



College Faculty Senate Meeting Minutes

Date & Time: Thursday, February 3, 2022 @ 2pm

Location: Online via Zoom meeting

Tiffanye Sledge (Chair) is in attendance, Elizabeth Briggs is acting as Secretary

Ex Officio - Sarah DiCalogero is not present.

Attendance:

Voting Senators

Chesapeake: David Ring, Kevin Brady, Jennifer Hopkins

Norfolk: Jeff Acosta, Julia Arnold

Portsmouth: Debra Dart, Kimberly Lee, Calvin Scheidt

Virginia Beach: Dania Sinabaldi, John Krenzke, John Gallo, Kim Jones,

Library Representative: Ruth Shumate

Non-voting Executive Committee:

Elizabeth Briggs, Treasurer/Communications

Guests: Mary MacDougall, Crystal Kirby, Michael Fischer, Elizabeth Harris, Matthew Gorris, Alan Holck, Beth Callahan, Carmelita Williams, Carolyn Phillips, Heather Fitzgerald, Sean LaCroix, Sylvia Ross, Stacy Deputy, Ian Woods, alrobinson,

Agenda

- I.** Call to Order
- II.** Review and Approval of December 2, 2021 minutes
- III.** Campus Motions

From Portsmouth, amended to first two points:

The TCC Faculty Senate requests that:

1. The Administration reconsider taking the space on the Portsmouth Campus (The Firm) and offering it to the Rivers Casino Portsmouth which thus displaces students and faculty including an impact to our largest sponsored program (NNSY).
2. We further request documented justification of how the college is moving forward with offering this space without adherence to policy. In particular, TCC Policy 3204 allows for the use of college

facilities, including academic and non-academic spaces and exterior areas, by external entities for periods of NO MORE THAN 60 DAYS total per year.

Motion Passed

Aye's - Dania Sinibaldi, Debra Dart, Calvin Scheidt, David Ring, Jeffrey Acosta, Jennifer Hopkins, John Gallo, Julia Arnold, Kevin Brady, Kimberly Lee, Ruth Shumate

Nay's - None

Abstention - John Krenzke

IV. Chair Report – Tiffanye Sledge –

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.

Ongoing/Open Concerns:

- **Pay Equity and Compression Study:** Faculty Senate response to Administration’s Pay Equity and Compression reply
 - Preliminary response in process based on market data
 - Request sent to AVP Lunde for the following information:
 - Whether compression and/or equity studies have been conducted for Staff and Administration since FY 2011/2012 up through the current fiscal year and/or the calendar year
 - Gross and net number Administrator positions that have been added within the past 2 years (including the current fiscal and academic year) in addition to the total cost of those positions to the college
 - Aggregate compensation data by job classification and related, whether there is a VCCS policy that prohibits Administration from having higher collective earnings than the faculty aggregate (asked for reference to this policy if it exists)
 - Is there policy that justifies compression in cases where new faculty salaries are significantly higher than veteran faculty salaries - particularly when the veteran faculty have more experience and education? If there is not a policy, what is the College’s official position on this?
- **MFA (Student Rollout):**
 - VCCS pushed back to May/June for revised system deadline
 - TCC still adhering to the February 14 deadline
 - Those not in compliance by this time will be contacted (sent inquiry as to who/how/etc.
 - FIDO Keys are free to students who need them, but replacements will carry replacement fee
- **Return to Campus:**
 - Return reset for Feb 1, 2022
 - Be reminded of the new COVID Reporting Tool:

<ul style="list-style-type: none"> ● Transfer VA: <ul style="list-style-type: none"> ○ Reminder that the Portal goes live March 2022
<p>New Information:</p> <ul style="list-style-type: none"> ● Jan 10, 2022 PC Meeting: <ul style="list-style-type: none"> ○ 5th Year Report due this year (SACSCOC) ○ Several Areas for Review related to: qualifications, adequate staffing, program coordinators, student achievement, student Outcomes, Student support services <ul style="list-style-type: none"> ■ Important for Faculty: <ul style="list-style-type: none"> ■ Faculty Staffing plan is reviewed each year and must make the case that: <ul style="list-style-type: none"> ● We have enough faculty in each program

V. Treasurer and Communications Officer Report – Elizabeth Briggs - No updates

VI. Secretary Report - Maureen Cahill - No updates

VII. Campus Reports – Campus Chairs –

Chesapeake Campus

Meeting Date:	Jan 25 @ 12:30 via Zoom
Attendance:	David Ring, Kevin Brady, Elizabeth Briggs, Jennifer Hopkins, Larry Nobles, Andrea Tomlin, Mary MacDougall, Libby Jakubowski, Sean LaCroix, Vince Gary, David Kiracofe, and Matthew Gorris
Motions:	n/a
Update:	<p>A. Concern about wording of the Inclement weather message sent out on January 20, 2022 through TCC Alerts – Faculty voiced concern over the wording of the following TCC Alert message: <i>“Due to the inclement weather, Tidewater Community College will close at 2 p.m. today, Thursday, January 20, 2022. All in-person and online classes, and activities, are canceled. TCC will remain closed, cancelling classes and activities on Friday and Saturday. Unless otherwise notified, college operations and remote work and learning will resume on Monday, January 24, 2022. Students should</i></p>

	<p style="text-align: center;"><i>consult their course syllabi or with their instructors for information about how the college's closing affects classes and assignments."</i></p> <p>Concerns include:</p> <ol style="list-style-type: none"> 1. Consideration of negative impacts of cancellation for online and synchronous classes had apparently not been considered. (Why were these canceled if they are meant to be delivered remotely / not on campus?) 2. Consideration of negative impacts of cancellation for Dual Enrollment courses had apparently not been considered as well. (The public school districts depend on these courses but have different schedules and requirements. How do we honor our obligations to the high schools when TCC courses are canceled?) 3. The impacts of class cancellation in online and synchronous sections that are compressed session lengths (3/5/7/10) had apparently not been considered. (Cancelling an online or synchronous class in these short sessions means vital content will likely not be covered for lack of time.) <p>In an attempt to get ahead of possible future weather cancellations, the Chesapeake Faculty Senate will seek clarification from leadership either through Academic Affairs or through the college-wide Faculty Senate about the wording of TCC Alert messages going forward. Who is in charge of sending TCC Alert messages? Is it possible to re-open at times that better correspond to the majority of our synchronous and F2F schedules?</p> <ol style="list-style-type: none"> B. TCC Website – The TCC website continues to contain outdated information. Faculty seek clarification on who is in charge of the website and updates. C. Remote learning – Plans for returning to the classroom remain unclear. Will faculty and students return on February 1st or continue teaching remotely?

Norfolk Campus

Meeting Date:	Feb 1, 2022 1-2 pm via Zoom
Attendance:	Jeff Acosta, Julia Arnold, Beth Callahan, Richard Gill, Christopher McCammon, Meredith Pollard, Ivory Warren, Shannon Ponack, Sylvia Ross, Carmelita Willams, Sarah DiCalogero (chair)
Motions:	None
Update:	<ul style="list-style-type: none">• Discussion of how well prepared is the college for the return to F2F classes? A senator that teaches in both VA Beach and Norfolk indicated reports that the VB campus was apparently less well-prepared than the Norfolk campus.• A faculty member mentioned a colleague is having a difficult time getting the college to pay for professional memberships. Sarah DiCalogero will follow-up and engage the executive committee if necessary.• A senator reported that there have been security lapses in the Walker Building. Chair to follow-up with campus security and the Campus Dean (Thomas Chatman)• Several senators stated concern about pressure from the state government regarding the perceived or actual teaching of critical race theory, especially given the general lack of exact definitions when it comes to what CRT is.• There was a discussion concerning online synchronous classes and whether or not they would remain if and when we entered a post-pandemic world. The CAO, Dr. Woodhouse has indicated several times that they are here to stay. A senator mentioned that many of their f2f students were now reluctant to return to campus. As a reminder, f2f classes can move to remote if every single student agrees to the change and there is an instructor-created documented survey in Canvas they can return to synchronous.• A question was asked concerning whether or not MFA authentication was still happening by February 14. Although the VCCS has allowed for more time to get students onto MFA authentication the latest news is that TCC will keep the February 14th date. A senator noted that FIDO keys are available through the campus dean's office – the first one is free, after that students have to pay to replace them.• A senator has concerns about a student who enrolled in a class for the fourth time after being unable to complete it before. She sent an early alert preemptively. M. Pollard said this would not have happened without an advisor's participation. S. DiCalogero said that early alerts at present do not require the office to notify faculty when the student has been contacted. Faculty would need to go to the early alert system to see what steps have been taken.• Doral Jackson is the new Norfolk educational accessibility counselor• M. Pollard mentions the need for a new administrative assistant in Student Services

Portsmouth Campus

Meeting Date:	January 28, 2022
Attendance:	Debra Dart*, Kimberly Lee*, Stephanie [Missy] Comer*, Harlan [Skip] Krepcik*, Derek Laws*, Gabrielle Penington*, Darryl Perkinson*, Tiffanye Sledge*, Carmelita Williams, Elizabeth Harris, Evelyn Coutee, Janice Felton, James Brockington
Motions:	<p>The TCC Faculty Senate requests that:</p> <ol style="list-style-type: none">1. The Administration reconsider taking the space on the Portsmouth Campus (The Firm) and offering it to the Rivers Casino which thus displaces students and faculty including impact to our largest sponsored program (NNSY) as the overarching goal.2. In support of the overarching goal, we further request documented justification of how the college is moving forward with offering this space without adherence to policy. TCC Policy 3204 allows for the use of college facilities, including academic and non-academic spaces and exterior areas, by external entities for periods of NO MORE THAN 60 DAYS total per year.3. We further request that the Administration provide a detailed analysis of how the college benefits financially and otherwise from this proposed arrangement with the Rivers Casino, including why we are displacing academic classes which generate FTE. We ask that as part of that analysis, the Administration provide a detailed plan regarding how the college will move forward to ensure that the same adequate or better space is provided for students and faculty in the displaced without displacing other programs, which is listed as a priority In Policy 3204. Simply, regarding this latter request, where is the space coming from for the “new/proposed” Firm that will be built and how does that avoid penalty for credit-bearing programs?4. We are requesting a detailed analysis of the factors that informed this decision as well as why it was not discussed with those affected. We ask for details regarding how providing academic classroom and office space to a corporation will impact the programs in the future including the ability of the programs that use the Firm to grow? Given the constant message of fiscal uncertainty, we ask that the Administration please inform the Faculty Senate of the specific reasons for offering space to a corporation who can fund its own build out of a training space when the message has constantly been that the college’s fiscal position cannot support other much-needed actions?5. We would finally like to request that the Administration consider offering space at the Skilled Trades Center given how rapidly that site is expanding and based on the fact that the purposes for which the Rivers Casino will use The Firm are not attached to any credit-bearing academic program. If this is not an option that Administration deems fit based on the funding model for community colleges in the Commonwealth of Virginia, we respectfully ask that Administration share their standing position on offering College resources in situations that could negatively impact FTE in favor of something that is not even a college program.

	<p>The following are underlying concerns:</p> <ol style="list-style-type: none"> 1. COVID- The Firm is an excellent space to utilize as students return to campus. The way the seating is organized each student is provided the necessary space needed for social distancing. The instructor is also provided safety by the allotted distance from the students. 2. The elimination of a Business Pathway Computer Lab - Due to the operation and partnership of the NNSY during the day the computer labs are slim for the Business Pathway classes prior to COVID. Since the increase in enrollment and the hopes of its continued growth, what other computer labs will be of usage? 3. The Purpose of the Firm - The Firm was established to teach both corporate and medical students how to function in a simulated office setting. The functionality of the room provides cubicles, a conference room, and a work/break room, an environment found in most offices. Courses taught in this classroom have provided our students with a practical experience of how an office is run, how to be accountable and the importance of taking responsibility for their education. There is a manual that is followed with its own policies and procedures customized for each course taught. In doing so the traditional classroom method is not recognized. Not only has this environment developed admins for local medical and business facilities, but it has prepared many of the administrative assistants working here at TCC! It was the concept of the FIRM which provides our administrative assistant students opportunities with the Norfolk Naval Shipyard while still in school. The shipyard pays their tuition and provides funding for textbooks, this does not include the pay and benefits earned while working and continuing school. 4. Low Usage times versus peak programmatic usage – While there might be periods during the day with low usage, with the pivot back to traditional formats as COVID numbers decline the program should see increased usage. The Firm plays a critical part of Program Learning Outcomes for the programs that use the space, this has a major impact on students. Faculty are also looking forward to returning to the Firm. Our experience online has been challenging providing the soft skills needed to be successful within any business. <p>*Amended to cover just initial points 1 & 2 - see Campus Motions</p>
<p>Update:</p>	<ol style="list-style-type: none"> A. Equity and Compression Studies – Executive Senate is drafting a response to the administration response to the motion B. Transfer VA – ITE 115 and ITE 119 is going away and replaced in ITE 152 ; TransferVA Portal is going live in March 2022 C. Multi-Factor Authentication – As per above, student deadline is now moved to May at the earliest; there are training videos and Zoom training sessions for students D. There is a need to add links for Service and Support for students <p>Next PFS Meeting – Friday, February 25, 2022 via Zoom Adjournment – Meeting ended at 2:00 PM</p>

Virginia Beach Campus

Meeting Date:	Thursday, January 27, 2022 via Zoom
Attendance:	<p>Present: Dania Sinibaldi, Melanie Basinger ,John Krenzke, John Gallo, Alan Holck, Cheryl Nabati, Ian Springer-Woods, Lauren Lawsen, Amy Shay, Maureen Cahill</p> <p>Absent: Jason Armstrong, Kimberly Jones, Jared Oliverio</p> <p>Guests: Michael Fischer</p>
Motions:	NONE
Update:	<ul style="list-style-type: none"> ● Brief updates shared from recent College-Wide Senate meeting, VB Leadership Team meeting, Program Prioritization meeting, Executive Senate and Academic Affairs Council meetings. ● VB Campus Senate Bylaws updated/ratified to reflect changes to organizational structure ● VB Senate vacancies ● Bookstore issues: online orders canceled, books still on backorder, links don't work, only one person working in-store, bookstore closed when supposed to be open, ... Apparently book orders are based on November enrollments which is why there are never enough texts for the students seeking to buy one. It was noted that the bookstore manager receives a bonus when inventory is below a certain level. ● Return to campus - faculty want TCC mask mandate to stay as per CDC guidelines ● Return to campus - known sick buildings with mold and poor air quality (15+ yrs) still not fixed. ● Request reasonable class sizes as per Best Practices for online, Dev Ed, and/or subject matter. Larger class sizes helps no one. "Faculty cannot follow best practices without the proper support from the college." ● Request adequate tutoring services for our students ● Faculty assigned to teach a mini-mester without their consent; this should never happen. ● Health Professions are now required to have advisory board meetings TWICE per year with one of those two meetings being in-person. No reasoning as to why once a year wasn't enough and then why in-person? In-person requires catering, etc. Faculty are already overly burdened. <p>QUESTIONS FROM FACULTY THAT WERE NOT DISCUSSED</p> <ul style="list-style-type: none"> ● Why are online classes canceled on a snow day? ● Why are we teaching 7 week classes instead of 8 week classes?

VIII. Committee and Representative Reports

- A.** Academic Council
- B.** Adjunct Committee – Elizabeth Harris/Jeff Acosta - Would like to see SIS Rosters identify all dual enrollment students, including those who are enrolled in programs.
- C.** Faculty Development and Evaluation Plan
- D.** Professional Development – Lydia Leporte

There are two major issues Lydia raises:

A major issue right now is TCC Accts Payable department taking months to pay requests for membership and conference registration fees. This may be because of the move back to the old paperwork purchase order instead of the online system. However, A/P needs to get on the ball and get approved funding requests approved MUCH faster.

We are currently only at 32% usage on the PDF funds used (see below). I propose that the Senate vote to permanently increase the limits for \$2175 to full-time and \$1050 for adjuncts.

Total Used: \$76,241.12

Total Remaining: \$158,758.88

FT Usage: \$52,634.40

Adjunct Usage: \$23,606.72

- E.** CFAC (Chancellor's Faculty Advisory Committee) – Stacey Deputy -

Spring CFAC meeting March 24-25th at the VCCS office

December 2021- I requested the language of the Merit Pay Policy (VCCS Policy Manual 3.8.11, Item VII) be changed to reflect our current evaluation system ratings of meets

expectations/doesn't meet expectations. I submitted a draft of possible language for the

Faculty Issues subcommittee of ASAC to consider. ASAC has their first meeting of the semester in early March. I hope to have an update then.

- F.** FSVA – (We need a new TCC representative)
- G.** PAPC – Sarah DiCalogero
- H.** Rewards and Recognition & Awards-Maureen Cahill & Sarah DiCalogero
- I.** Communication Plan Committee - Elizabeth Briggs
- J.** ITAC - Information Technology Advisory Committee - Sarah DiCalogero
- K.** Enrollment Committee - Sarah DiCalogero
- L.** Academic Affairs Workgroup - Sarah DiCalogero/Eric Hayes/Tiffanye Sledge

IX. Initiative Updates

X. Old Business

XI. New Business

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

Continued working on additional concerns regarding the loss of the Firm. Quorum was lost, so the motion was prepared to be sent out for an email vote.

Motion sent out for email vote:

Context:

The Purpose of the Firm - The Firm was established to teach both corporate and medical students how to function in a simulated office setting. The functionality of the space provides cubicles, a conference room, and a work/break room: an environment found in most offices. Courses taught in this classroom have provided our students with a practical experience of how an office is run, how to be accountable and the importance of taking responsibility for their education. There is a manual that is followed with its own policies and procedures customized for each course taught. In doing so the traditional classroom method is not recognized. Not only has this environment developed administrative professionals for local medical and business facilities, but it has prepared many of the administrative professionals working here at TCC! The concept of the FIRM provides our administrative professional students opportunities to work within the Norfolk Naval Shipyard and prepares them for direct hire. The Shipyard pays their tuition and provides funding for textbooks; this does not include the pay and benefits earned while working and continuing school. It also provides support for the Norfolk Naval Shipyard Apprenticeship Program. In light of COVID concerns, The Firm provides seating that allows each student the necessary space needed for social distancing. The instructor is also provided safety by the allotted distance from the students.

Concerns and Questions Faculty would like addressed regarding the decision to give this space to Rivers Casino Portsmouth:

1. We ask that the Administration please inform the Faculty Senate of the specific reasons for the necessity of offering this particular space to a corporation who can fund its own build out of a training space?
2. Was the Skilled Trades Center considered for this need?
3. Will any other spaces be impacted by this partnership?
4. Was this discussed with the Deans and Faculty of the impacted Programs?
5. Has administration considered the impact this will have on the student experience and potentially student success as these programs begin to transition back to on campus instruction?
6. How does the college benefit financially and otherwise from this proposed arrangement with the Rivers Casino Portsmouth?
7. Was The Firm grant funded, and if so was there a stipulation that allows the space to be repurposed for non-academic use?
8. How will the college move forward to ensure student needs are met in the interim, and how will administration ensure the new space that will be created for displaced students and faculty will not impact the scheduling and success of other programs, which is listed as a priority in Policy 3204?
9. Due to the operation and partnership of the NNSY during the day the computer labs are slim for the Business Pathway classes prior to COVID. What steps have been taken to ensure that sufficient computer labs are available and accessible for these classes?
10. We respectfully ask the administration to share their standing position on offering College resources in situations that could negatively impact FTE and thus negatively impact our funding.
11. What steps have been taken to track and compensate for the impact on programs of lost FTE?
12. Are there any future initiatives in process that could impact academic spaces for non-FTE producing efforts across the college?

Motion Passed

Aye's: Debra Dart, Calvin Scheidt, David Ring, Jeffrey Acosta, Jennifer Hopkins, John Gallo, Julia Arnold, Kevin Brady, Kimberly Lee, Ruth Shumate, Sarah DiCalogero

Nay's: Laurie Lawson

Abstentions: Dania Sinibaldi, Geraldine Woodberry-Wright, Maureen Cahill, Ian Springer-Woods, Melanie Basinger, John Krenzke, Kim Jones