

**GERMANNA COMMUNITY COLLEGE BOARD**

**January 12, 2023**

**MEETING MINUTES # 337**

**Members Present:**

L. Wayne Bushrod  
Jack Rowley  
Wanda Stroh  
Ann Marie  
Anderson  
Christine Repp

**Members Absent:**

Sarah Berry  
Simon Gray  
Lydell Fortune  
Frankie Gilmore

**Staff Present:**

Dr. Janet  
Gullickson  
Dr. Tiffany Ray  
Dr. Shashuna Gray  
Dr. John Davis  
Bruce Davis  
Veronica Curry  
Taylor Landrie  
Michael Zitz  
Chief Craig Branch  
Garland Fenwick  
David Swanson  
Shaquanda Stewart  
Lorraine Pendleton  
Heather Diritto  
Rebecca Morris  
Thomas Hanna  
Dr. Patti Lisk

**Guests Present:**

## **REGULAR MEETING**

### **1. Call to Order**

Mr. Jack Rowley called the meeting to order at 4:30 pm.

### **2. Public Comment – None**

### **3. Approval of Minutes # 336, November 14, 2022**

Mr. Jack Rowley moved to approve the November 14, 2022, minutes.

Motion was seconded by Ms. Christine Repp

Motion carried.

## **COMMITTEE DISCUSSION/ACTION**

### **4. Academic Affairs/Workforce/Student Success**

Mr. Jack Rowley began with a statement that there were four new curriculum studies certificates that were previously approved at the September 12, 2019, board meeting. However, the board signatures were omitted from the packets for VCCS approval. The Curriculum studies certificates were a) Heating Ventilation and Air Conditioning (HVAC) Technician CSC, b) Electrician Technician CSC c) Asphalt Technician CSC and d) General Technician CSC. Ms. Wanda Stroh made a motion to approve the certificate programs for final approval from the VCCS.

Mr. L Wayne Bushrod seconded motion.

Motion carried.

Mr. Rowley reviewed the new curriculum and changes. The changes include:

- a) Discontinuance of Surgical Scrub Nursing Certificate – This certificate was designed to prepare Licensed Practical Nurses to work as surgical scrub nurses assisting surgeons in performing surgical procedures. The program did not meet the requirements of the Accreditation Commission on Accreditation of Allied Health Education Programs and it was not feasible for the students who completed the certificate to acquire job placement in the workforce. As a result, this created low enrollment and the viability of the Surgical Scrub Certificate could not be sustained. The certificate will be replaced by the AAS in Surgical Technology to begin in Fall 2023.

Mr. Rowley invited Dr. Shashuna Gray to provide an Academic Affairs update.

Dr. Shashuna Gray began with a statement that forty-seven new fast forward credentials will be added to the college's offerings, and she was happy to announce that these courses will be submitted to the VCCS for Fast Forward approval. She explained that Fast Forward programs allow students from low to

medium income households acquire short-term workforce credential training for top in demand industries.

Mr. Rowley invited Dr. Tiffany Ray to provide an enrollment update.

Dr. Tiffany Ray began with a statement that classes for Spring semester begin on January 19<sup>th</sup>. She mentioned that year-over-year regular headcount is up 5%, FTE is up 1%, Total enrollment including dual enrollment headcount is up 5%, and FTE is up 3%. She praised the enrollment and academic affairs teams and mentioned that they are working to keep students in the programs.

Additionally, the academic advisors play a pivotal role in helping students stay on their pathways. She added that one of this year's goals is to identify new populations and new segments of the populations, focusing on new groups in our service areas and capturing new dual enrollment students. She also mentioned that a new program will be in effect called Germanna Advance allowing students to apply for early admission to George Mason University as well as gaining access to George Mason resources. The program will also be used as a model to create partnerships with more four-year universities.

## **5. Executive/Human Resources**

Mr. Jack Rowley invited Dr. Janet Gullickson to present a Human Resources update.

Dr. Janet Gullickson began by introducing the new AVP of Human Resources, Ms. Veronica Curry. She mentioned that Ms. Curry was formerly the Director of Equity and Advancement and managed the Stafford location.

Ms. Curry mentioned that she has a 12-year tenure with the college serving in different roles and that her professional experience began as an adjunct in workforce, and she has served as a counselor, adjunct, teaching student development. Prior to being hired by the college, her professional role included working with a major airline in Human Resources. She mentioned that she's excited about her new role and her involvement with Human Resources.

Ms. Curry also reminded everyone of the February 1<sup>st</sup> deadline to complete their Conflict-of-Interest filing.

Dr. Gullickson invited Mr. Bruce Davis to present the Foundation Financial Review.

Mr. Davis began with a statement that there was a significant increase in donations for the month of December totaling approximately \$500,000.00. He mentioned that, despite the loss due to lower stock market returns and an overall decline in donations, the Educational Foundation had a good financial year. Mr. Davis gave praises to Mr. Rowley for his support in acquiring the new Stafford location and mentioned that the new acquisitions increased total assets to approximately \$30M.

Dr. Gullickson mentioned that the VCCS created a new initiative named Hire Virginia. This initiative is to support Governor Youngkin's efforts to address critical workforce needs by filling middle skilled jobs that require some level of credential or certification but do not require a four- year degree. The initiative is powered by Virginia's Community Colleges by leveraging successful existing programs to accelerate the training, credentialing, and placement of Virginians in available, good paying jobs. Dr. Gullickson discussed the details of the program and mentioned that this new initiative allows students

to acquire good paying jobs by obtaining necessary credentials and by also obtaining credentials that are transferrable to a four-year degree.

Dr. Gullickson also described other initiatives included TimelyCare, supporting mental health for students and employees, a new work-based learning program for students, and hiring additional advisors to encourage student engagement. She encouraged everyone to reach out to legislative members and locality leadership to support funding for the Virginia Community Colleges and the Hire Virginia budget proposal.

Dr. Gullickson discussed the remote participation policy approved by the state board and the reasons for which board members can attend board meetings remotely. She mentioned that remote participation is limited to two meetings per calendar year or 25 percent of the meetings held per calendar year rounded up to the next whole number, whichever is greater. She encouraged everyone to read the policy and to contact her or Ms. Lorraine Pendleton with any questions.

Dr. Gullickson invited Dr. Ray and Dr. Gray to present the Freedom of Expression statement. Dr. Ray began with the statement that the Freedom of Expression allows individuals to have spontaneous speech and allows for different types of speakers to be represented in our classrooms. She mentioned that the statement is displayed on our website for students and faculty to be aware of our campus spaces supporting and representing diverse thoughts and ideas of our students and faculty and that a myriad of conversations will be welcomed and discussed for learning to occur. Dr. Gray added that, although different materials that faculty include in their curriculum can be controversial during lectures, faculty are encouraged to learn how to manage these types of conversations by creating student awareness through introducing materials used to teach and to promote civil discourse among a diversified way of learning, valuing everyone's opinions, or offering an alternate selection, promoting respecting each other's opinions.

Mr. Jack Rowley moved to approve the Freedom of Expression Statement.

Motion carried.

## **6. Finance/Facilities**

Mr. Rowley invited Mr. Wayne Bushrod and Mr. David Swanson to present the financial reports.

Mr. Wayne Bushrod gave a brief overview of the FY23 Local Funds Financial Review ending December 31st, 2022. Mr. David Swanson mentioned that there are currently no deficits in the budget.

Mr. Rowley moved to approve the FY23 Local Funds Financial Review ending December 31<sup>st</sup>, 2022.

Motion carried.

## **7. President's Report, Dr. Janet Gullickson**

Dr. Gullickson began with a statement that during the State of the Commonwealth speech, Governor Glenn Youngkin thanked Kaitlyn Niesent, a Germanna nursing graduate and a Stafford County

resident, for being a quiet hero. She obtained her registered nurse credentials through the Germanna and Mary Washington Healthcare's Earn to Learn accelerator initiative. She mentioned that Germanna and Mary Washington Healthcare began a partnership during called "Earn While You Learn" allowing nursing students at Germanna to be paid as nursing assistants at Mary Washington Hospital as they worked with trained nurses to get more clinical experience.

Dr. Gullickson gave praises to Dr. Patti Lisk for her leadership of the college's nursing program. She encouraged everyone to attend Welcome Day that will take place at each campus to welcome Spring cohorts back to campus.

## **8. Chair Report**

Mr. Rowley began with a statement that Chair Sarah Berry was unable to attend but she thanked everyone for attending the Fall Pinning and Commencement ceremonies and activities. Mr Rowley also requested that Dr. Gullickson invite the board members to attend any upcoming Board of Supervisors meetings as she presents the college's initiatives to each locality.

## **9. New Business**

None.

## **10. Adjournment**

The meeting adjourned at 5:35 pm.

## **2023-2024 Committee Appointments**

### **Executive / Executive/Human Resources**

Ms. Sarah Berry, Chair  
Ms. Frankie Gilmore, Vice Chair  
Mr. Simon Gray  
Dr. Janet Gullickson, Secretary  
Mr. Bruce Davis, Staff

### **Finance/Facilities**

Mr. L. Wayne Bushrod, Chair  
Ms. Christine Repp  
Ms. Ann Marie Anderson  
Dr. John Davis, Staff  
Mr. Garland Fenwick, Staff  
Mr. David Swanson, Staff

### **Academic Affairs/Workforce/Student Success**

Mr. Jack Rowley, Chair  
Mr. Lydell Fortune  
Ms. Wanda Stroh  
Dr. Shashuna Gray, Staff  
Dr. Tiffany Ray, Staff