

## Attendance

In attendance: Siabhon Harris, Katrina Dash, Deborah Brown, Catherine Merritt, Geraldine Wright, Ted Tyler

- I. Call to Order – Meeting Called to Order at 12:50 PM
- II. Review and Approval of October 2018 Minutes – minutes approved with minor edits
- III. Chair Report – not given to make time for guest speakers
- IV. New Business
  - A. Guest speaker: Curt Aasen and Kim Bovee – VCCS Performance Funding Metrics Presentation.
    1. TCC currently receives funding from two major sources. Biggest source is tuition and fees. Second source is reimbursement from the state to VCCS that is then distributed to colleges. A portion of state funding will now be allocated based on performance to show the return on investment. The amount distributed through performance-based funding increased every year. The remainder of funds are still distributed based on enrollment model. This was self-imposed by the VCCS so that there would be internal control over the metrics used.
    2. 10 measures of success/ Colleges earn points as students are successful in these metrics. Metrics are organized into three categories – Entry, Retention and Progress, and Completion. Colleges compete based on their total earned points. Money is divided based on a ratio of college points to overall points earned by all colleges. The key is to improve at a rate equal to or better than the system average.
    3. Entry metrics include completion of college-level English and math courses. Retention metrics look at fall to spring and fall to fall retention. Progression metrics focus on time to complete 12 and 24 credits. Completion metrics include degrees and certificates awarded as well as students that complete programs after transferring.
    4. To be competitive, it is proposed that we need to address student progress rather than student success. Potential changes include setting measurable goals based on enrollment that are supported by measurable strategies to achieve these goals. Faculty should be incorporated into developing, measuring, and reporting. Divisions should be allowed to set individualized strategies tied to performance-based funding and progression. Beginning in Spring 2019, Kim Bovee will begin Foundational Scanning to investigate internal mandates, college environment, competitors, distinctive capabilities, and involve students in strategies.

- B.** Faculty feedback on low enrollment policy planning and academic reorganization and counsel
  - 1. Should a policy exist to pay faculty less for low enrollment courses? General consensus is that this would hurt faculty and would likely lead to problems with class availability.

**V.** Next CWFS meeting – Thursday, December 6<sup>th</sup> at 2:00 PM in Virginia Beach

**VI.** Next Portsmouth Faculty Senate Meeting scheduled for Friday, Jan 25, 2019 from 12:30-1:30pm, Batten Center.

**VII.** Close – Meeting closed at 3:16 PM