



Portsmouth Faculty Senate (PFS) Minutes

Date & Time: Friday, March 29, 2019, 12:00 PM

Location: Portsmouth Campus, Batten Center (B204)

In attendance: Siabhon Harris, Katrina Dash, Stacey Forgey, Sharon Water, Tom Siegmund, Suzanne Luna, Lorenz Drake, Geraldine Wright, Tiffanye Sledge, Steve Roane,

- I. Call to Order – Meeting called to order at 12:13 PM
- II. Chair Report
 - A. Campus wide Faculty Senate – Two motion. Tabled motion from PFS Motion was tabled after updates provided by the President that addresses some of the faculty concerns. Motion can be rewritten and resubmitted or withdrawn. The purpose of the motion is to let the administration know that faculty are concerned and want their concerns on record. If we don't put forward motions then how can the administration be made aware of faculty concerns? If we don't say anything then there is no record. It would still be useful to know how the restructuring is being evaluated and to see data from Wave 1 despite concerns about manipulation of data and the short timeframe before Wave 2 begins. We also want to know what is wrong with Wave 1 so that it can be corrected in Wave 2. The motion should be presented in a way that focuses on improving rather than stopping Wave 2.
 1. Previous motion: We (TCC) should base any academic restructuring changes on evidence collected from other institutions that have implemented similar changes. There should be an assessment of Wave 1 effectiveness before Wave 2 is implemented.
 2. Motion will be withdrawn (supported unanimously) and replaced with questions to be posed to the administration (provost, President, CAO, CWFS Chair). Questions will be added to questions being posed by Campus Faculty Chairs. Is there any centralized committee or plan to assess Wave 1? Would it help to form a subcommittee of the CWFS do this? What criteria are being used to assess Wave 1?
 - B. President's Town Hall – Information has been posted on SharePoint. Faculty will be receiving raises based on state budget. Classified Staff will also receive a merit increase. TCC is 21 out of 23 in meeting state requirements. Current reorganization will likely predict future success. Administration thinks we should have confidence in the success of the reorganization. Faculty should also have the issues at Eastern Shore Community College
- III. New Business
 - A. Approval of PFS minutes - Review of February minutes. Corrections to names and typos made. 11 in favor, 0 opposed. Minutes approved with edits.
 - B. Updates to Roster – Sharon Waters and Elizabeth Harris will be leaving PFS. We are short one person from Business, Public Service, and Technology as well as an adjunct. Suzanne Luna has agreed to join as our adjunct senate member.
 - C. Advisory Council Update – Geraldine Wright, Meeting with DeCinque Update – Tiffanye Sledge

1. Advisory Council Meeting – Main discussion was budget concerns. The decision was to continue using current budget parameters to analyze where money is being sent among the pathways. Current budget categories differ by campus and are not always clear and consistent. New categories and record keeping will be implemented to make it clear where money is being spent. Office supplies are college-wide and will not be divided by pathway. Specialized equipment will likely go through the Pathway Dean and then Provost. For Enrollment Services, the campus where the faculty is based should handle enrollment concerns. Release time procedures are still uncertain.
 2. Meeting with DeCinque Update – We have to move forward. There's nothing that can be done to re-staff Batten Centers or bring back staff due to budget concerns, but additional trainings are being offered to help reduce faculty stress about transition. Marketing will start to focus on the TCC student experience. This is in response to four-year institutions are lowering their standards and requirements to increase their own enrollment, which is putting them more directly in competition with TCC. There will be a conversation with ODU and other institutions to make a plan where TCC can help students that are not being successful or not ready for a four-year institution (backwards transfer). The big thing that TCC can offer than ODU and others cannot is smaller class sizes and more individualized attention. This experience needs to be emphasized more and will be part of future marketing. There are some concerns about changed in developmental education and whether TCC can provide the necessary student services that these students will need and whether that will place the burden on faculty. How will we handle students that are not ready for any courses or do not have basic skills.
- D.** 2019-2020 New senators; Officer Elections – New senators discussed above. Email will be sent out with a call for nominations for officer positions.
- E.** Parliamentary Procedures – Tom Siegmund – Email sent out with special rules and checklist. This will be discussed and voted on at the CWFS. The checklist will help in voting on specific aspects of the special rules. Please read through procedures and special rules prior to CWFS.
- F.** Campus motions - Motion from Chesapeake moving that evaluation and supervision of faculty become campus based. Norfolk campus bringing motion to open conversation about salary equity study. Salaries have not been made equitable based on years of service, degrees, or work load. General consensus is that the motion on salary equity is not useful at this time since there is no budget to actually rectify
- G.** Transfer VA – Geraldine Wright – We need to be a part of Transfer VA to ensure that we are included in transfer decisions that are being made. Faculty need to be involved to ensure that we are represented in any changes. It is happening very quickly. An email will be sent out asking for faculty to volunteer to assist with the process.
- H.** VRS ORP Meeting – ORP was meant to be very portable. In 2015-2016, several private schools sued HR departments because ORP is not performing the way that it is supposed to be. HR and our retirement system has a fiduciary responsibility to be monitoring ORP and ensuring adequate performance. Virginia is trying to get ahead of any potential lawsuits by examining the performance of ORP products, which are not currently

performing how they should be. There are questions about how this situation will be rectified. State has a salary match program that all faculty would be wise to start.

I. Organization of April CWFS meeting

J. Updates on Strategic Plan, General Education Competencies, Canvas Training

1. GEA Assessment – April 5th meeting. It is recommended that at least one person from each discipline attends this meeting to ensure that all courses have the correct competencies selected.
2. Email sent about course to take for those that want to teach online – TLC course replaces the TOP Elite course. If you are already certified to teach online, you are not required to take the course again but you can take it if you would like a refresher.
3. Reminder – VAWA training needs to be completed by March 31st. Forgot password link for the portal does not work. Email Davine Faulks-Brayboy who will send a temporary password to get into the training modules.
4. Strategic plan – Email from Kim Bovee has some dates for development of Strategic Plan. Meeting about Foundational Scanning for interested faculty is on April 12th from 11AM-12:30PM in the Green District Admin Building Room 602.
5. Canvas training update – There is a way to import Blackboard courses into Canvas but it is not being emphasized in trainings. Faculty are strongly encouraged to go to walk in sessions because there is help available.
6. Faculty Development Day on April 19th focuses on building rapport with diverse groups of students. It is from 9:30-3 at the Virginia Beach campus.
7. An email was sent out today publicizing committee vacancies and asking for faculty to serve.

IV. Old Business

V. Other items – Faculty discussion

VI. Next CWFS meeting – Thursday, April 4, 2019, 2:00 PM – Portsmouth campus, Student Center, Multipurpose Room E126 (Meet and greet begins at 1:30pm)

- A.** Geraldine Wright and Katrina Dash will be in charge of setup for CWFS

VII. Upcoming Portsmouth Faculty Senate Meeting

- A.** Friday April 26, 2019 at 12:00pm – Special Guest: Dr. Michelle Woodhouse, Provost

VIII. Close – Meeting closed at 2:16 PM