

**DELTA COLLEGE  
BOARD OF TRUSTEES  
DINNER MEETING  
April 10, 2012  
Delta College Main Campus Room N 7**

**Board Present:** K. Ellison, R. Emrich, K. Higgs, J. MacKenzie , E. Selby, R. Stafford

**Not Present:** K. Houston-Philpot, K. Lawrence-Webster, D. Wacksman

**Others Present:** B. Baker, E. "Q" Beckman, T. Boudrot, W. Childs, C. Cornelius, C. Curtis, L. Dull, C. Dzurka, S. Enriquez, A. Givens, J. Goodnow, P. Graves, T. Grunow, G. Hoffman, L. Holoman, W. Kraynak, T. Lane, G. Luczak, D. Lutz, J. Miller, C. Morley, M. Mosqueda, L. Myles-Sanders, G. Przygocki, L. Ramseyer, A. Sinclair, T. Stitt, D. Wallace, B. Webb, M. Wiltse, M. Wood

Board Chair Robert Emrich called the meeting to order at 6:00 p.m.

Tamie Grunow introduced the topic, Collaboration in Diversity Recruitment, and the presenters: Gail Hoffman, Linda Holoman, Wendy Kraynak, Tom Lane, and David Wallace. The application system is now fully online and accommodates an increasing number of applicants. Average applications per posted position were 61.38 in 2011, up substantially over the prior 8 years. Wendy Kraynak explained that the online system also enables tracking geographical diversity of applicants, where they found information about Delta College. She said we are using social media to reach out to applicants, as well as contacting them with postcards and through graduate schools, career centers and affinity groups.

Linda Holoman described the current employee profile and contrasted the profile in 2000 when just 8% of faculty were from minority backgrounds compared to 11.9% in 2011, and 13.2% of all employees. The college uses voluntary demographic information provided by 96% of applicants. In the 2010 2011 fiscal year there were 68 positions posted, 3641 applicants, of whom 20% self-identified as minority. The College included ten customized questions on diversity written by Margarita Mosqueda, Tom Lane, Barry Baker and Scotty Walls in the recent PACE college climate questionnaire to employees, which will provide a baseline for comparison in future years.

Gail Hoffman described orientation of search committees and how she and Wendy Kraynak explain the concept of best fit, which includes diversity, encourage committee members to look for potential rather than qualifications beyond the degree level required, and to recognize teaching other than in community college. In order to avoid losing promising candidates, the application process remains open until the position is filled, and HR follows up on incomplete applications. Letters of recommendation may not be required. The Dean and Vice President attend teaching demonstrations, which they feel are more informative than the one-on-one office interview.

Dr. Emrich asked about teaching demonstrations by adjunct faculty and about the current ratio of courses taught by adjuncts, and Gail and Tom responded that while the goal is 65-35 full time to adjunct faculty ratio, during the enrollment increases recently the proportion has been 55-45% as the college flexes to offer classes while being aware that when job opportunities increase there will be decreases in enrollment. Mr. Stafford and Mr. Selby also expressed concern about adjunct excellence and the importance of monitoring performance. Dr. Lane pointed out the policy decision to convert remaining full time faculty positions to tenure track.

Gail Hoffman, Tom Lane and Linda Holoman commented on progress toward more diversity and the focus on measurable assessments such as the PACE survey. Dr. Emrich inquired about difficulties in recruiting, and Dr. Lane acknowledged that it is difficult to recruit people to this region. He said that the College's participating in the economic development of the region and its leadership in the Great Lakes Bay Region initiative will pay dividends in future recruiting. Bob Stafford noted the PACE results showing Delta scoring higher than the national comparison group, with a high percentage of employees responding, and Dr. Goodnow underscored that we are using data for continuous quality improvement.

Mr. Stafford asked what was done to increase diversity, and Dr. Goodnow responded that it has been a combination of focus on recruitment, working with the Human Relations Committee, input from the multicultural area, and overall team effort to improve climate, culture, and a continuing commitment to excellence.

There being no further business, the dinner meeting was adjourned at 6:50 p.m.

---

Leslie Myles-Sanders, Board Secretary