



THE FIRST 100 DAYS

Nerita L. Hughes Ed.D.

P R E S I D E N T



THE FIRST
100
DAYS

Nerita L. Hughes Ed.D.

P R E S I D E N T



A LETTER FROM THE PRESIDENT

Greetings,

Bay College is where we strive to be the community's college. It is our commitment to ensure success for students as a student-centered institution that supports the student learning experience; whether it is to complete a certificate, an associate degree, aid in successfully transferring to a four-year institution, or prepare students for the 21st century workforce.

Improving the lives of individuals by providing opportunities is the work that Bay College focuses on with each student's achievement in mind. We are an open access public institution welcoming all communities to our campuses and aspire to be the best by providing an environment that educates the mind, body, and soul. The high-quality programs and workplace engagement of caring employees enhance student success, community success, and the culture of success. This is what supports the economic vitality of both campuses in Escanaba and Iron Mountain, and the surrounding communities.

It is evident that our institution is committed to bridge the workforce gap through academic and workplace partnerships that build a pipeline for employers today and into the future. It is important to build strategic partners that will aid in elevating the work of Bay College and leverage resources to prepare our students for a globally competitive workforce.

I deeply appreciate the valuable input and guidance I received during my listening tours and look forward to collaborating and working together with each of you to lift Bay College and our communities to the next level.

Warmest Regards,

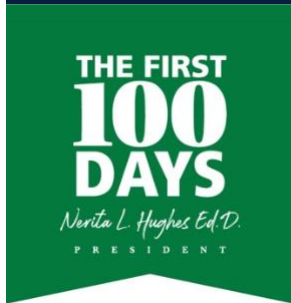
A handwritten signature in black ink that reads "Nerita L. Hughes Ed.D." in a cursive script.

Nerita L. Hughes, Ed.D.

President

CREATING COMMUNITY, THE BAY WAY

Refresh of Strategies, Structures, & Systems



Over 500 constituents participated in the 100 Day Listening and Learning Tour. Each tour included interviewing individuals and or groups including college affiliates, partnering organizations, K-12 school administrators, university leaders, community government officials, legislators, business leaders, board members and more.



WHAT SHOULD BAY COLLEGE START, STOP & CONTINUE?

Start

The idea for this question was to allow for radical imagination and ideation for all stakeholders. The responses ranged from engaging with key community members (specifically our native members) to strengthening our partnership with business & industry.

Stop

The idea for this question was to allow for all stakeholders to speak candidly about what has not been working and how we need to readjust because there is not an impact. Responses ranged from slowing down to focusing on key initiatives to controlling inconsistencies.

Continue

The idea for this question was to allow for all stakeholders to share what Bay has been successful in doing and making an imprint. The responses ranged from enhancing our student support to advancing our resources sharing efforts.

100 DAYS OF LISTENING, LEARNING & ENGAGEMENT



TOUR THEMES & NEXT STEPS

Four themes emerged during the first 100 days on my listening and learning tour. The themes will be used to inform Bay's strategic planning process winter semester, and as a springboard for progressive ideas and innovation fulfilling the mission of Student Success. Community Success. Culture of Success.

“Bay College recognizes that student success means different things to distinct individuals. No matter the milestones, each deserves a celebration.”

Build a Culture of Communication

We offer unique programming efforts on two campus locations which can present barriers because a clear pathway is not always prevalent. Moving towards “One Bay” with multiple campuses utilizes a unified approach to how we promote our programs both for credit programs (degree-seeking programs) and non-credit programming (non-degree-seeking programs) efforts.

We will ensure a holistic approach for our student outcomes and the care we provide each student and colleague. To provide clarity for how we align real-world application to pedagogical practices will require a shift in how we approach the “One Bay” mantra. We will focus on how we communicate to one another through an intentional collaborative effort.

“We want to clearly communicate how programs directly align with helping our students be prepared for the 21st century workforce.”

THE FIRST 100 DAYS TIMELINE

JULY 10



Took office as the 6th President of Bay College.

JULY 19



Attended 1st Board of Trustees meeting.

JULY 20

Introduced to the community at the Bay College Foundation Scholarship Golf Outing.

JULY 26-28



Introduced to Michigan Community College Association colleagues at Summer Conference.

JULY/AUGUST

Met with city managers, chambers, and economic development groups.

AUGUST 7

Attended Bay College Foundation Board welcome reception.

AUGUST 9

Participated in MI Governor's Higher Ed Summit at Henry Ford Community College.

AUGUST 11

HANNAHVILLE



Introduced to Hannahville Indian Community tribal members and staff.

AUGUST 14

Attended DSISD Superintendent Roundtable.

AUGUST 15-16



Senator Gary Peter's MI motorcycle tour, followed by UP Representative Jack Bergman hosted on the Escanaba campus.

AUGUST 17

U.P. State Fair Governor's luncheon with MI Governor Gretchen Whitmer.

Build a Culture of Care & Community

The college community is the center of the community. We educate our key constituents to ensure they always feel welcomed on both campuses. Mental health needs have increased over the years, so we will provide the resources to ensure the well-being for our students, employees, and community members.

We want to re-institute the community back into the community college. We aspire to be the premier institution where we are the first partner in the community as we look to build up the next generation of leaders. We are an open access public institution, so we want to make sure that our institution is perceived to be a safe environment which is why we have a zero-tolerance mentality and only want to aspire to be the best by educating the mind, body, and soul.

“It is critical that as an institution we establish a culture of care so we are doing everything we can to ensure students, employees, and community members work and live in a vibrant environment.”

Revitalize Our Brand & Value Proposition

As we continue to remove the rural community college stigma of small town=small thinking, we will strengthen our efforts as we hone in to the needs of our business/industry partners to become the “community’s college.” We want to amplify our brand awareness and address the issues preventing us from being the premier community college institution within Michigan’s Upper Peninsula (U.P.).

We will grow our enrollment through new marketing initiatives that intensify the “One Bay” focus. We want to equip our brand ambassadors with key messages and stories that help our institution to be more efficient and effective since the community college is the economic vitality of the community.

“We will enhance our diversity, equity, inclusion, and belonging efforts so that EVERYONE feels welcome, and it will be identified through our brand because representation matters.”

THE FIRST 100 DAYS TIMELINE

AUGUST 17

We will enhance our diversity, equity, inclusion, and belonging efforts so that EVERYONE feels welcome, and it will be identified through our brand because representation matters.

AUGUST 17

Started Business & Industry tours meeting business leaders including EMP, Systems Control, IMC, Loadmaster, CCI Systems, Champion Inc, Billerud, Able Medical Devices.

AUGUST 23

Addressed employees at Opening Days training.

AUGUST 28



Welcomed students on campus for fall semester.

SEPTEMBER 8

Participated in DIISD Superintendent Roundtable.

SEPTEMBER 15

Attended Bay College Faculty Association welcome reception.

SEPTEMBER 27

Advocated in Lansing with college lobbyist with visits to legislators McBroom, McCann, Markkanen, & Witwer.

SEPTEMBER/OCTOBER



Visited healthcare leaders including Schoolcraft Memorial, OSF, Marshfield, and VA Medical Centers.

OCTOBER 3

Met with Bay Sages organization providing educational opportunities for older adults on campus.

Reshape the Student Experience

We will realign and reevaluate our processes to ensure we are providing a seamless educational experience for our students. We must learn and apply lean and/or agile practices to enhance our procedures and experiences. We will focus on our enrollment management efforts to adequately project our enrollment numbers and processes.

Utilizing student input, we will enhance the student educational experience by simplifying an advising model and offering a menu of student services that will provide academic support for our students. Our goal is to ensure successful completion, retention, and persistence for all students so shifting to a student-centered institution will support the student learning experience.

“We will look at a redesign for a one stop model where “no wrong door” is applied for students to provide the appropriate educational or community resources needed to succeed at Bay College.”

Goal Areas





THE FIRST **100** DAYS

Nerita L. Hughes Ed.D.

P R E S I D E N T

Bay College
2001 N Lincoln Rd
Escanaba, MI 49829
baycollege.edu/president