

**Attending:** Angela Bell (VB); Maureen Cahill (VB); Stacey Deputy (C); Sarah DiCalogero (N); Susan Dozier (VB); Lorenz Drake (P); Judy Gill (N); Richard Gill (N); Siabhon Harris (P); Alison Harwell (Counseling); Tom Hilton (VB); Elynn Hodgins (VB); John Krenzke (VB); Sean LaCroix (C); Garrison Libby (VB); Monica McFerrin (Past-Chair); Nancy Prather-Johnson (P); Olivia Reinauer (Library); Tom Siegmund (P)

**Guests Present:** David Howell, Rodney Beckner, Kimberly Jones, Harlan Krepcik, Julia Arnold, Amanda Burbage, Ted Tyler, Laura Sanders, Judy Williams, Tom Garrett, Elizabeth Harris, Matthew Gorris, Libby Watts, Matthew Watts, Katrina Dash

- I. Call to Order – 2:05 p.m.
- II. Review and Approval of Minutes  
Minutes approved with one spelling correction.
- III. Chair Report – Judy Gill (see Appendix)  
Additional Discussion:  
Scheduling policy: Changes made so that full time faculty are assigned all three semesters; faculty get to select baseload and have overload requests considered before adjuncts are assigned classes. Motion that classes not be cancelled at a certain percentage was rejected (see motion in December 2017 minutes). Deans stated that they need the flexibility for a variety of reasons.  
An e-mail from Dr. Kolovani providing an update on the faculty RIF's was sent (to all faculty) during the meeting. Judy Gill read the e-mail aloud.
- IV. Secretary Report – Olivia Reinauer  
No report.
- V. Treasurer Report – Tom Siegmund  
No report.
- VI. Campus Reports – Campus Chairs (see Appendix for Chesapeake, Norfolk)
  - A. Portsmouth: Met February 16, 2018. Discussed ideas for improving morale, at the campus level but possibly also at the College-wide Faculty Senate level (e.g. campus social). Discussed ideas for improving student enrollment, including licensure/certificate programs such as teacher preparation, marketing efforts, rental of building spaces, Tri-Cities Center course offerings, CLEP credits, and advising model.  
Portsmouth Motion: *We support the 2-phased implementation of the Pathway reorganization, however, in the spirit of the One College mission, in addition, we would like you to consider including a Pathway that truly crosses all campuses as well as reflects both professional and transfer programs.*  
**Motion Withdrawn.** (has been addressed)
  - B. Virginia Beach: Met on February 15<sup>th</sup> and 22<sup>nd</sup>, 2018. No motions arose, however the following issues were discussed:
    1. The Pathways Workgroup (run by Dr. Summers) will continue to work on fleshing out the Pathways reorganization plan.
    2. The Pathways Implementation Team held its first meeting. Run by Dr. DeMarte different areas of the college were represented (OIS, Payroll, Budget, HR, faculty, Deans, Provosts, etc.). The group discussed next steps.
    3. The Emergency Plan does not appear to have active links. Faculty would like to know the procedures for addressing an active shooter on campus.

4. The Provost Staff meeting was cancelled for February. The next meeting will be on March 6<sup>th</sup>.
5. A guest introduced a Declaration of No Confidence. The VB Faculty Senate thought the people supporting it should bring it to the Senate for input. All faculty should be invited to discuss the Declaration. Senators decided they could voluntarily share the information; however, they would not collect signatures or post it.
6. Possible alternatives to RIFS were discussed:
  - a) A voluntary two-week furlough of administrative faculty
  - b) The elimination of administrative positions to a number that matches their number at an earlier time with similar enrollment levels.
  - c) Instructors voluntarily agreeing not to teach class overloads
  - d) Instructors voluntarily agreeing not to teach summer classes
  - e) Instructors accepting adjunct pay for summer classes for a particular time-frame (not permanent)
  - f) A cut in Faculty Professional Development funds
  - g) Improving the recruiting efforts targeting high school students
7. Senators discussed the ratio of faculty members to college administrators. Some instructors raised this ratio issue after TCC announced plans to have 55% (or 50) of classes taught by full-time instructors with adjuncts teaching the other 45% (or 40). Senators examined the administrator-faculty ratio of Northern Virginia Community College (NVCC), the largest in the Commonwealth of Virginia. Faculty noted that NVCC's information may not directly match that of TCC. At NVCC, Administrative faculty and Professional faculty may be organized differently. More information is needed.

## **VII. Committee and Representative Reports**

### **A. Adjunct Committee – Amanda Burbage/Elizabeth Harris**

No report.

### **B. Faculty Development and Evaluation Plan – Tom Siegmund**

No report.

### **C. Professional Development – Joe Joyner**

Review of funding model for this academic year: personal professional development fund went away; general faculty PD fund pool was increased from \$220,000 to \$235,000. \$147,000 has been awarded this year. About \$90,000 remains. Faculty discussed the possibility of requesting that this money be used to help avoid RIFs (see motions from the floor, below).

### **D. CFAC – Ellyn Hodgis**

Will have a report in April, following CFAC meeting.

### **E. FSVA – Nancy Prather-Johnson**

No report.

### **F. PAPC – Nancy Prather-Johnson**

Met last Friday (2/23/18). Next meeting is May 11. The revised and final version of the Communication Plan was sent to the President for final approval. Change to mission statement and vision statement process were moved forward and will work on revising the vision statement. Reminder to make sure that all minutes and rosters are accurate and posted. Will vote on PAPC Bylaws changes at the next meeting. Send proposed changes to Joe Fairchild. Any governance committees also revising bylaws will need to be considered as well.

**G. Rewards and Recognition & Awards – Annette Mewborn** held the first meeting. The funds for this year are \$49,950. Discussed the possibility of returning the funds to assist in avoiding faculty RIFs.

## VIII. Initiative Updates

- A. Advising – Faculty Subcommittee met 2/21. Representation from each Pathway is now on the Subcommittee. Pathways have been sharing when in program students will transfer to faculty advising.
- B. Faculty Lead pilot – Completed. Reassigned time meeting will occur tomorrow
- C. Pathway Deans Council – Work of the group is complete. Four Pathways begin Fall 2018, the rest Fall 2019. The process mapping meetings are happening. Faculty senate chairs are permitted to attend but are not officially part of the team.

## IX. Old Business:

- A. Campus Senate Motions – See handout

## X. New Business

- A. Scheduling Policy 2111

- B. Campus Senate Motions

1. Chesapeake Campus Motion 1: *The Faculty Senate moves that spring break be preserved in the academic calendar. If spring break was abolished, it could negatively impact student enrollment and student success. Spring break is a recruiting tool for students, provides students with a much needed mid-semester break, and provides a time for learning opportunities outside the classroom both locally and abroad.*

**Motion passed** (Yes-17 No-0 Abstain-0)

2. Chesapeake Campus Motion 2: *We move that faculty senate be placed on the College Board Meeting agenda on March 13, 2018 and that a faculty representative be provided an opportunity to address the College Board.*

**Motion passed** (Yes-13 No-2 Abstain-4)

A subcommittee will be formed to discuss the statement. The intent is to ensure that they hear faculty concerns.

3. Norfolk Campus Motion: *In light of the continuing enrollment decline at Tidewater Community College the Faculty Senate requests that the following recommendations be considered:*

- *A broader advertising and media campaign that utilizes both traditional media outlets (i.e. radio, television, billboards) as well as social media outlets (i.e. facebook and Instagram) to reach a broad range of potential students and their families. Putting greater media focus on all of our unique programs and faculty (i.e. the new Associates of Fine Arts and the accelerated degree program)*
- *Strengthen, highlight and invigorate current articulation agreements with 4-year institutions, emphasizing those pathways that lead directly to a Bachelor's Degree*
- *Work with the faculty to create a motto that emphasizes that TCC provides a pathway for any student to the career of their choice enabling students to go from TCC to anywhere they choose.*

**Withdrawn** (Rather than passing a formal motion, will send additional suggestions to Sarah DiCalogero to compile. Suggestions can be sent to Curt Aasen with Dr. Kolovani copied.)

## XI. Other items – Motions from the floor, etc.

**A.** Motion from the floor (presented by Tom Geary, seconded): *The College Faculty Senate, in an effort to entirely avoid reductions in force, recommends temporary cuts to faculty reassigned time, summer pay, professional development funds, and/or overloads. Also Reward & Recognition, and commencement (from 2 to 1).*  
**After discussion, Judy Gill suggested voting on pieces of this motion separately.**

Related motion from the floor (presented by Sean LaCroix, seconded): *The College Faculty Senate moves that this year's Rewards & Recognition funding and remaining College Professional Development funds that have not been awarded as of March 15 be used to develop a one-year grant-funded position designed to reduce the required number of teaching and professional faculty reductions in force as much as possible.*

**Motion passed** (Yes-21 No-0 Abstain-0)

Other pieces of the original motion were presented by Judy Gill:

- *All in favor of a cut in reassigned time for one year.*  
**Did not pass** (Yes-1 No-7 Abstain-13)
- *All in favor of a cut in summer pay and overloads.*  
**Did not pass** (Yes-1 No-10 Abstain 9)

From the floor (Richard Gill, seconded): *Motion that TCC move from two graduations per year to one.*

**Did not pass** (Yes-8 No-4 Abstain-5)

**B.** Chesapeake Faculty Senate shared a draft response to Dr. Kolovani's Feb. 26 e-mail regarding the "Faculty Declaration" document. Campus Chairs will be provided with an electronic copy to share with constituents. Feedback can be sent to Sean LaCroix.

Motion from the floor (presented by Stacey Deputy, seconded): *Move that the Faculty Senate draft a response to Dr. Kolovani's e-mail rebuttal to the faculty declaration.*

**Motion passed** (Yes-14 No-0 Abstain-4)

**XII.** Close – Meeting closed at 5:40 p.m. Next meeting April, 2018 Virginia Beach

Respectfully submitted,

Olivia Reinauer

Secretary, College Faculty Senate

## APPENDIX:

### Senate Chair Report — Judy Gill

Scheduling Policy 2111 has been updated to reflect one of the two senate motions. (see policy)

The request for a salary equity study was rejected very strongly.

The motion to hold off on implementing the Pathways dean reorganization for a year was heard by the President. The President accelerated the timeline.(see below)

#### Pathway Dean Restructuring:

The Pathway reorganization is moving forward with the following time-table. Fall 2018 — Human Services, CS/IT, Health Sciences, Business will be implemented. Fall 2019 — the other pathways will be implemented.

There will be a meeting to discuss reassigned time, formerly known as release time, on Friday, 3/2.

#### Faculty Advising:

Faculty advising is being determined within each Pathway during the Pathway meetings. Please attend and give your opinion. Adjunct involvement is still being determined.

#### Other information:

Nine faculty have taken the Early Retirement option. This still leaves possible RIF's in English and EMS.

Anyone interested in taking a year of leave without pay can do so (including faculty being laid off).

Would not be able to work for the public sector during that year.

Faculty have been asked to come up with faculty cost-saving options to the administration.

### Chesapeake Campus Faculty Senate

#### Motion 1

The Faculty Senate moves that spring break be preserved in the academic calendar. If spring break was abolished, it could negatively impact student enrollment and student success. Spring break is a recruiting tool for students, provides students with a much needed mid-semester break, and provides a time for learning opportunities outside the classroom both locally and abroad.

#### Motion 2

We move that faculty senate be placed on the College Board Meeting agenda on March 13, 2018 and that a faculty representative be provided an opportunity to address the College Board.

### Chesapeake Campus Senate Chair Report

-Chesapeake Campus Senate meetings were held on February 15<sup>th</sup> and 27<sup>th</sup>

-The Provost Leadership Council meeting was cancelled for February. The next meeting will be on March 7<sup>th</sup>.

-Dr. Rhine is a finalist for a Presidency position at two institutions.

-There has been a delay in the design phase of the new greenhouse.

## Norfolk Chairs Report

March 1, 2018 Faculty Senate Meeting

The Norfolk Faculty Senate met on Tuesday, February 27<sup>th</sup> @ 12:30 pm in room 2610 of the Martin Building.

- A Pathways update was given by the chair on the new Implementation Team led by Dr. Summers concerning the partial pathways implementation (Phase 1) that is scheduled to go live in 2018. At the time it was believed that although the Business Faculty/Pathway had asked to be included in the Phase 1 implementation this pathway was not going to be implemented until Phase 2. Dr. Kolovani's email titled "Pathway Implementation Schedule and Process" dated Wednesday, February 28 indicated that the business pathway would indeed be included in Phase 1.
- Dr. Boyd cancelled the February Provost's Council Meeting. There is not currently one scheduled for March. Dr. Boyd is also a finalist for the Presidency of at least one college outside the state of Virginia.
- The ideas discussed at the Virginia Beach Faculty Senate meeting concerning other ideas to offset RIFs were discussed. There was minimal support for a cut in Faculty Professional Development Funds. However, ideas concerning cuts to faculty compensation (including teaching summer classes at adjunct pay, voluntarily not teaching overloads or voluntarily not teaching summer classes) were not supported.
- The senate did not specifically address the faculty letter of no confidence that is being circulated among the campuses. It was noted that this letter has not come through the faculty senate.
- The senate did discuss ideas on stemming enrollment decline and the new TCC marketing plan (almost exclusively social media oriented) was discussed. Based on feedback from both the senators and emails from the faculty at large the Norfolk Faculty Senate asks the College Faculty Senate to consider the following motion.

*In light of the continuing enrollment decline at Tidewater Community College the Faculty Senate requests that the following recommendations be considered:*

- *A broader advertising and media campaign that utilizes both traditional media outlets (i.e. radio, television, billboards) as well as social media outlets (i.e. facebook and Instagram) to reach a broad range of potential students and their families. Putting greater media focus on all of our unique programs and faculty (i.e. the new Associates of Fine Arts and the accelerated degree program)*
- *Strengthen, highlight and invigorate current articulation agreements with 4-year institutions, emphasizing those pathways that lead directly to a Bachelor's Degree*
- *Work with the faculty to create a motto that emphasizes that TCC provides a pathway for any student to the career of their choice enabling students to go from TCC to anywhere they choose.*