capital Outlay	32,950	685,160	24,054	-	742,164
Travel & PDA	28,442	54,003	4,230	-	86,675
Cost of Sales	<u>-</u>	<u>-</u>	<u>2,412,751</u>	<u>-</u>	<u>2,412,751</u>
Total Expenditures	<u>3,295,184</u>	<u>21,409,663</u>	<u>4,186,483</u>	<u>197,360</u>	<u>29,088,690</u>
Revenues Over (Under) Expenditures	776,223	(839,461)	111,081	3,673,651	3,721,494
Estimated Beginning Fund Balance June 30, 2025	<u>31,172,364</u>	<u>9,664,541</u>	<u>7,063,431</u>	<u>37,532,174</u>	<u>92,048,473</u>
Projected Fund Balance June 30, 2026	<u>\$ 31,948,587</u>	<u>\$ 8,825,080</u>	<u>\$ 7,174,512</u>	<u>\$ 41,205,825</u>	<u>\$ 95,769,967</u>

## Plant Funds

### Year to Date as February 28, 2026

	Building Fund	Facilities & Improvements	Total Plant Funds	2025-2026 Budget	Actual Over (Under) Budget
<b>Revenues</b>					
Investments	\$ 1,419,215	\$ 863	\$ 1,420,078	\$ 1,600,000	\$ (179,922)
Donations	-	-	-	10,000	(10,000)
State Grants	1,474,034	-	1,474,034	2,423,195	(949,161)
General Fund Transfers	-	2,000,000	2,000,000	3,000,000	(1,000,000)
Other Revenues & Transfers	<u>384,016</u>	<u>-</u>	<u>384,016</u>	<u>640,000</u>	<u>(255,984)</u>
Total Revenues	<u>3,277,265</u>	<u>2,000,863</u>	<u>5,278,128</u>	<u>7,673,195</u>	<u>(2,395,067)</u>
<b>Expenditures</b>					
Renovations	5,073,955	-	5,073,955	7,271,481	(2,197,526)
Student Services Systems	-	-	-	-	-
Admin Computer Systems	376,812	-	376,812	300,000	76,812
Roof Improvements	-	283,342	283,342	967,143	(683,801)
Floor Improvements	-	4,335	4,335	398,082	(393,747)
Site Improvements	-	307,521	307,521	834,334	(526,813)
Mechanical & Electrical	-	381,716	381,716	944,253	(562,537)
Access Improvements	-	12,636	12,636	60,000	(47,364)
Interior Improvements	-	29,737	29,737	174,690	(144,953)
Exterior Improvements	-	9,200	9,200	85,000	(75,800)
Off-Campus Centers	-	208,073	208,073	343,000	(134,927)
Telecommunications	-	867	867	20,000	(19,133)
Furniture & Equipment	<u>-</u>	<u>381,799</u>	<u>381,799</u>	<u>565,000</u>	<u>(183,201)</u>
Total Expenditures	<u>5,450,767</u>	<u>1,619,226</u>	<u>7,069,993</u>	<u>11,962,983</u>	<u>(4,892,990)</u>
Revenues Over (Under) Expenditures	(2,173,502)	381,637	(1,791,865)	(4,289,788)	2,497,923
<b>Estimated Beginning Fund</b>					
Balance June 30, 2025	<u>59,389,427</u>	<u>1,997</u>	<u>59,391,424</u>	<u>60,700,728</u>	
<b>Projected Fund</b>					
Balance June 30, 2026	<u>\$ 57,215,925</u>	<u>\$ 383,634</u>	<u>\$ 57,599,559</u>	<u>\$ 56,410,940</u>	

DRAFT

**Delta College  
Board of Trustees Dinner Meeting  
Delta College N7  
Tuesday, February 3, 2026  
5:30 pm**

**Board Present:** A. Baldwin, A. Clark, S. Gannon, B. Handley-Miller, D. Middleton, M. Nash, M. Rowley, A. Thomas, M. Wood

**Board Absent:** None

**Others Present:** T. Brown, W. Burns, W. Childs, P. Clark, R. Curry, C. DeEulis, J. Foco, J. Garn, L. Govitz, S. Hill, D. Hopkins, T. Johnroe, K. Kiste-Toner, P. Larkowski, J. Perry, S. Raube, S. Rivet, K. Schuler, A. Trabalka, M. Thomas, A. Ursuy, S. VanderLaan, M. Zimmerman

**Press Present:** None

Board Chair, S. Gannon called the meeting to order at 5:58 pm. She then introduced the Coordinators of the Faculty Center for Teaching Excellence (FCTE): Sascha Rivet, Professor of Math and Angela Trabalka, Associate Professor of English.

S. Rivet and A. Trabalka presented on the professional development opportunities offered through the FCTE, as well as their additional responsibilities as coordinators. New Faculty Orientation is a three-day event held on campus the week prior to Fall Learning Days. The program is designed to acclimate new full-time faculty to one another, the College's culture, the facilities, and essential processes.

Adjunct Academy is held on Wednesday evening during Fall Learning Days and is intended to orient brand-new adjunct faculty; however, both new and returning adjunct faculty are welcome to attend. This past year, the event included information tables along with presentations on as-needed procedures, policies, and requirements. Incentives for participation included stipends and giveaways.

The FCTE is responsible for planning the Monday afternoon programming during Fall Learning Days. In previous years, this consisted of concurrent sessions. The afternoon is teaching-focused and contractually required for full-time faculty. This year, a nationally recognized speaker, José Antonio Bowen, will be presenting on artificial intelligence (AI).

EDU 390 is a course for new faculty that meets monthly on the last Wednesday afternoon of the month. The course focuses on just-in-time topics and includes monthly projects aligned with teaching practice.

During the current academic year, the FCTE has offered in-house sessions on dual enrollment; Belonging, Equity, Diversity, and Inclusion (BEDI); artificial intelligence (AI); and the Family Educational Rights and Privacy Act (FERPA). The FCTE also offers various book clubs. Strategic scheduling, ideal delivery modalities, targeted messaging, and flyers have contributed to a significant increase in participation. Workshops are offered on an as-needed basis. Planning is underway for the Endowed Teaching Chair application process and self-evaluations for the upcoming semester.

DRAFT

The FCTE publishes a weekly newsletter, *TGIF*, every Friday during the semester. The newsletter features teaching reflections from the coordinators and guest contributors, promotes both internal and external professional development opportunities, and may include surveys to collect faculty feedback. It also includes a community-building section.

Several EDU courses are offered through the FCTE and are facilitated by faculty for faculty, as well as some staff and K–12 teachers. These credit-bearing courses are offered during the Fall, Winter, and Spring semesters. Tuition waivers are available, and faculty grants are offered for adjunct faculty. Participation in these courses supports the promotion and tenure processes and may include pay increases. Course offerings are adjusted as needed based on demand and preferred modalities. The newest course offering is *BEDI in the Classroom*.

The Endowed Teaching Chair Awards support student success center innovations in areas including technology, teaching, collaboration, humanities, professional development, and special populations. These awards are primarily faculty-focused, though staff may occasionally participate. One-year awards provide \$5,000, and two-year awards provide \$10,000, which may be used for supplies and services. A reporting process is required. Recent award recipients and their projects were shared.

S. Rivet and A. Trabalka announced the return of the Great Teachers Conference after a ten-year hiatus. The conference will be held off-site from Wednesday afternoon through Friday afternoon during the week between the Winter and Spring semesters. This professional development retreat will focus on teaching and community building for Delta faculty. Professional development allowances and adjunct faculty grants may be used to cover participation costs.

Finally, the coordinators shared the members of the FCTE Advisory Board, which advises on the Endowed Teaching Chair Awards, Fall Learning Days planning, and professional development initiatives. Advisory board members communicate information back to their respective divisions.

There being no further business, the dinner meeting was adjourned at 6: 36 pm.

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Talisa Brown, Secretary Pro Tem to the Board

D R A F T  
**Delta College**  
**Board of Trustees Regular Meeting**  
**Delta College Board Room B-151**  
**Tuesday, February 3, 2026**  
**7:00 p.m.**

- BOARD PRESENT** A. Baldwin, A. Clark, S. Gannon, B. Handley-Miller, D. Middleton, M. Nash, M. Rowley, A. Thomas, M. Wood
- BOARD ABSENT** None
- OTHERS PRESENT** T. Brown, W. Burns, W. Childs, P. Clark, R. Curry, C. DeEulis, J. Foco, J. Garn, L. Govitz, J. Harned, S. Hill, D. Hopkins, T. Johnroe, K. Kiste-Toner, P. Larkowski, J. Miller, J. Perry, S. Raube, K. Schuler, P. Siemko, B. Smith, E. Smith, M. Thomas, A. Ursuy, S. VanderLaan, M. Zimmerman
- PRESS PRESENT** None
- CALL TO ORDER** Board Chair Gannon called the meeting to order at 7:00 p.m.
- APPROVAL OF THE AGENDA** Board Chair Gannon asked for a motion to approve the agenda.  
A. Baldwin made a motion to approve the agenda. A. Clark seconded the motion.  
Motion to approve the agenda passed unanimously.
- PUBLIC COMMENT** Board Chair Gannon called for public comment.
- TREASURER'S REPORT** J. Foco said that the Board has received the College financial statements for the month ended January 31, 2026. At this time, there are no significant variances to report.  
The 2026-2027 budget development is underway. Administration and department leaders will be receiving their budget spreadsheets.  
Budget Cabinet met and a tuition and fee recommendation which will be presented at the March Board Meeting for approval.
- CONSENT AGENDA** Board Chair Gannon called for approval of the consent agenda.  
A. Baldwin made a motion to approve the consent agenda. B. Handley-Miller seconded the motion. The Board voted unanimously to approve the consent agenda resulting in:  
A. Acceptance of Minutes:  
1. Board Regular Meeting, January 13, 2026

D R A F T

**COMMITTEE  
ASSIGNMENTS –  
2026-2027 MCCA  
BOARD OF  
DIRECTORS  
(BA5658)**

Board Chair Gannon announced that she will keep the committee assignments the same for this year. Adjustments can be made in the future or after the new president is here if needed.

Board Chair Gannon called for a motion to renew the appointment of Trustee Rowley as our board representative for the 2026-2027 MCCA Board of Directors and herself the alternate representative.

A. Baldwin made a motion to approve the recommendation. B. Handley-Miller seconded the motion.

Motion passed unanimously.

**PRESIDENTIAL  
SEARCH UPDATE**

Board Chair Gannon shared that the deadline for applications is closing in and the work will begin. D. Middleton has done a fantastic job leading the process. She reminded the Trustees to complete a doodle survey so a special board meeting can be scheduled.

D. Middleton thanked her fellow Trustees in advance for their time and attention to this process as it is some of the most important work they will do.

Board Chair Gannon said that she was pleased with how things are going and is confident that we will find an exceptional candidate. This is a great place for attracting people who really want to do good work for our students.

**STUDENT SUCCESS:  
HONORS STUDENTS  
WORK AND  
COMMUNITY  
PROJECTS**

Board Chair Gannon took a moment to welcome the students that were joining the meeting this evening.

The Student Success presentation featured “Honors Program, PHS (Presidential Honors Scholarship), & PTK (Phi Theta Kappa)” presented by Maggie Zimmerman, Assistant Professor in Biology and Mathew Thomas, PTK President & Honors in Action Assist. M. Zimmerman is also the Honors Director and PHS & PTK Faculty Advisor. M. Thomas is currently a student in the sonography program.

They highlighted honors community projects in Bay, Midland and Saginaw Counties, including Safety Town, Sleep in Heavenly Peace, and at an assisted living facility. There are about 300 students in the Honors Program. Approximately 150-160 new PTK members will be inducted in March.

**PRESIDENT’S  
REPORT**

**Enrollment Report**

The Winter Semester began on January 10. As of count date (January 20), 8,563 students are registered (2616FT, 5947PT).

We projected 76,999 contact hours for the winter semester and reached 110% (84,483 contact hours) of projection on count date.

## D R A F T

Registration for spring semester which begins May 11 is underway. To-date, 2,263 students are registered (296FT, 1967PT). We projected 21,482 contact hours for the spring semester and as of today, we are at 78% (16,768 contact hours) of projection.

### **Personnel Report**

- A complete report of hires, promotions, and separations for the month of January can be found in Board packets this evening.

### **Information Sharing**

- Trustee Rowley and I attended the MCCA Winter Board of Directors Meeting on January 16 via Zoom. They have the following legislative priorities:
  - Increasing operations grants to community colleges
  - Codifying the Michigan Achievement Scholarship
  - Expanding Michigan Reconnect eligibility to age 21
  - Modernizing dual enrollment and Early Middle College by establishing a new funding stream outside the K-12 foundation allowance to prevent districts from being unintentionally penalized for participating
  - Reducing the capital outlay institutional match requirement from 50% to 25%
  - Investing in infrastructure, technology, equipment, maintenance, safety and housing
- Thanks to all who participated in the MLK events:
  - Dow Events Center – January 19 – Arshen Baldwin
  - SVSU – January 22 – Arshen Baldwin & Stacey Gannon
- **Upcoming Events**
  - ACCT National Legislative Summit – Washington, DC
    - February 8-11
    - Attendees: Arshen Baldwin, Pam Clark, Stacey Gannon, Diane Middleton
  - Faculty and Staff Winter Learning Day
    - Friday, February 13, from 8:00am-4:00pm
    - Breakfast followed by President’s Address
    - Mid-morning – faculty and staff can view poster sessions
    - Afternoon – concurrent sessions with presentations on multiple different topics
    - Let Kay know if you would like to attend
  - Achieving the Dream Conference - Portland, OR
    - March 2-5
    - Attending: 2 faculty (Angela Guy-Lee and Lauren Smith) and 4 staff (Karry Kiste-Toner, Chris DeEulis, Reva Curry and James Perry)
- Next Board Meeting – Tuesday, March 10

## D R A F T

- Handouts:
  - Black History Month – List of Celebrations
    - Signature Event: Dr. April Baker-Bell – Downtown Saginaw Center – February 5
  - Mobile Food Pantry – Downtown Saginaw Center – February 10
  - Winter Learning Day Program
  - UMOJA and El Camino flyers with upcoming events
  - Latest edition of Delta Collegiate
  
- Happy Birthday – Michael Wood – February 26

### TRUSTEE COMMENTS

A. Clark said this was his favorite student presentation. He likes running into student leaders doing different things in the community.

M. Wood said Delta College is envied all over the state for its PDA (professional development allowance). Regarding the student success presentation, if you look at our mission, vision and values, all of them have the word community. Having the honor society and PTK give back to the community shows we really are a community college.

D. Middleton congratulated Mary Gross on her retirement after working 19 years. She encouraged everyone to read the editorial on page 14 of the Delta Collegiate – “The Stigma of Community College.” She mentioned a Netflix series that pokes fun at community colleges, and she doesn’t think it’s funny.

B. Handley-Miller said it was nice to hear both presentations and congratulated Sascha Rivet, Math Professor, and Angela Trabalka, English Associate Professor, on their leadership of the FCTE (Faculty Center for Teaching Excellence). She was glad that we hired a combined total of 29 faculty between last year and this year and have over 8,500 students this term. She’s glad that the Honors program will have projects in other communities soon. M. Thomas will be a great medical professional.

A. Thomas dittoed many Trustees’ comments and said that she enjoyed both presentations and thought they were very enlightening. She would like to participate in the bed building project for Sleep in Heavenly Peace. She thanked everyone for what they are doing for Delta College, our students, and the community. She wished a Happy Birthday to Michael Wood.

M. Rowley will start calling Delta College, “America’s leading community college.” He shared copies of an article, “The Next purpose of Michigan Universities” which is about how educational institutions will address artificial intelligence. From the article he paraphrased, “The future belongs to those who can transform knowledge, and the courage to lead, the empathy to collaborate, and the character to take responsibility in complex, changing systems. Those are human capacities that are formed, not downloaded.”

D R A F T

M. Nash echoed fellow Trustees' comments and thanked D. Middleton for her leadership of the presidential search up until now and going forward. He said the "Last Chance U" is a fairly interesting show which is more redemption-type than poking fun at community colleges.

A. Baldwin said she knew Bob Johnson, former Delta student that was profiled in the Delta Collegiate. She thought that was cool. Anything else she had to share was already said.

**CHAIR COMMENTS**

Board Chair Gannon wished a happy birthday to Sascha Rivet.

She said she looks forward to reading the article that M. Rowley shared. Her educational background is in human performance improvement. She said that AI has to be interpreted by humans.

She spoke directly to the students in attendance and wanted them to understand the value of the school they are attending and to look at our strategic plan which focuses on student success. She said everything that the people do in this room is for student success.

Board Chair Gannon looks forward to attending the ACCT National Legislative Summit in Washington, DC, and expressing the things that are important to us.

She thanked everyone for being here this evening and asked them to be careful going home.

**ADJOURNMENT**

There being no further business, Board Chair Gannon adjourned the meeting at 7:49 p.m.

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Kay Schuler, Assistant Board Secretary Pro Tem

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Talisa Brown, Board Secretary Pro Tem

# Memo

**To:** Board of Trustees  
**From:** Andrea Ursuy, Interim President  
Jon Foco, V.P. of Business & Finance  
**Date:** March 10, 2026  
**Re:** FY 2025-26 Tuition and Fee Recommendation

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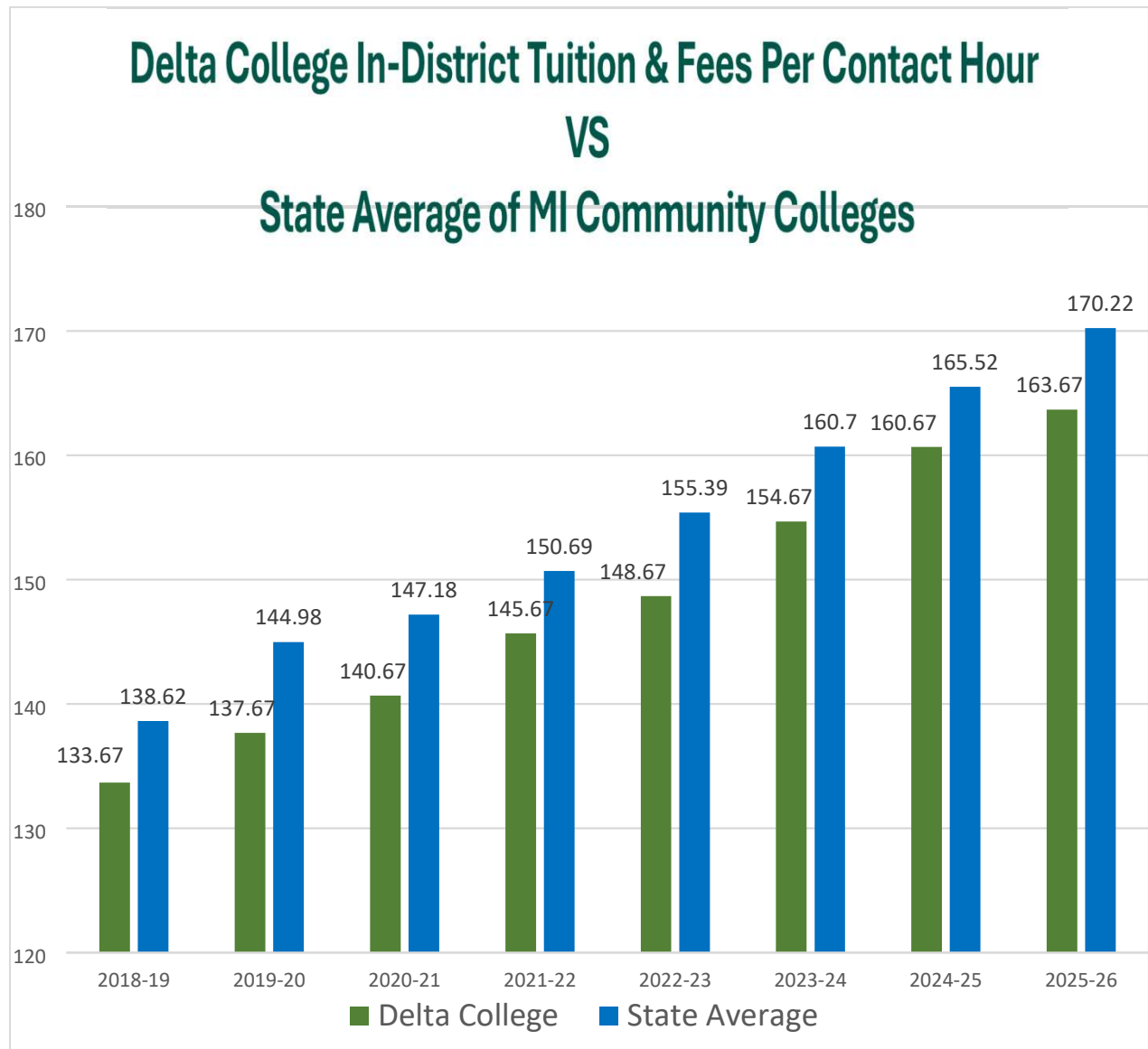
The Budget Cabinet process has been a longstanding component of Delta College's financial planning, ensuring thoughtful and strategic budgetary decisions. The primary role of the Budget Cabinet is to provide recommendations on budget allocations, tuition and fee adjustments, and other financial matters as requested by the President or agreed upon by the majority of the Cabinet. In addition, the Cabinet plays a crucial role in fostering transparent, two-way communication with faculty and staff across campus regarding budget-related issues.

One of the Cabinet's most significant annual responsibilities is developing a tuition and fee recommendation. This recommendation is first presented to the President for endorsement and, with his support, is then submitted to the Board of Trustees for approval. The Budget Cabinet is composed of approximately 16 members, appointed by the College President, representing all employee groups across the institution. Additionally, a representative from the Board of Trustees participates to provide insight from a governance perspective.

The Cabinet began its work in January 2026, focusing on the financial challenges Delta College faces and the institution's future sustainability. Discussions centered on developing a tuition and fee recommendation that carefully balances student affordability with the financial health of the College. Throughout the process, the budgetary impact of any proposed tuition and fee adjustments was thoroughly analyzed to ensure fiscal responsibility.

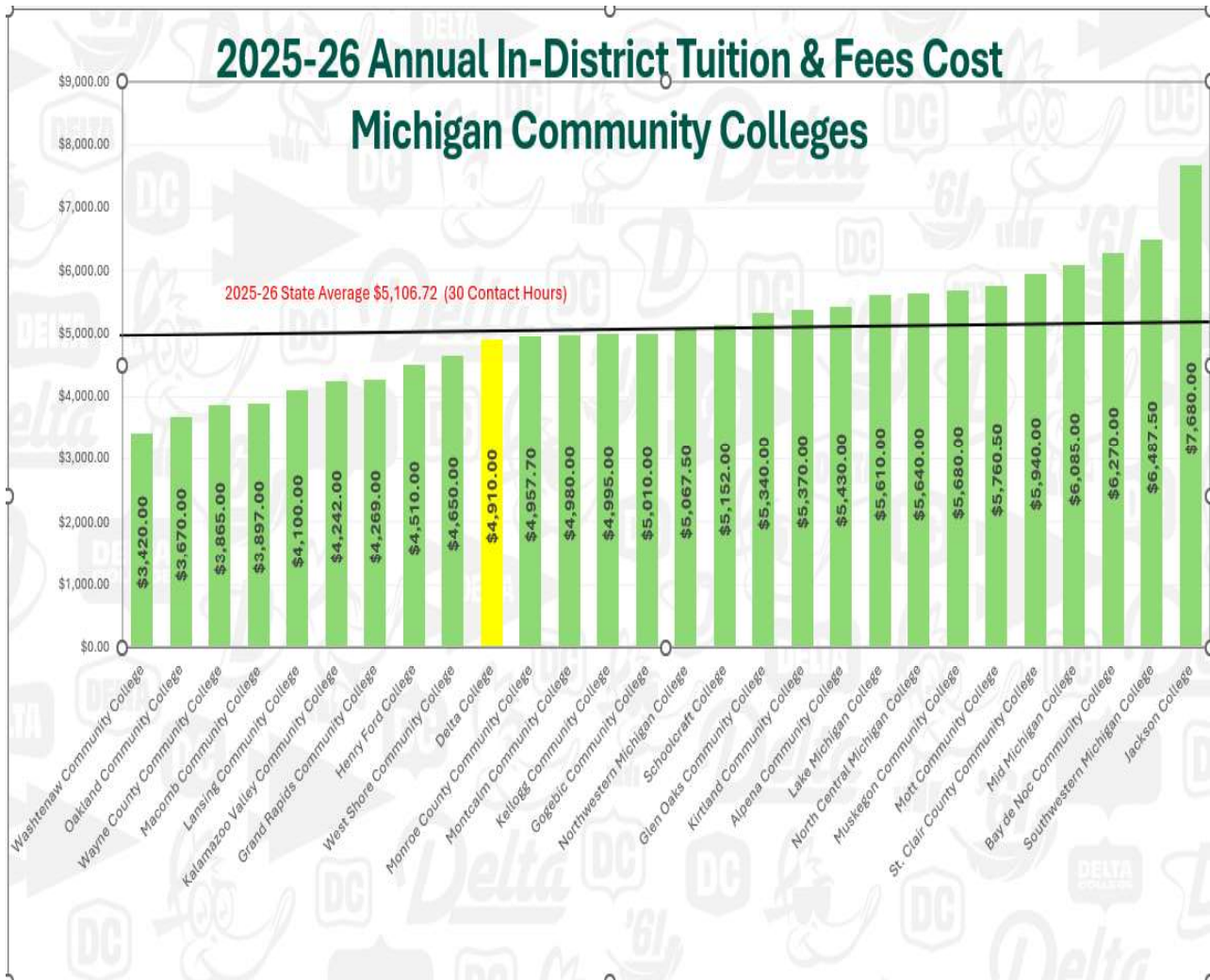
Historically, Delta College has benchmarked its tuition and fees against Michigan's 28 community colleges, as well as the statewide average. Delta has consistently maintained tuition and fee rates below the state average, reinforcing its commitment to affordability. For

the 2025-2026 academic year, the average in-district tuition and fee rate among Michigan community colleges is \$170.22 per contact hour, while Delta's rate remains at \$163.67 per contact hour—\$6.55 (or 4%) below the statewide average, as illustrated below.



Delta increased its in-district tuition and mandatory fees in 2025-2026 over the prior year by a total of \$3.00, or 2.25%. During the same academic year, the average increase of the 28 Michigan community colleges was \$4.7 or 2.8%.

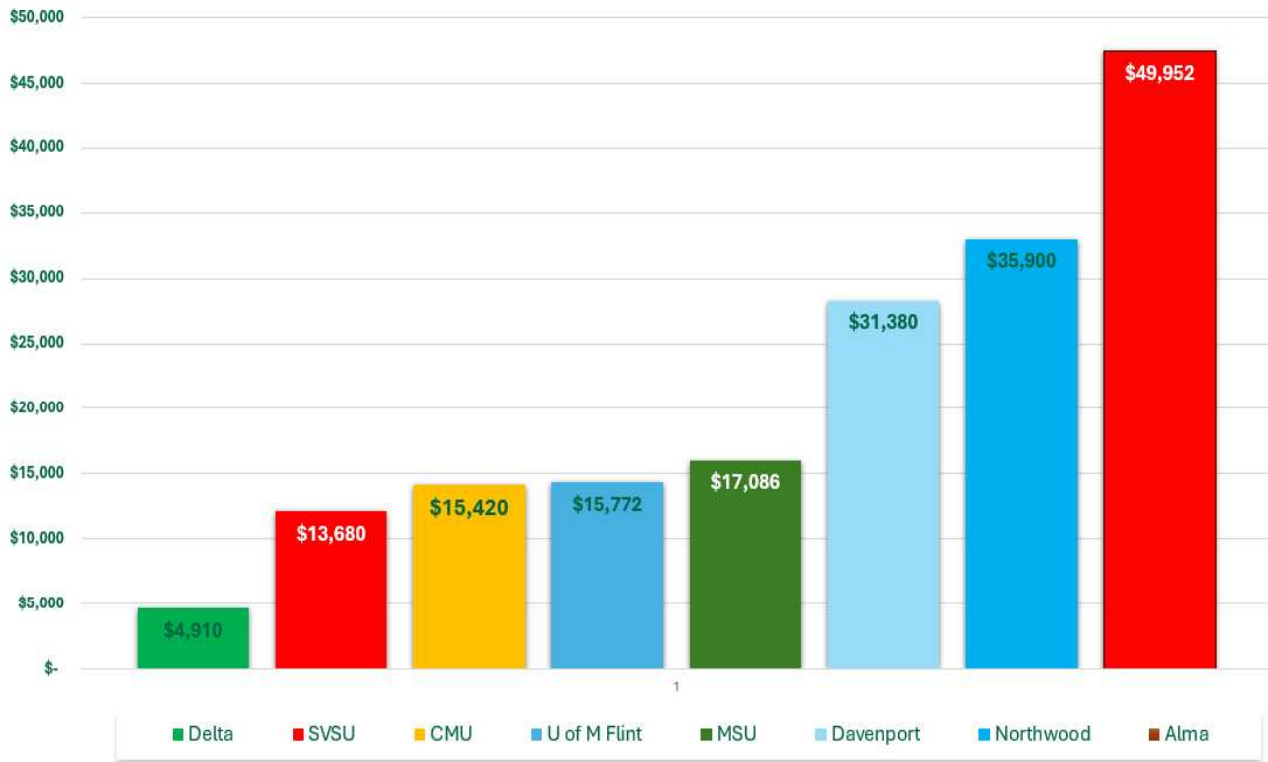
A useful example to consider is how each institution's tuition and fees impact a student's educational costs for a year. The chart below represents all 28 Michigan community college annual in-district tuition and fee costs for one academic year for a student enrolled in 30 contact hours, as compared to the State average annual cost (represented by the horizontal line, at \$5,106.72). At a total annual cost of \$4,910, Delta falls below the State average by \$196.72, or approximately 4%. Delta ranks 13 out of the 28 community colleges.



The chart below illustrates Delta College’s in-district annual tuition and fees cost compared to other four-year institutions within a 75-mile radius. These are the institutions Delta students are most likely to transfer to after attending Delta or may choose to attend instead of Delta.

## 2025-26 Annual In-District Tuition & Fee Cost Comparison

Cost comparison for 30 credits/contact hours per year. In-District Tuition & Fees, does not include on-campus room & board.



Delta College provides an exceptional education at a very affordable price, ranking the least expensive among the institutions reflected in the chart above.

The Budget Cabinet focused on analyzing data, discussing in depth our existing tuition and fee structure, and how we could maintain our value proposition for students. We considered the impact tuition and fees have on our students, as well as the processes our staff use to administer the charges.

Student demographic data was presented and reviewed by the Cabinet. The majority of Delta students (82%) live in Bay, Saginaw and Midland Counties. It is also important to keep in mind that approximately 71% of our students attend Delta part time, averaging 10 contact hours per semester.

During the 2025-2026 academic year, the financial aid office reported that 6,557 students attending Delta received some form of aid, which equates to approximately 76.6% of our unduplicated headcount based on 8,553 unduplicated head count as of 2/3/26. This is up 222 students from the previous year.

Pell has been the largest source of federal aid awarded to our students.

In 2025-2026, the College distributed over \$16.4 million which is up 600k from previous year in Pell dollars to eligible students attending Delta. The average Pell grant awarded to students that year was \$3,711 which is down roughly \$40. The maximum Pell grant in 2025-26 is \$7,395. Pell is awarded to eligible students and prorated based on the number of credits in which a student is enrolled.

Tuition constraint language was also discussed by Budget Cabinet members. The last two years were as followed:

- **2024-25** – 4.5% of in-district tuition & fees or \$217 whichever is greater.
- **2025-26** - 4.5% of in-district tuition & fees or \$227 whichever is greater.

The legislature determines an increase using the in-district tuition rate, plus any mandatory fees (mandatory fees are defined as fees that all students are charged regardless of program or enrollment status). Delta College has two mandatory fees, which are the technology fee (charged per contact hour) and our registration fee (charged once per semester).

For the State’s calculation purposes, Delta’s current per contact hour tuition and fee rate for 2025-2026 is \$163.67 (see the table below). The constraint language for 2025-26 was 4.5%. Delta’s Overall increase could not exceed \$7.36.

<b>Delta College</b>	<b>2025-26</b>
<b>In district tuition – per contact hour</b>	<b>\$136.00</b>
<b>Technology Fee – per contact hour</b>	<b>25.00</b>
<b>Registration Fee – per contact hour</b>	<b>2.67</b>
<b>Total In- district tuition &amp; fees per contact hour</b>	<b>\$163.67</b>

Lastly, our discussion centered on the increased need for supportive resources for our students. More Delta students are coming to us with needs, which are not covered by financial aid such as tutoring, food, counseling, transportation, clothing, etc. An increase in tuition would help to provide more resources to help address our students’ varied needs. We are also dealing with increasing costs across the College for supplies, services, employee benefits, utilities, etc. due to the excessive inflation rate. The increases are felt across campus, and we forecast will continue to create challenges throughout the 2026-2027 budget year.

After careful consideration of the impact on our students, and the need for financial resources to continue to provide outstanding educational experience, the Budget Cabinet recommends an increase of our in-district tuition per contact hour by \$4, with a \$1 increase to the technology fee. The registration fee will not increase. This is a per-contact hour tuition and fee increase of \$4 to the in-district rate with \$1 dollar increase to the tech fee, or 1.87%. ( $\$163.67 + 4 + 1 = \$168.67$ ) We applied the 3% increase to the out-of-district and out-of-state per contact hour tuition and fee rate, which results in a \$7 and \$7 increase respectively, rounding to the nearest dollar. The dual enrollment fee would increase in the same amount of the in-district rate, or \$4 from \$136 to \$140.

With tuition constraint and the calculation used by the State, our focus was to propose an increase that would simplify any necessary future modification, if the legislature passed a tuition constraint rate lower than the Governor’s proposed 4% after the Board approved the 2026-2027 tuition rate. Since the proposed increase is only on tuition and not on any fees, it would make any adjustment very clear.

The credit by exam and credit by portfolio fees, transcript fee and senior citizen tuition discount are recommended to remain at the 2026-2027 rates.

**Recommendation for Tuition and Fees rates for 2026-2027:**

	Tuition & Fees 2025-2026	Proposed +\$4 +\$1Tech Fee Tuition & Fees 2026-2027	\$ increase (decrease)
Proposal +6 increase			
<b>Tuition Per Contact Hour</b>			
In District	\$ 136	\$ 140	\$ 4
Out of District	\$ 229	\$ 236	\$ 7
Out of State	\$ 240	\$ 247	\$ 7
Dual Enrollment	\$ 136	\$ 140	\$ 4
<b>Fees per Contact Hour</b>			
Technology Fee	\$ 25	\$ 26	\$ 1
Fees per Credit Hour			
Credit by Exam Fee	\$ 60	\$ 60	\$ -
Credit by Portfolio Fee	\$ 60	\$ 60	\$ -
<b>Fees per semester</b>			
Registration Fee	\$ 40	\$ 40	\$ -
<b>Other</b>			
Senior Citizen Tuition Discount	50%	50%	-
Transcript Fee + fees charged by Clearinghouse	\$ 5	\$ 5	\$ -

**Tuition Increase**

	2025-26	2026-27	2026-27
Projected contact hours	185,000	185,000	187,000
In district, per credit hour	\$ 136	\$ 140	\$ 140
Out district, per credit hour	\$ 229	\$ 236	\$ 236
Outstate, per credit hour	\$ 240	\$ 247	\$ 247
Tech. Fee, per contact hour (\$0 increase)	\$ 25	\$ 26	\$ 26
Total Tuition (Weighted 83%, 17%)	\$ 27,629,420	\$ 28,919,200	\$ 29,231,840
Misc Fees	\$ 5,296,750	\$ 5,795,900	\$ 5,856,600
Total Tuition & Fees Budget	\$ 33,161,370	\$ 34,715,100	\$ 35,088,440
Increase to Tuition Revenue (1.87%)		\$ 1,553,730	
Increase with Contact Hours			\$ 1,927,070

### **Summary from the Budget Cabinet on the Recommendation presented:**

The College has long operated under the philosophy that Delta should remain competitive while delivering exceptional educational value at an affordable price. Our recommendation reflects our unwavering commitment to maintaining affordability for our students. Now more than ever, students are arriving with significant and growing needs, requiring financial resources to ensure they have the opportunities necessary for success. A tuition increase enables us to reinvest in critical systems, strengthen student support services, and enhance retention efforts—ultimately helping more students complete a certificate or degree.

The Budget Cabinet believes that a tuition and fee adjustment is necessary to sustain the high-quality instruction and comprehensive student support services that define the Delta experience. A \$4 per contact hour increase + \$1 Tech fee aligns with tuition trends across Michigan and the nation. Even with this adjustment, our in-district per contact hour tuition and fee rate will rise to \$168.67—remaining below the current state average.

Delta College is committed to strategic enrollment growth, with a strong focus on increasing student recruitment, retention, and completion. Through targeted efforts aimed at traditional, adult, online, and dual-enrolled students, the Enrollment Management Committee continues to develop tactical strategies to strengthen enrollment. We are optimistic that these initiatives will have a long-term positive impact on our budget model.

Finally, the Budget Cabinet wishes to acknowledge the many individuals who provided invaluable data, analysis, projections, and expertise, enabling the committee to make well-informed decisions. We also extend our sincere gratitude to all committee members for their dedication, time, and collaboration throughout this process.

If you have any questions or concerns regarding this recommendation, please Jon Foco (686-9386) prior to the meeting.

**It is the recommendation of Administration that the Board of Trustees approve the FY 2026-2027 Tuition & Fee Schedule as presented. In addition, the Board instructs the administration to reduce the in-district tuition rate by any amount necessary to maintain compliance, if the Michigan legislature includes community college tuition constraint language within its approved 2026-2027 state budget.**

# Memo

**To:** Andrea Ursuy, Interim President  
**From:** Greg Luczak  
**Date:** March 10, 2026  
**Re:** Purchase Exceeding \$100,000 – Computer Replacements – Dell, Inc.

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The purchasing policy of the College stipulates purchases of \$100,000 or more be approved by the Board prior to commitment to purchase being made by any college employee.

The College's computer life cycle replacement plan and funding sources are as follows.

Computer Class	Replacement Cycle	Funding Source
Standard Computer Lab	5-years	General Fund or Perkins Grant
Specialized Computer Lab (requiring high-end software). CAD and CNC labs.	3-years	Perkins Grant. Programs are Perkins approved.
Faculty	5-years	General Fund
Presidents and VP level staff	4-years	Unspent professional development funds
Staff laptops	5-years	Unspent professional development funds
Staff desktops	6-years	Unspent professional development funds

The table below lists the College's computer replacements for classrooms. labs, faculty and staff.

		Gen Fund Labs	Gen Fund Labs	Perkins Lab	Perkins Lab	Faculty	Faculty	Staff	Staff
Description	Unit Price	Units	Cost	Units	Cost	Units	Cost	Units	Cost
Dell Pro 16 Plus	\$1,650.00	15	\$ 24,750			27	\$ 44,550	36	\$59,400
Dell Pro 16 Plus Touchscreen	1,645.00					3	4,935		
Dell Pro 16 Plus I TB Hard drive	1,798					1	1,798		
Dell Pro Slim Plus Desktop	1,275.00	57	72,675					42	53,550
Dell Pro Micro Desktop	827.50	28	23,170						
Dell Pro Max Tower T2	1,975.00			23	\$45,425			4	7,900
Dell Pro 24 Plus Monitor	135.00	85	11,475						
<b>Total</b>	<b>306</b>	<b>185</b>	<b>132,070</b>	<b>23</b>	<b>\$45,425</b>	<b>31</b>	<b>\$51,280</b>	<b>82</b>	<b>\$120,850</b>

The total cost of all devices is \$349,625.

Since 2001, the College has consolidated computer purchases to maximize volume discounts, reduce shipping costs and more efficiently install the replacement systems. The College purchases a three-year warranty for all computers. The request for quote was submitted under the competitively bid Midwestern Higher Education Commission Master Agreement, MHEC #04152022. Dell is providing additional discounted pricing. The College is receiving discounts of \$384,481 (52%) using the MHEC agreement and additional discounts from Dell.

It is the recommendation of the administration that the Board of Trustees approve the purchase of computers and monitors for academic classrooms, computer labs, faculty and staff as part of the college's lifecycle replacement at a cost of \$349,625 from Dell Corporation.

If you have any questions, please feel free to contact Greg Luczak at 989 686-9228 or email [gpluczak@delta.edu](mailto:gpluczak@delta.edu).

# Memo

**To:** Andrea Ursuy, Interim President  
**From:** Greg Luczak  
**Date:** February 16<sup>th</sup>, 2026  
**Re:** Purchase Exceeding \$100,000 – Broadcom (formerly VMWare)

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The purchasing policy of the College stipulates purchases of \$100,000 or more be approved by the Board prior to commitment to purchase being made by any college employee.

As part of the College's ongoing datacenter lifecycle maintenance and support plan, the critical support agreement for the software that manages our virtual server environment needs to be renewed. Our current contract for is a one-year deal for \$83,600.

The virtual servers in question are of critical importance to the College's day-to-day operations. The main campus servers are home to Colleague, Zultys phone system, file shares, print servers, and several other application servers. Additionally, the virtual host located at the Bay City Planetarium site houses Delta's disaster recovery instance of Colleague, as well as file and print servers. The virtual hosts are also present at Saginaw and Midland, hosting file and print servers. These servers undertake essential administrative processing and hold data center software, infrastructure, and configurations. The need to keep these servers covered under Broadcom agreements is paramount to ensuring consistent operational uptime, mission-critical support, regular software security updates, and feature enhancements.

The year one renewal rate for Broadcom is \$140,336, a \$56,736 increase. This notable increase is due to Broadcom's unpredictable maneuverings and universal (for all college and organizational subscribers) licensing practice changes. Broadcom initially offered one-year standard (VVF) subscription renewals through December 2025. The company later announced that the only available renewal option would be a three-year, top-tier premium (VCF) subscription. Broadcom communicated this change very late in the process. The Delta College Office of Information Technology has been working at an accelerated pace this year to evaluate, procure, and implement an alternative solution before our current contract expires. Broadcom is proposing slight cost relief for year one with a weighted pricing model where the college pays less during the first renewal year, along with a "termination for convenience" clause, allowing Delta College to exit the agreement after the first year without penalty for the remaining two years. Broadcom has reduced the first-year renewal cost to \$140,336. During the year one renewal year, the Office of Information Technology will identify and implement a replacement virtualization platform to transition away from Broadcom and VMware as our virtual computing provider.

The support agreements (below) will keep the college licensed and supported until March 2029.

BDVM BUNDLE SKU	VCF CAGR Pricing 1st Year	\$140,336
BDVM BUNDLE SKU	VCF CAGR Pricing 2nd Year	\$163,652
BDVM BUNDLE SKU	VCF CAGR Pricing 3rd Year	\$191,012
<b>TOTAL</b>		<b>\$495,000</b>

- **VMware VCF – 3 Year Subscription – \$495,000** This covers our six main campus virtual hosts and our three virtual hosts at our remote centers.

This purchase is supported by taking \$3 dollars from the technology fee for every contact hour per year. This ensures that the college’s network is up to date and can handle the daily grind the workforce puts on the network.

**It is the recommendation of the Administration that the Board of Trustees approve a three-year subscription with Broadcom for virtual server software at a cost of \$495,000.**

If you have any questions, please feel free to contact Greg Luczak at (989) 686 9228 or email [gpluczak@delta.edu](mailto:gpluczak@delta.edu).

# Memo

**To:** Andrea Ursuy, Interim President

**From:** Greg Luczak

**Date:** March 10<sup>th</sup>, 2026

**Re:** Purchase Exceeding \$100,000 – Avalon or Sentinel (Dell with Hyper-V)

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The purchasing policy of the College stipulates purchases of \$100,000 or more be approved by the Board prior to commitment to purchase being made by any college employee.

As part of the College's datacenter lifecycle replacement plan, the current physical servers and storage (SAN) hardware need to be replaced before their end-of-life (EOL) and end-of-service (EOS) dates. The College replaces this hardware every 5-7 years to keep all services running at maximum performance while meeting uptime, performance, and security expectations. This hardware is recommended for purchase in March 2026 with a final amount up to \$1,100,000.

The new Dell datacenter hardware has been right-sized to account for the hardware that will be decommissioned and no longer needed after the Colleague application has moved to the SaaS cloud and is no longer running on physical, on-premises datacenter hardware. This hardware will come with 5-year hardware maintenance and support and will be renewable, allowing this hardware to meet the College's needs for up to 6 or 7 years. This hardware will also run the College's virtual server infrastructure on Microsoft Hyper-V licensing, rather than Broadcom VMWare licensing, which will enable the College to recoup budget dollars from rising VMWare virtual datacenter licensing costs.

Due to recent and unprecedented changes in the datacenter industry, hardware prices for servers and storage have begun to skyrocket. These prices are predicted to continue increasing in 2027 and beyond. Because of this volatility, datacenter hardware providers are *both* taking longer to update pricing quotes (up to 10 days to get a revised quote) *and* reducing the traditional window of time during which these quotes are valid (from 30 days to 14 days for purchase). These industry-wide changes with the rapid acceleration of datacenter hardware costs are being driven by hyperscale big tech firms – such as Google, Microsoft, Amazon, Meta (Facebook), and Nvidia – investing billions of dollars (current estimate is \$630 billion) in AI-ready datacenters and worldwide infrastructure. While working vigilantly on this current datacenter replacement project, Delta's Office of Information Technology has discovered costs rising as much as 145% in just the last two months (see grid below with quote dates and amounts from multiple vendors) and is recommending this datacenter hardware replacement purchase be made before prices rise more.

Vendor/Reseller	Product	Date	Quote 1	Date	Quote 2	% Increase
Sentinel	Cisco UCS Hyperconverged (with Nutanix)	12/9/25	\$ 710,828.00	n/a	n/a	n/a
Sentinel	Dell (with Hyper-V)	12/9/25	\$ 459,364.00	2/25/26	\$ 1,126,730.00	145%
Avalon	Dell (with Hyper-V)	12/11/25	\$ 406,716.74	2/27/26	\$ 629,023.84	55%
Lenovo	Lenovo Hyperconverged (with Hyper-V)	2/13/26	\$ 927,685.61		Not Yet Received	n/a
Lenovo	Lenovo Traditional (with Hyper-V)	2/25/26	\$ 1,775,981.48		Not Yet Received	n/a

The College is requesting approval to proceed with the purchase of the equipment as soon as the final vendor quote becomes available, with a commitment to report back to the board the selected vendor and actual expenditure once the purchase is completed. Given the current and rapidly evolving IT procurement environment, delaying approval until April could result in significant cost increases, similar to those experienced in recent quoting cycles.

This project has been planned for the past two years, during which time the College has intentionally set aside the necessary funds to fully support the investment. However, ongoing market volatility, supply chain constraints, and fluctuating technology pricing present a heightened risk of additional increases if action is delayed. To mitigate financial exposure and protect the College's investment, timely approval is critical to securing pricing and ensuring project continuity.

This purchase is supported by taking \$3 dollars from the technology fee for every contact hour per year. This ensures that the College's network is up to date and can handle the daily grind the workforce puts on the network.

It is the recommendation of the board of trustees to approve a purchase order for up to \$1,100,000 to purchase Dell Hyper-V equipment for the data center.

If you have any questions, please feel free to contact Greg Luczak at (989) 686 9228 or email [gpluczak@delta.edu](mailto:gpluczak@delta.edu).



# Human Resources Memorandum

**To:** Andrea Ursuy, Interim President  
**From:** Wendy Childs, Director of Human Resources  
**Re:** Sabbatical Leaves and Educational and Travel Grants Policy (A/P and Support Staff)  
**Date:** February 17, 2026

Approval is requested for revisions to the College's Sabbatical Leaves and Educational and Travel Grants Policy for Administrative Professional (AP) and Support Staff (SS) employees.

The policy currently included in the AP and SS Handbook was originally transferred from Senate. As the College continued its review of policies transitioned from Senate, this policy was identified as one that requires revision.

The original Senate policy applied to all full-time AP, SS, and Faculty. When Faculty unionized, sabbatical leave became part of their CBA. Consequently, the version of the policy included in the AP and SS Handbook required updates to remove outdated language and to ensure the policy more accurately reflects AP and SS employee groups.

These proposed updates do not alter the policy's original intent, scope, or expectations. Key revisions include:

Removal of the Sabbatical Leave and Grants Committee.

Replacement of the committee process with a streamlined request and approval workflow involving the employee's supervisor, Cabinet member, and the President.

Removal of all references to faculty.

The proposed policy revisions have been reviewed and approved by legal counsel. The revised policy has also been shared with, reviewed by, and discussed with the leadership of the AP and Support Staff Executive Committees (ECAPS and SSEC). All feedback from these groups has been collected and addressed.

Supporting documentation:

- Original Policy
- Original Policy with Track Changes
- Revised Policy

It is the recommendation of the Administration that the Board of Trustees approve the proposed revisions to the Sabbatical Leaves and Educational and Travel Grants Policy.

Please let me know if you have any questions. Thank you.

# Sabbatical Leaves and Grants

## I. Sabbatical Leaves and Grants Committee

Sabbatical Leaves and Grants Committee will be formed for the purpose of evaluating sabbatical leave proposals, education and travel grants, and alternative assignment grants.

### A. Composition:

1. This committee will be composed of:
  - a. Five Faculty members, each from a different division, elected by the Faculty.
  - b. Two Administrative/Professional Staff members elected by the Administrative/Professional staff.
  - c. One Administrative/Professional Staff member appointed by the President.
  - d. Two Support Staff elected by the Support staff.
  - e. One Board member appointed by the chair of the Board of Trustees.
2. Elected members' terms are for three years beginning February 1 and ending on January 31. The FEC, SSEC, and ECAPS will initiate the elections for their respective work groups in December prior to the year in which the terms begin.
3. If an elected member is unable to complete a term, the Senate President will appoint a replacement for the remainder of the term.
4. Any vacancy that occurs in an appointed office will be filled as soon as possible by the appropriate official.

**B. Responsibility:** The Sabbatical Leaves and Grants Committee carries the responsibility of reviewing, analyzing, and making recommendations for all sabbatical leaves. In addition, the Committee reviews, analyzes, and makes recommendations regarding the following: education and travel grants and alternative assignment grants.

**II. Education and Travel Grants:** Full-time Senate Assembly members are eligible for grants of up to \$500 to cover the cost of tuition/fees and materials, associated with successfully completed College credit courses. A per diem (not to exceed the \$500 maximum) is available for workshops or conferences.

**III. Alternative Assignment Grants:** The academic Associate Dean, along with the academic Dean, or appropriate administrator will determine equated hours. Full-time Senate Assembly members may propose projects.

**A. Alternative assignments are directed toward:**

1. Improving the quality of services to students
2. Improving the quality of instruction
3. Developing or making major curricula revisions or developing or making major individual course changes
4. Improving the efficiency of services
5. Supporting a new, major initiative of the work unit
6. Decreasing credit hour costs of the Institution
7. Other areas within the strategic initiatives of the College

**B. The link to the application form for alternative assignments can be found in the procedures manual.**

**C. See the Alternative Assignment Grant procedure for next steps upon completion of the alternative assignment.**

**IV. Sabbatical Leaves:** A Sabbatical Leave is a privilege provided for all full-time Senate Assembly members for study, research, or other creative activity with reciprocal advantage to the College and the individual.

The Sabbatical Leaves and Grants Committee will act on the applications and submit its recommendations to the President for approval. The President will communicate the decision to the Board of Trustees at the regular March Board meeting.

See the procedures manual for an explanation of the program and the application procedure.

**A. Eligibility and Leave Period:**

1. A Sabbatical Leave may be granted to the same person only once within every six-year period.
  - a. Sabbatical leaves are granted to faculty and staff employees who have at least six years of service and/or tenure with the College, on rare occasions sabbatical leaves will be granted to individuals who have less than six years of service and/or tenure or less than six years since the expiration of a prior Sabbatical Leave. Excluded from consideration to receive a Sabbatical Leave will be any faculty member participating in Senate Policy 3.021 (Progressive Discipline for Faculty for Reasons Other Than Teaching Effectiveness) or Senate Policy 3.061 (Academic Office Initiated Evaluations), or any A/P or Support staff currently on a Performance Improvement Plan (PIP).
2. The typical leave is one semester for faculty or up to six months for others. The leave will not be longer than one year and must be taken from July 1 through June 30.

**B. Criteria for Evaluating Sabbatical Leave Applications:**

1. The proposed plan or design

2. Evidence of prior commitment to the proposal
3. Evidence that leave will be reciprocally advantageous to the applicant and the College
4. An evaluation of the recommendation statements which accompany the application
5. Confirmation from the applicant's academic Associate Dean or supervisor, as appropriate, and the Dean of Teaching and Learning or appropriate Dean/Manager, that the applicant has a proven track record of being committed to and following through on work activities related to scholarship, professional development, program development, College service, community service, and/or similar activity.
6. Confirmation of any prior Sabbatical Leaves, including the name, date, and written report/communication of the results.
7. Alignment with College's mission, vision, and values.

**C. Responsibility of Sabbatical Leave Recipient:**

1. Prior to going on Sabbatical Leave, the individual will either resign from or make other interim arrangements in elected offices, or Senate responsibilities. These arrangements will be made with the approval of the Senate Executive Board (SEB), the Faculty Executive Committee (FEC), Executive Committee for Administrative/Professional Staff (ECAPS), or Support Staff Executive Committee (SSEC). The appropriate supervisor should address the alternative assignments.
2. The applicant will inform the College of any other salaries, grants, or fellowships received during the period of the Sabbatical Leave. The income from such sources and the sabbatical grant may not exceed the applicant's salary, necessary research expenses, and travel and relocation expenses, which are essential to the project.
3. The applicant will commit to the Sabbatical project once approved as outlined in the procedure. The procedure outlines the steps to take if any changes to the leave need to be requested.
4. A person granted a Sabbatical Leave is expected to return to normal responsibilities at Delta College for at least two years following the leave. Should the individual not return for the required period, he or she will repay the College the amount of gross salary earned which is attributable to the Sabbatical Leave. Should the individual return for a portion of the required period, the repayment amount will be reduced proportionally. The College may adopt appropriate procedures, including promissory notes, to enforce this obligation.
5. Within 90 days after returning from Sabbatical Leave, a concise written report is to be submitted to the College President and the Senate office. This report will become a part of the recipient's permanent Human Resources file and the Senate Office and will be made available to the college community, upon request. Additionally, recipients will schedule a presentation at the appropriate group's forum and/or Fall Learning Days.
6. Failure to submit a report and/or present will result in notification to the appropriate supervisor and appropriate Vice President or Executive Staff. Progress on the sabbatical project must be demonstrated in the final report. Failure to do so will be noted in the individual's Human Resources file and in the Senate Office and may impact the approval of any future requests and could also result in an obligation for partial repayment of the award, as outlined in Section IV.C.4.

**D. Financial Reimbursement to Sabbatical Leave Recipient:**

Senate Assembly members with a typical one-semester or up to six-month sabbatical will receive full contracted compensation for that period. Assembly members requesting leave for two semesters or up to 12 months will receive 50% of the annual contract salary.

Since the Assembly member is under contract benefits will be continued, with the exception of retirement. It is the responsibility of the Sabbatical Leave recipient to check with the Human Resources Office to determine how a sabbatical might affect years of service reported for his or her retirement.

The sabbatical period will be counted as time required toward advancement in faculty rank.

- Board Action 5262 – December 11, 2018**
- Board Action 5209 – December 12, 2017**
- Board Action 4918 – February 21, 2012**
- (V. D. only) Board Action 3496 – April 12, 1994**
- Board Action 2543 – June 3, 1986**
- Board Action 1793 – December 12, 1978**
- Board Action 1652 – March 14, 1978**
- Board Action 1643 – February 14, 1978**
- Board Action 1203 – January 21, 1975**

Human Resources

J101

[humanresources@delta.edu](mailto:humanresources@delta.edu)

989-686-9107

Current Policy

## Sabbatical Leaves and Educational and Travel Grants Policy (A/P and Support Staff)

~~A Sabbatical Leave is a privilege provided for all fA full-time A/P and Support Staff employee may apply for a sabbatical leave or an educational or travel grant, which may be granted by the College in its sole discretion. Sabbatical leave may be granted s-for reasons such as study, research, program development, professional development, or other creative activity with reciprocal advantage to the College and the individual employee. An educational or travel grant may be granted to support an employee's professional development. Some examples may include research and other scholarly activity, program development, professional development and community service.~~

### A. Sabbatical Eligibility and Leave Period:

1. A ~~s~~Sabbatical ~~l~~Leave may be granted to the same person only once within every six-year period.

Sabbatical leaves are typically granted to employees who have at least six years of service with the College. ~~On rare occasions,~~ sabbatical leaves ~~will be granted to~~ an employee individuals who has ~~ve~~ less than six years of service. ~~Excluded from consideration to receive a Sabbatical Leave will be any A/P or Support Sstaff currently on a Performance Improvement Plan (PIP) are not eligible for sabbatical leave.~~

2. The College will notify the applicant of any approved sabbatical leave duration. The typical leave is up to six months. The leave will not be longer than one year and must be taken from July 1 through June 30.

### B. Criteria for Evaluating Sabbatical Leave Applications:

An employee must apply for sabbatical leave using an online College Sabbatical Leave Form. In reviewing a sabbatical leave request, the College will consider:

1. The proposed plan or design.
2. Evidence of prior commitment to the proposal.
3. Evidence that leave will be reciprocally advantageous to the applicant employee and the College.
4. ~~An evaluation of the r~~Recommendation statements which accompany the application.
5. Confirmation from the applicant's employee's immediate supervisor that the applicant employee has a proven track record of being committed to and

following through on work activities related to scholarship, professional development, program development, College service, community service, and/or similar activities.

6. Confirmation of any prior sabbatical leaves, including the name, date, and written report/communication of the results.
7. Alignment with the College's mission, vision, and values.

### C. Salary and Benefits During Approved Sabbatical Leave

An employee on a sabbatical leave of one-semester or up to six-months will receive that employee's full salary for that period, as reflected in the employee's memorandum of appointment. An employee on a sabbatical leave of two semesters or up to 12 months will receive 50% of the employee's full salary for that period, as reflected in the employee's memorandum of appointment.

Benefits will continue during sabbatical leave, except retirement contributions. It is the employee's responsibility to check with the Human Resources Office to determine how a sabbatical might affect years of service reported for the employee's retirement.

### D. Responsibilities of Approved Sabbatical Leave Recipient:

- 8.1. Prior to starting sabbatical leave, the individual sabbatical leave employee shall either resign from or make other interim arrangements in College elected offices, unless otherwise approved by the College in writing.
- 9.2. The sabbatical leave employee applicant will inform the College of any other non-College salaries, grants, or fellowships received by the employee during sabbatical leave as soon as possible, but in no event later than the last day of approved sabbatical leave the period of the Sabbatical Leave. The employee shall likewise establish to the College's satisfaction, before the last day of approved sabbatical leave, that the employee's income from such sources does not exceed the employee's salary. The income from such sources and the sabbatical grant may not exceed the applicant's salary, necessary research expenses, and travel and relocation expenses that, which are essential to the sabbatical leave project. If the employee fails to do so, the employee shall upon the College's demand repay the College all or a portion of the gross salary paid by the College to the employee during sabbatical leave, as determined by the College.
- 10.3. The applicant will commit to the Sabbatical project once approved as outlined in the procedure. The College Sabbatical Leaves procedure outlines the steps to take if a sabbatical leave employee desires to request any changes to the leave need to be requested.

~~11.4.~~ An employee ~~person~~ granted a sSabbatical lLeave is expected to return to normal responsibilities at Delta College for at least two years following the leave. Should the individual employee not return for the required period, ~~he or she will~~ the employee shall upon the College's demand repay the College all or a portion of the gross salary paid by the College to the employee during sabbatical leave, as determined by the College ~~repay the College the amount of gross salary earned which is attributable to the Sabbatical Leave. Should the individual return for a portion of the required period, the repayment amount will be reduced proportionally. The College may adopt appropriate procedures, including promissory notes, to enforce this obligation.~~

~~12.5.~~ Within 90 days after returning from sSabbatical lLeave, the sabbatical leave employee shall submit a concise sabbatical leave written report ~~is to be submitted~~ to the College President. This report will become a part of the employee recipient's permanent Human Resources file and will may be made available to the Ccollege community, upon request. Additionally, the College President or designee may require a sabbatical leave employee to recipients will schedule a make a presentation at the appropriate group's forum and/or Fall Learning Days. If the sabbatical leave employee fails to timely submit a written report, the written report fails to demonstrate progress on the sabbatical leave project, or the employee fails to make a required presentation, then the employee shall upon the College's demand repay the College all or a portion of the gross salary paid by the College to the employee during sabbatical leave, as determined by the College.

~~13.6.~~ Additionally, fFailure to submit a report and/or to make a required presentation will result in notification to the appropriate supervisor and appropriate Cabinet Member. Progress on the sabbatical project must be demonstrated in the final report. Failure to demonstrate progress on the sabbatical leave project in the final report de so will be noted in the employee individual's Human Resources file and may impact the approval of any future sabbatical leave requests and could also result in an obligation for partial repayment of the award, as outlined in Section IV.C.4.

~~14.7.~~ If an employee is required to repay the College all or a portion of gross salary under this policy and fails to do so upon the College's demand, then the employee shall also promptly reimburse the College for any attorney fees incurred by the College in seeking enforcement of the repayment obligation.

#### ~~D. Financial Reimbursement to Sabbatical Leave Recipient:~~

~~One semester or up to six-month sabbatical will receive full contracted compensation for that period. Recipients requesting leave for two semesters or up to 12 months will receive 50% of the annual contract salary.~~

~~Benefits will be continued, with the exception of retirement. It is the responsibility of the Sabbatical Leave recipient to check with the Human Resources Office to determine how a sabbatical might affect years of service reported for his or her retirement.~~

~~C.E. Approval Process: to be approved for sabbatical leave or an educational or travel grant, the employee must receive written approval from Applications for sabbatical leave must be approved by the employee's immediate supervisor, a Cabinet Member, and the President.~~

~~Educational and Travel Grants: The Administration may provide educational and travel grants to support professional development of Administrative Professionals and Support Staff employees.~~

## **Sabbatical Leaves and Educational and Travel Grants Policy (A/P and Support Staff)**

A full-time A/P and Support Staff employee may apply for a sabbatical leave or an educational or travel grant, which may be granted by the College in its sole discretion. Sabbatical leave may be granted for reasons such as study, research, program development, professional development, or other creative activity with reciprocal advantage to the College and the employee. An educational or travel grant may be granted to support an employee's professional development.

### **A. Sabbatical Eligibility and Leave Period**

1. A sabbatical leave may be granted to the same person only once within every six-year period.

Sabbatical leaves are typically granted to employees who have at least six years of service with the College. On rare occasions, sabbatical leave will be granted to an employee who has less than six years of service. A/P or Support Staff currently on a Performance Improvement Plan (PIP) are not eligible for sabbatical leave.

2. The College will notify the applicant of any approved sabbatical leave duration. The typical leave is up to six months. The leave will not be longer than one year. and must be taken from July 1 through June 30.

### **B. Criteria for Evaluating Sabbatical Leave Applications**

An employee must apply for sabbatical leave using the College approved applicant process. In reviewing a sabbatical leave request, the College will consider:

1. The proposed plan or design.
2. Evidence of prior commitment to the proposal.
3. Evidence that leave will be reciprocally advantageous to the employee and the College.
4. Recommendation statements which accompany the application.
5. Confirmation from the employee's immediate supervisor that the employee has a proven track record of being committed to and following through on work activities related to scholarship, professional development, program development, College service, community service, and similar activities.

6. Confirmation of any prior sabbatical leaves, including the name, date, and written report/communication of the results.
7. Alignment with the College's mission, vision, and values.

C. Salary and Benefits During Approved Sabbatical Leave

An employee on a sabbatical leave of one-semester or up to six-months will receive that employee's full salary for that period, as reflected in the employee's memorandum of appointment. An employee on a sabbatical leave of two semesters or up to 12 months will receive 50% of the employee's full salary for that period, as reflected in the employee's memorandum of appointment.

Benefits will continue during sabbatical leave, except retirement contributions. It is the employee's responsibility to check with the Human Resources Office to determine how a sabbatical might affect years of service reported for the employee's retirement.

D. Responsibilities of Approved Sabbatical Leave Recipient

1. Prior to starting sabbatical leave, the sabbatical leave employee shall resign from College elected offices, unless otherwise approved by the College in writing.
2. The sabbatical leave employee will inform the College of any non-College salaries, grants, or fellowships received by the employee during sabbatical leave as soon as possible, but in no event later than the last day of approved sabbatical leave. The employee shall likewise establish to the College's satisfaction, before the last day of approved sabbatical leave, that the employee's income from such sources does not exceed the employee's research expenses and travel and relocation expenses that are essential to the sabbatical leave project. If the employee fails to do so, the employee shall upon the College's demand repay the College all or a portion of the gross salary paid by the College to the employee during sabbatical leave, as determined by the College.
3. The College Sabbatical Leaves procedure outlines the steps to take if a sabbatical leave employee desires to request any changes to the leave.
4. An employee granted a sabbatical leave is expected to return to normal responsibilities at Delta College for at least two years following the leave. Should the employee not return for the required period, the employee shall upon the College's demand repay the College all or a portion of the gross salary paid by the College to the employee during sabbatical leave, as determined by the College.

5. Within 90 days after returning from sabbatical leave, the sabbatical leave employee shall submit a concise sabbatical leave written report to the College President. This report will become a part of the employee's permanent Human Resources file and may be made available to the College community. Additionally, the College President or designee may require a sabbatical leave employee to make a presentation at a group forum and/or Fall Learning Days. If the sabbatical leave employee fails to timely submit a written report, the written report fails to demonstrate progress on the sabbatical leave project, or the employee fails to make a required presentation, then the employee shall upon the College's demand repay the College all or a portion of the gross salary paid by the College to the employee during sabbatical leave, as determined by the College.
  6. Additionally, failure to submit a report or to make a required presentation will result in notification to the appropriate supervisor and appropriate Cabinet Member. Failure to demonstrate progress on the sabbatical leave project in the final report will be noted in the employee's Human Resources file and may impact the approval of any future sabbatical leave requests.
  7. If an employee is required to repay the College all or a portion of gross salary under this policy and fails to do so upon the College's demand, then the employee shall also promptly reimburse the College for any attorney fees incurred by the College in seeking enforcement of the repayment obligation.
- E. Approval Process: to be approved for sabbatical leave or an educational or travel grant, the employee must receive written approval from the employee's immediate supervisor, a Cabinet Member, and the President.

# Memo

**To:** Andrea Ursuy, Interim President  
**From:** Rob Young, Director of Facilities Management  
**Date:** March 10<sup>th</sup>, 2026  
**Re:** Carlyon Gym Lighting and Controls Upgrade

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The Carlyon Gym Lighting and Controls Project is a critical component of the broader renovation of our main gymnasium. The existing first-generation LED lighting system is failing at an increasing rate, making it difficult to maintain consistent performance. This project also includes the installation of permanent stage lighting to support special events, currently this is a manual lighting install for each event. Additionally, the existing lighting control system has deteriorated to the point that it is no longer dependable. Technician intervention is frequently required during special events to ensure proper illumination.

On February 4<sup>th</sup>, 2026, we issued an RFP for competitive bidding for this project. The bidding period remained open until February 17<sup>th</sup>, 2026. Throughout this process, we received multiple bids for this work from our local vendors.

- **BTE Electric** – \$227,450
- **J Ranck Electric** – \$256,470
- **Link Electric** – \$196,500
- **Leddy Electric** – \$259,900
- **Nelson Electric** – \$231,900
- **Valley Electric** – \$180,189
- **JAG Electric** - \$217,849

During the bid review process, it was determined that the Valley Electric proposal aligns with the project's scope, material requirements, and overall expectations. The submitted bid does not include contingency funds or owner-related costs, which are necessary for successful project execution. Industry standards recommend a project contingency of 10% (\$18,018), and owner-related expenses for permitting and inspections are estimated at a maximum of \$5,000.

It is the recommendation of the Administration that the Board of Trustees approve the purchase order with Valley Electric in the amount of \$180,189 and authorize a total project budget of \$203,207 to ensure comprehensive project completion of the Carlyon Gym Lighting and Controls Upgrade.

If you have any questions, please feel free to contact me at (989) 686-9210 or via email at [robyoung@delta.edu](mailto:robyoung@delta.edu).

# Memo

**To:** Andrea Ursuy, Interim President  
**From:** Rob Young, Director of Facilities Management  
**Date:** March 10<sup>th</sup>, 2026  
**Re:** TMA Systems Software

The TMA software serves as the primary computer interface used by the Facilities Management team for day-to-day work order tracking, mechanical asset inventory, preventive maintenance scheduling, technician time management, and online customer work order requests. The software was originally purchased under a two-year contract in 2018, which has expired. Since that time, the contract has been extended on a year-to-year basis with no long-term commitment or cost savings paying escalation based on the given year, generally 7%.

On January 7, 2026, a Request for Proposals (RFP) was issued for facilities management software. The intent of this process was to secure a long-term agreement with the current vendor to control future cost escalation and to confirm that pricing remained competitive within the market. As part of the RFP process, we received a formal proposal from our existing vendor, TMA, as well as a pricing estimate from an alternative vendor based on facility size. TMA's proposal includes a five-year contract with annual escalation capped at 4%, resulting in a total five-year cost of \$137,419.70 and projected savings of \$12,693.39 compared to continued annual renewals.

Delta College	Year 1	Year 2	Year 3	Year 4	Year 5	Total	Multi-Year Savings
Auto-renewal (state of the state)-7%	\$26,103.27	\$27,930.50	\$29,885.63	\$31,977.63	\$34,216.06	\$150,113.09	n/a
3 Year Renewal 5%	\$25,615.36	\$26,896.13	\$28,240.93	\$29,652.98	\$31,135.63	\$141,541.03	\$ 8,572.06
5 year renewal 4%	\$25,371.40	\$26,386.26	\$27,441.71	\$28,539.38	\$29,680.95	\$137,419.70	\$ 12,693.39

The alternative pricing received was for a comparable facilities management software, FAMIS by Accruent. While the annual licensing costs were similar, ranging from \$22,000 to \$30,000 depending on selected features, the initial implementation costs were significantly higher, estimated between \$30,000 and \$60,000.

It is the recommendation of the Administration that the Board of Trustees approve the purchase order with TMA Systems in the amount of \$137,419.70 for the 5-year Facilities Management Software agreement.

If you have any questions, please feel free to contact me at (989) 686-9210 or via email at [robyoung@delta.edu](mailto:robyoung@delta.edu).

# Memo

**To:** Andrea Ursuy, Interim President  
**From:** Rob Young, Director of Facilities Management  
**Date:** March 10<sup>th</sup>, 2026  
**Re:** L & M Wings Renovation

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The L and M Wing Renovation Project has been a longstanding priority. The current imbalance of underutilized and overutilized areas has created challenging learning environments and limited functional space for both faculty and students. This project is designed to thoughtfully reconfigure and optimize the existing square footage through collaboration with faculty and administrative stakeholders. By strategically aligning space with programmatic needs, we can maximize efficiency and improve the overall academic environment. In addition, the remodel will support the return of the Heavy Duty Diesel program and provide the opportunity to remove outdated equipment, modernizing the space to better serve current and future instructional needs.

On January 22<sup>nd</sup>, 2026, we issued an RFP for competitive bidding, providing all applicable drawings and estimated project details locally. The bidding period remained open until February 11<sup>th</sup>, 2026. Throughout this process, we received multiple bids for this work from our local vendors.

- **William A Kibbe** – \$528,898.04
- **WTA Architects** – \$542,956
- **Three Rivers Architecture** – No Bid

During the bid review process, it was determined that the William A Kibbe proposal aligns with the project's scope and known project expectations. The submitted bid does not include contingency, Industry standards recommend an architecture contingency of 5% (\$26,444).

It is the recommendation of the Administration that the Board of Trustees approve the purchase order with William A Kibbe Architects in the amount of \$528,898.04 and authorize a total project budget of \$555,342.04 to ensure comprehensive project completion of the L and M Wing Renovation.

If you have any questions, please feel free to contact me at (989) 686-9210 or via email at [robyoung@delta.edu](mailto:robyoung@delta.edu).

# MEMO

**To:** Andrea Ursuy, Interim President  
**From:** Dr. Reva Curry, Vice President of Instruction and Learning Services  
**Copied:** Dr. Ski VanderLaan, Dean of Occupational Programs and Workforce Strategies  
Dr. David Hopkins, Dean Transfer Programs and Online Learning  
**Date:** 02/23/26  
**Re:** New Program

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## **Proposal**

It is the recommendation of the Administration that the Board of Trustees approve a new program, Skilled Trades in Instrumentation Technology - Advanced Certificate effective fall semester 2026. This is proposed by the Business and Technology Division.

## **Background and Summary**

This Advanced Certificate would provide a meaningful academic credential aligned with the existing RTI curriculum used by several of our employers. It would also help the college formally recognize completions that are currently unrecorded when apprentices finish their RTI but do not pursue further education. As many of our employer partners move toward combining skilled trades roles, we are seeing more journeyman electricians being hired who then require cross-training in instrumentation repair. This is a direct result of needs expressed at the last apprenticeship advisory committee.

**Staffing and Facilities:** Current staffing, facilities, and equipment will meet the needs of this program's startup.

**Financial Implications:** There are no anticipated costs for the program as all courses are existing.

**Skilled Trades in Instrumentation Technology - Advanced Certificate**

Fall First Year:

ET 100 Electrical Calculations (2)

ET 110 DC Circuits (2)

ET 120 AC Circuits (2)

Winter First Year:

ET 130 Conventional Controls (3)

ET 136 Grounding (2)

MT 220 Hydraulics and Pneumatics I (3)

Spring First Year:

SKET 219W Troubleshooting Instrumentation Systems (3)

Fall Second Year

ET 122 Programmable Logic Controllers (5)

SKET 216 Measurement and Control (4)

Winter Second Year:

ET 140 Motor Controls and Drives (4)

ET 280 Industrial Troubleshooting (3)

SKET 217 Calibration and Data Integrity (4)

Total Credits: 37

# MEMO

**To:** Andrea Ursuy, Interim President  
**From:** Dr. Reva Curry, Vice President of Instruction and Learning Services  
**Copied:** Dr. Ski VanderLaan, Dean of Occupational Programs and Workforce Strategies  
Dr. David Hopkins, Dean Transfer Programs and Online Learning  
**Date:** 02/23/26  
**Re:** New Program

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## **Proposal**

It is the recommendation of the Administration that the Board of Trustees approve a new program, Accounting Foundations – Certificate of Achievement effective fall semester 2026. This is proposed by the Business and Technology Division.

## **Background and Summary**

This certificate is designed to create a ladder into the Accounting Career Skills - Advanced Certificate then into the ABS. This was a request from the Advisory Board so that employers can hire earlier and then train while students complete FS Cert and/or ABS.

**Staffing and Facilities:** Current staffing, facilities, and equipment will meet the needs of this program's startup.

**Financial Implications:** There are no anticipated costs for the program as all courses are existing.

## **Accounting Foundations – Certificate of Achievement**

Fall First Year:

- ACC 211 Principles of Financial Accounting (4)
- ACC 212 Principles of Managerial Accounting (4)

Winter First Year:

- ACC 219 Data Skills for Accounting (4)
- ACC 229 Practical Intermediate Accounting (2)
- ACC 230 Payroll and Operational Business Taxes (2)

Total Credits: 16

# MEMO

**To:** Andrea Ursuy, Interim President  
**From:** Dr. Reva Curry, Vice President of Instruction and Learning Services  
**Copied:** Dr. Ski VanderLaan, Dean of Occupational Programs and Workforce Strategies  
Dr. David Hopkins, Dean Transfer Programs and Online Learning  
**Date:** 02/23/26  
**Re:** New Program

---

## **Proposal**

It is the recommendation of the Administration that the Board of Trustees approve a new program, Accounting Analytics – Certificate of Achievement effective fall semester 2026. This is proposed by the Business and Technology Division.

## **Background and Summary**

This certificate is designed to update the skills of current accounting professionals at all levels. It replaces the current Accounting - Professional Skills Advanced Certificate which was creating a roadblock to completion. The advisory committee supports this action.

**Staffing and Facilities:** Current staffing, facilities, and equipment will meet the needs of this program's startup.

**Financial Implications:** There are no anticipated costs for the program as all courses are existing.

## **Accounting Analytics – Certificate of Achievement**

Fall First Year:

- ACC 219 Data Skills for Accounting (4)
- ACC 220 Data Analytics for Accounting (3)

Winter First Year:

- ACC 221 Advanced Data Analytics in Accounting (3)
- ACC 222 Research and Technical Writing for Accountants (2)
- ELE – Approved Accounting Electives – any of the *following courses beginning with ACC – 110, 121, 215W, 217, 218, 227W1 228W, 229, 230, 235, 286, or 287. (4)*

Total Credits: 16

ONE-YEAR APPOINTMENTS

**Business and Technology**

Celeste Quiney  
Jim Miller

**Health and Wellness**

Amy Jaster  
Deborah Uhlian

**Science and Mathematics**

Allyssa Thomas  
Diane Wisniewski

**Social Sciences**

Peter Nkhoma

TENURE TRACK

**Arts and Letters**

Jenelle Salisbury  
John Chavez  
Melanie Fisher  
Qiana Towns Williams  
Suzanne Brown  
Trevor Fuller  
Elijah Meek  
Madelynne Gregory

**Social Sciences**

Amber Johnson  
Brandon Straight  
Donald Duchene  
Erin Corle  
Jerrard Johnson  
Melissa Wallace  
Craig Irvine

**Business and Technology**

Cynthia Grether  
Ethan Short  
Greg Tacey  
Steve Gormley

**Health and Wellness**

Amber Sleight  
Amy Wegener  
Ashley Howe  
Breanne Paisley  
Bryan Graybill  
Danni Linton  
Ericha Diegel  
Erica Collins  
Jeanne Woodbury  
Jessica Herek  
Kathleen Holsing  
Kati Kocot  
Katti Reynolds  
Lance Redwanz  
Nichole Webb  
Shannon Krolikowski  
Ryan Teeple  
Sabrina Kuhl

**Science and Mathematics**

Abigail Van Vuren  
Anne Quinn  
Brad Pretzer  
Konnor Brennan  
Casey Armour  
Eve Roller  
Jennifer Bourbina  
Jordan Hoffman  
Julia Katzbaer  
Katie Grappin  
Katie Howland  
Kelsey Pressler  
Maggie Zimmerman  
Rhonda Hughes-Seefeldt  
Tim McGuire

**Delta College**  
**Employee New Hires / Separations**  
**Board of Trustees Report**  
February 2026

**PROMOTIONS**

<b>Employee Group</b>	<b>Name and Position</b>	<b>Department</b>	<b>Comments</b>
Workforce Strategies	David Niedzielski - From Business Services Representative to Business Services Specialist - MIWorks!	Workforce Strategies	
Support Staff	Heidi Chernich - From Office Professional to Applications Specialist	Admissions	