



Virginia Beach **MINUTES**

Date & Time: January 30, 2020 12:30 p.m.

Location: Blackwater Bldg., CW134

Virginia Beach Senators Attending: Melanie Basinger, Health Professions; Angela Bell, Secretary, Health Professions; Maureen Cahill, Arts and Humanities; Chris Cartwright, Engineering, Sciences and Math; Sam Duncan, Arts and Humanities; John Gallo, Engineering, Sciences, and Math; Sydney Gordon, Library; Kimberly Jones, Public and Professional Services ; John Krenzke, Vice Chair, Social Sciences; Dania Sinibaldi, Chair, Engineering, Sciences and Math; Tom Williams, Arts and Humanities.

Senators Not in Attendance: Kathy Buhrer, Engineering, Sciences and Math; Wendy Buie, Counseling; Diana Homsj, Engineering, Sciences and Math; Jared Oliverio, Computer Science and IT.

I. Call to Order: The meeting was called to order at 12:33 PM.

II. Review/Approval of October and November Minutes: Minutes approved as written.

III. New Business:

A. Beth Lunde presentation regarding salary compression: January meeting was not scheduled. Faculty developed questions to ask Beth Lunde at future meeting (see attachment).

B. January Learning Institute: The Learning Institute was well received by faculty. Concern was expressed regarding whether faculty were required to attend. It was determined that attendance at the learning institute was not required. It is an HR issue not a faculty senate issue if faculty were required by their Dean to take leave if they did not attend the Learning Institute.

C. Va. Beach Campus hosting College Senate meeting and reception for Dr. Conston on Feb. 6th.

IV. Chair's Report:

A. College-Wide Senate- All motions for the past three years were presented to President Conston for action including those related to salary compressions.

B. Academic Advisory Council

1. Distance Learning- The use of zoom in the classroom for synchronous instruction was discussed as a way to have students at Eastern Shore attend class remotely. Concerns from faculty include the need for tech support, student attendance/participation, and quality of instruction. Discussion regarding if there is a VCCS consortium available that allows students to take class from any location and how are the funds split between the home college and TCC also occurred.

C. VB Provost's Staff Meeting – nothing to report

D. Senate Executive Committee – nothing to report

V. Division Report:

- a. Social Science & Education
- b. Business
- c. Computer Science & IT
- d. Arts & Humanities
- e. Health Professions
- f. Science, Engineering & Math
- g. Public and Professional Services
- h. Counseling
- i. Library

Old Business:

Next College Senate Meeting –Feb. 6th on the Virginia Beach Campus with 1pm
Welcome Reception with President Conston, room K302.

Next VB Senate Meeting – Thursday, February 27, 2020- meeting place TBD

Thursday, March 26, 2020

Thursday, April 30, 2020

See the invites in your Outlook Calendar.

Close: Meeting adjourned at 2:42 PM

Respectfully submitted, Angela Bell, Secretary

Attachment

Questions developed by Va. Beach Senate to ask Beth Lunde:

1. How do we do a salary compression study like NOVA and TNCC?
2. Can we adjust the pay bands for cost of living in the area like NOVA does? A majority of faculty and students live in Norfolk, Chesapeake and Virginia Beach with most being from the Beach yet (and this is assumed) cost of living includes Suffolk and Portsmouth (where cost of living is significantly lower). Is the cost of living in the area skewed toward Virginia Beach where a higher percentage of faculty and students live? If not, why not, and can it be made to more accurately reflect the TCC population?
3. Why is it that Mountain Empire CC receives the same pay as TCC yet their cost of living is considerably lower than in our area?
4. Salary at the public schools (namely Virginia Beach Public schools) is higher than that for our TCC college faculty.
5. Cost of living increase should be at 4% yearly and we've received maybe a 2% increase and that did not occur yearly.
6. It's never a good time to ask for a raise. If enrollment is down, then the economy is up. If the enrollment is up, then the economy is down.
7. Who decides how much is given for each additional year of experience? When was the amount last adjusted? What criteria are used?
8. What exactly does a Salary Equity study affect? What exactly does a Salary Compression study affect? What is the difference between the two?