



College Faculty Senate Minutes

Date & Time: Thursday, November 4, 2021 @ 2pm

Location: Online via Zoom meeting

In attendance: Tiffanye Sledge (CFS Chair) Ruth Shumate (LRC), Tiffany Puttman, Sarah DiCalogero (N), Ivory Warren (N), Julia Arnold (N), Mary MacDougall (C), Elizabeth Briggs (C), David Ring (C), Kimberly Lee (P), Debra Dart (P), Geraldine Wright (P), Dania Sinibaldi (VB), Melanie Basinger (VB), John Krenzke (VB), Kimberly Jones (VB), Laurie Lawson (VB), Maureen Cahill (VB). Guests: Matthew Gorris, Heather F. Michael Fisher, Staci Forgey, Jennifer Hopkins, Carmelita Williams, Crystal Kirby, Amy Shay.

Agenda

- I.** Call to Order 2:05
- II.** Guest Speaker - None
- III.** Review and Approval of October 7, 2021 minutes
- IV.** Campus Motions
- V.** Chair Report – Tiffanye Sledge – See Appendix B
- VI.** Treasurer Report – Elizabeth Briggs
- VII.** Secretary Report - Maureen Cahill
- VIII.** Campus Reports – Campus Chairs – See Appendix B
- IX.** Committee and Representative Reports
 - A.** Academic Council – No Report
 - B.** Adjunct Committee – Elizabeth Harris/Jeff Acosta – No Report
 - C.** Faculty Development and Evaluation Plan – No Report
 - D.** Professional Development – Lydia Leporte – No Report Tiffanye Sledge would like a report by Dec. meeting.
 - E.** CFAC – Stacey Deputy – No Report
 - F.** FSVA – Geraldine Wright CNU BA to BFA (See the Portsmouth Senate Report)
 - G.** PAPC – Sarah DiCalogero – Governance Committees are submitting reports ahead of time. There is much duplication of effort. Time to review Dr. Bovee’s recruiting tool for governance and make any changes that will help explain governance to the college at large and recruit more members.
 - H.** Rewards and Recognition & Awards-Maureen Cahill & Sarah DiCalogero -- A new chair is needed. Maureen is stepping down.
 - I.** Communication Plan Committee - Elizabeth Briggs-- Send any suggestions to Elizabeth Briggs.
 - J.** ITAC - Information Technology Advisory Committee - Sarah DiCalogero-- Met two weeks ago. Forward thinking: What does TCC need to be? Remote work is not available to many staff

who support faculty. For some, retirement and moving on are the only options? What would make it enticing to work at TCC? How can remote work be leveraged? What additional technology needs do faculty have? Requests can be made through ITAC and John Morea. Faculty should be surveyed to determine unique needs.

K. Enrollment Committee - Sarah DiCalogero-- Meets weekly. NVCC defines the type of classes they offer clearly using simple language. Faculty and counselors have noticed that filtering classes is difficult and confusing for students. Mirroring NVCC's terminology and class selection tool would be helpful and eliminate barriers to enrollment. OER textbook information is also handled better at NVCC. As NVCC has a different interface, it seems that the VCCS does not control this type of course description and filtering tools. Let Kevin McCarthy know of enrollment barriers; he's on the enrollment initiative and is looking at the process.

L. Academic Affairs Workgroup (formerly, TCCISC) - Sarah DiCalogero/Eric Hayes/Tiffanye Sledge-- Some of the work should be in committees. A liaison is needed. The next meeting is Nov 12.

X. Initiative Updates

A. Program Prioritization -- The rubric continues to be revamped to more clearly match what is needed. Meetings are being held regularly on Fridays. The volunteer evaluators are participating in mock review sessions.

XI. Old Business

XII. New Business

A. Compression and Equity Study (Response to Motion)

XIII. Other items – Motions from the floor, etc.

Appendix A: Motions

Appendix B: Chair Reports

Collegewide Faculty Senate Chair Report

For the sake of time, the report will not be “read” at the meeting. Areas pertinent to faculty are emboldened below.

- The Executive Senate met with Drs. Conston and Woodhouse to discuss the equity and compression concerns, faculty burnout and academic integrity issues expressed by numerous English professors.
 - Discussion that the motion asked for the study to know our worth and necessarily not resultant pay increase given the College's fiscal constraints
 - Dr. Conston plans to address the misalignment of the VCCS Merit Pay policy with the current FDEP (taking this to CFAC)
 - VCCS-29

- They will revise the response to the motion [possibly] based on the above (see next primary bullet below), but concerns are that if a study is commissioned that there will be the expectation of immediate/timely execution and the college does not have those resources
- Drs. Conston and Woodhouse indicated that 5-week English classes are in demand and being taught at other institutions. However, they were both disturbed by the academic integrity concerns related to the dean pressing forward with offering classes in English that would not lead to student success and the larger issue of discounting faculty input
- Update on Response to the Motion that TCC commission salary equity and compression studies:
 - Faculty Senate submitted the Motion to Dr. Woodhouse on October 11, 2021
 - Dr. Woodhouse provided a preliminary update on October 28 indicating that work had begun on a response
 - On November 2, Dr. Woodhouse provided an update prior to a scheduled meeting with Executive Senate that the response was written and submitted to VP McCraig and VP Lunde for editing. After the meeting with Drs. Conston and Woodhouse, they have decided to revise the initial response and forward it on next week
- Withdrawals and Deletes: Faculty are being asked to please submit these forms. Student Services is now using these forms for call campaigns for retention. This semester the call campaign resulted in

Ad Hoc meetings, looking forward, etc.:

- Mark your calendars: Spring Learning Institute and Convocation scheduled for January 5-6
- Let's celebrate - We closed on the new Visual Arts Center on Oct 22, 2021 !
- Please continue to provide the links to your students so that they can access the various resources we have available:
- MFA Deadline: Nov 15, 2021 scroll down... read all the directions. Call Extension 2-2457 if you need assistance and they can reset it for you. Be aware that those using Apple Watch MAY have to go through the process twice.

- College-wide Faculty Senate Meetings 2021-2022 (meeting virtually via Zoom unless/until updated; hosting campuses listed below):
 - September 2, 2021 - 2 pm Norfolk Campus
 - October 7, 2021 - 2 pm Portsmouth Campus
 - November 4, 2021 - 2pm Virginia Beach Campus
 - December 2, 2021 - 2 pm Chesapeake Campus
 - February 3, 2022 - 2 pm Norfolk Campus
 - March 3, 2022 - 2 pm Portsmouth Campus
 - April 7, 2022 - 2 pm Virginia Beach Campus
 - May 5, 2022 - 2pm Chesapeake Campus

NOTE: *The campus that holds the final meeting of the academic year hosts the first meeting of the next academic year, campuses follow in alphabetical order.*

Chesapeake Campus

Meeting Date:	October 26, 2021, 12:30pm
Attendance:	<p>Dave Ring, (Chair / ENG) Kevin Brady (Vice-Chair / HST) Jennifer Hopkins (Sec. / IDS) Elizabeth Briggs (CST) Andrea Tomlin (HRT) Mary MacDougall (BIO) Libby Jakubowski (ED. ACC. / CNSL) Larry Nobles (RAC)</p> <p>Guests: Kelly Gillerlain (Campus Dean), Matt Gorris, Adriel Robinson</p>
Motions:	N/A
Update:	<p>GUEST Presentation: Dr. Gillerlain reviewed renovations to the Pass building and Whitehurst building through Cares Funding. Completion is tentatively set for June 2022. Scope includes Student Services improvements for most areas in the Pass Building. Improving student experience and services and some furnishings. There will be ongoing coordination required with other functions and programs like Theater in the Grove. Full landscaping overhaul including outdoor furnishings and hardscape.</p> <p>General discussion from faculty:</p> <ul style="list-style-type: none"> ● Concern over prioritization of campus improvements. ● Leadership mandated initiatives continue to fatigue faculty and morale is low. ● The academic structure continues to be problematic. ● Scheduling for Spring 2022 including equitable distribution of courses between campuses continues to be problematic. <p>Cindy Welch (enrollment) retires at the end of the month – Enjoy retirement!</p>

	Nov. 3 – TCC Vaccination clinic by Chesapeake Health Department - Email forthcoming.

Norfolk Campus

Meeting Date:	October 26, 2021 @ 12:30 pm
Attendance:	Waiting for draft minutes
Motions:	None
Update:	Discussed motion sent to Senate last month. Academic Council Update.

Portsmouth Campus

Meeting Date:	October 29, 2021 @ Noon
Attendance:	Tiffanye Sledge*, Geraldine Woodberry-Wright*, Kimberly Lee*, Debra Dart*, Darryl Perkinson*, Staci Forgey, Carmelita Williams, Elizabeth Harris, Rebecca Vonderhaar, Katina Harris-Carter <i>*denotes senator</i> Lost quorum at 1:29PM
Motions:	NONE
Update:	<ul style="list-style-type: none"> • Discussion of the need for guidelines regarding using Zoom in face-to-face classes to allow students out on Covid protocol.

- FSV report included the need for faculty senate representatives to develop a rapport with TCC's government relations representative. Need to identify TCC's rep.
- Who should the FSV dues invoice go to?
- Chairs had training to begin implementation of adjunct faculty growth and development plan. Will faculty asked to complete classroom observations who are not chairs have training?
- Discussion of potential conflicts between SCHEV and accreditation agencies and how this affects program prioritization. SCHEV is looking at job requirements to validate programs, but accreditation agencies have other requirements. Correction: CNU wants to change its BFA to a BA. SCHEV requirements SUGGEST that they want to eliminate FA because the degree is not valid. No one at SCHEV is in FA
- Need for having a clear and documented process for FPDF. This is especially important with the increase in funding as faculty need to use the money to validate the increase.
- Why did TCC choose not to be a part of the VCCS vaccination portal? Can cause issues for faculty who teach at more than one VCCS institution.
- Dr. Woodhouse wants faculty to provide documentation of bookstore issues as the long-term bookstore contract is still under review and based on the ongoing problems with Barnes and Noble.
- There are TransferVA issues particularly regarding the potential of adding prerequisites to certain courses and how that impacts programs that cannot add another course to meet the prereqs.
- We need to address faculty burnout and how only a fraction of faculty are consistently involved.
- Concerns of returning to campus with no social distancing and potential loss of mask mandate.
- Discussion of three pay inequity issues: no merit-based promotion opportunity even though VCCS states available, compression, and equity. Even if all cannot be addressed at once, the potential to fix the merit-based issue to be in compliance might lend support for the need of compression studies at the least.
- MFA roll-out will need clear faculty and student support.

	<ul style="list-style-type: none"> Faculty webpages: even if faculty do not have their own web pages that they can update, there is a need for faculty presence on the website, e.g., a directory by pathway with picture and bio, etc. (Ane Pearman from the DLTC added some information about potential Canvas links or other web pages. She will contact John Morea to see what can be done.
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Virginia Beach Campus

Meeting Date:	Oct 28, 2011
Attendance:	<p>Present: Dania Sinibaldi, John Gallo, Cheryl Nabati, Alan Holck, Amy Shay, Kimberly Jones, Laurie Lawson, Ian Springer-Woods, Maureen Cahill, John Krenzke, Melanie Basinger, Tiffany Putman,</p> <p>Absent: Jason Armstrong</p> <p>Other Attendees: Michael Fischer, Annetta Doolittle</p>
Motions:	None
Update:	<ul style="list-style-type: none"> VB Senate vacancies Proposed update to VB Campus Senate Bylaws due to organizational changes Updates shared from the College Senate, Academic Affairs Council, Program Prioritization, and VB Campus Team Leadership Meetings. Faculty Pulse: Three standout topics: 1) overwhelming number of new initiatives 2) impact of short term class sessions on faculty & students and 3) returning to campus. <ul style="list-style-type: none"> (1) and (2) Faculty are faced with replanning all courses to fit the new shorter terms, some terms are easier than others, even more difficult when feeling Pandemic PTSD. Faculty are thinly spread. Shorter-term courses require faculty to provide quick feedback. Reduced class size would be helpful to allow faculty to manage the increased workload. (2) TCC needs to communicate better with students as to what to expect in the shorter term classes as many assume shorter sessions will be less work when in fact it is the same amount of work but in a condensed time frame. The student's weekly time in class AND expected time commitment outside of class is much higher. For a 7-week session it's the same amount of work as the 15-week session but in half the time. Ane Pearman is on the short session sub-committee and offered some insights into the reasons these classes were being offered. (2) Allowing late enrollment in a short term class (like a week into a 5wk or 7wk course) would be detrimental to many students

	<ul style="list-style-type: none"> ○ (2) What about students with accommodations in a shorter-term? Work with the advisor if there is an area of difficulty such as an accommodation that allows for extensions. ○ (3) Faculty want to come back to campus but also want to feel it's safe for both them and their students to return. While health professions has had good success, it's noted that they are 4.0 GPA students who already realize the significance of masking and social distancing. Does this truly reflect the general population of students? ○ (3) What if a faculty member gets CoVid or a student gets CoVid. The process the faculty member would implement should be reflected in the syllabus. Students should be aware if classes will pivot to being offered via Zoom. ○ (3) What is the CoVid plan to be socially safe in the classroom? Idea: put entrance/egress social distancing plan on the classroom wall just as is the "in case of fire". ○ (3) Presently, with few on campus, there may be only one faculty member in a building and no one else. We seem to lack security personnel. "It's a ghost town." ○ (1) MultiFactor Authorization required by Nov 15th is too soon. Why can't it be implemented between semesters?
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Appendix C: Committee and Representative Reports

- Professional Development – Lydia Leporte
 - *Update will be provided at the December meeting; be reminded that we did increase funding this year
 - Total budgeted:
 - Total Committed for Use:
 - Remaining Balance:
- Chancellor's Faculty Advisory Committee (CFAC)-Stacey Deputy

Appendix D: Summary of Faculty Senate Motions 2017-2021

<https://docs.google.com/spreadsheets/d/1kCE0x6TCies71UN-5fWTAjDtIO0aWme7ZXhsWj5AhK4/edit?usp=sharing>

Appendix E: October 7, 2021 Draft Minutes

<https://docs.google.com/document/d/1UFfNqyQInHRauJxjnarNYqPMBB0VEH8rmtiQVa9TIYk/edit?usp=sharing>

Appendix F: Faculty Senate Professional Development Funding Guidelines

<https://docs.google.com/document/d/17kJATDmysKoxfL2NVBSdf9qUwbPX9jPhbyKI6OaZHQU/edit?usp=sharing>

Appendix G: Links to Documents

Meeting adjourned 4:15 pm. (check time with others It could be off).