

**NORTHERN MICHIGAN UNIVERSITY**  
**BOARD OF TRUSTEES**  
**Minutes of the Formal Special Session**  
**of**  
**Thursday, November 6, 2025**

A special formal session of the Board of Trustees of Northern Michigan University was held on Thursday, November 6, 2025, via Zoom video conference. The meeting was convened at 1:02 p.m. by Chair Stephen E. Young.

Trustees present included:

Mr. Stephen E. Young, Chair	Mr. Steven W. Lindberg
Ms. Venus Joy Brown	Mr. Gregory J. Seppanen
Ms. Melissa A. Holmquist, Vice Chair	Mr. Greg M. Toutant
Ms. Brigitte R. LaPointe-Dunham	Mr. R. Gavin Leach, ex officio

Trustees absent included:

Ms. Lisa I. Fittante

Senior Staff and Counsel present included:

Ms. Cathy A. Andrew, Secretary of the Board of Trustees  
Ms. Rhea E. Dever, Vice President – People, Culture, and Wellbeing  
Ms. Renee M. Sheen, Associate Director – Employee Experience  
Mr. Carrick Craig, Legal Counsel  
Ms. Ashley Higginson, Legal Counsel

*The meeting was live-streamed at:*

<https://nmuwildcast.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=5032d126-b37e-4418-b5ec-b38b010021f9>

**ROLL CALL**

Secretary Andrew took roll call and noted a quorum was met with seven Trustees present.

**NMU – AFSCME, LOCAL 1094 NEGOTIATED AGREEMENT**

Interim President Leach outlined the following points related to the negotiated agreement with the AFSCME, Local 1094 union:

- Three year agreement;
- Year 1: \$1.25/hour increase for all AFSCME employees, with provision no AFSCME employee would receive less than 6% overall;
- Year 2: 3.0% increase;
- Year 3: 3.0% increase;
- One-time payment to all AFSCME employees of \$400 upon approval of the contract;
- Effective October 1, 2025;
- Additional provisions:
  - Shift Pay:
    - 2<sup>nd</sup> Shift – increase from \$0.30 to \$0.40/hour
    - 3<sup>rd</sup> Shift – increase from \$0.40 to \$0.60/hour
  - Call-In Pay:

- Increase from 3 hours of pay at time-and-a-half to guaranteed 4 hours when called in;
- Sick Leave, Family Care Leave, and Annual Leave
- Changed to align with the other employee groups

The following action was taken:

**It was moved by Trustee Seppanen, seconded by Trustee Toutant, that the NMU Board of Trustees approve the negotiated agreement between Northern Michigan University and the American Federation of State, County, and Municipal Employees' Union (AFSCME) (AFL-CIO), Local 1094 Contract, which was ratified by the union on October 27, 2025, for the period of October 1, 2025 through June 30, 2028.**

Discussion followed:

Trustee Seppanen noted he was happy that NMU is continuing its effort of investing in its employees and believes this is a good contract for both the employees and NMU. He was happy that both sides of the negotiating teams were able to come to an agreement.

Trustee Toutant stated that the Board appreciates the efforts of all involved in helping complete the terms of the new agreement and looks forward to all that it will bring.

Interim President Leach clarified that the end date of the contract would be September 30, 2028.

Trustee Seppanen asked to amend his motion to reflect that correction:

**It was moved by Trustee Seppanen, seconded by Trustee Toutant, that the NMU Board of Trustees approve the negotiated agreement between Northern Michigan University and the American Federation of State, County, and Municipal Employees' Union (AFSCME) (AFL-CIO), Local 1094 Contract, which was ratified by the union on October 27, 2025, for the period of October 1, 2025 through September 30, 2028.**

Chair Young thanked Interim President Leach, Ms. Dever, and Ms. Sheen for their efforts and accomplishments in this process. Interim President Leach also thanked Mr. Matt Franti and the rest of the negotiating team members from both sides noting it's a team effort.

Being no further discussion, Chair Young called the question:

**On a roll-call vote, the Board voted as follows:**

<u>Aye</u>	<u>Nay</u>
Stephen E. Young	
Venus J. Brown	
Melissa A. Holmquist	
Brigitte R. LaPointe-Dunham	
Steven W. Lindberg	
Gregory J. Seppanen	
Greg M. Toutant	

Motion carried.

**PRESIDENT-ELECT OLSEN'S CONTRACT**

Vice Chair Holmquist provided the following general points related to President-elect Olsen's negotiated contract:

- Effective January 5, 2026 through June 30, 2031;
- Defines the terms and conditions of his employment, including duties and compensation as president;
- Appoints him as a faculty member with tenure in the History Department;
- Provides for an annual performance review by the Board of Trustees

The following action was taken:

**It was moved by Trustee Holmquist, seconded by Trustee Brown, that the negotiated contract for President-elect Dr. Christopher J. Olsen, effective January 5, 2026, be approved and that Chair Stephen E. Young be authorized to sign the contract on behalf of the NMU Board of Trustees.**

Discussion followed:

Trustee Holmquist said she appreciates the work of the team with the contract and is excited to be working with Dr. Olsen in the future as president of NMU. She is also excited to welcome him and his family to Marquette this weekend and at the community reception on Monday, November 10<sup>th</sup>. Trustee Holmquist also thanked Interim President Leach for his leadership throughout this transition noting it has been amazing working with him and she appreciates everything he has done to continue to move the university forward in his role.

Trustee Brown said it seemed like it was so far in the distance when this process started but here we are! She expressed her appreciation for the Presidential Search Advisory Committee (PSAC) and everyone who has worked on the process to get NMU to this point and the efficiency that was seen throughout the process.

Trustee Young agreed with Trustee Holmquist's remarks related to Interim President Leach noting the job he has done and NMU is lucky to have him in this role for the next two months. He also thanked the PSAC members for their efforts that started many months ago that led the Board to this point, particularly Trustee Emeritus Tami Seavoy for her leadership. He is looking forward to welcoming Dr. Olsen this weekend noting Dr. Olsen is hoping to join NMU at its December 2025 Board of Trustees meeting.

Being no further discussion, Chair Young called the question:

**On a roll-call vote, the Board voted as follows:**

Aye

Nay

**Stephen E. Young**

**Venus J. Brown**

**Melissa A. Holmquist**

**Brigitte R. LaPointe-Dunham**

**Steven W. Lindberg**  
**Gregory J. Seppanen**  
**Greg M. Toutant**

Motion carried.

**ADJOURNMENT**

Being no further business of this special session, Chair Young adjourned the meeting at 1:15 p.m.

Respectfully submitted,

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Cathy A. Andrew  
Secretary of the Board of Trustees