

GERMANNA COMMUNITY COLLEGE BOARD

September 7, 2023

MEETING MINUTES # 340

Members Present:

Sarah Berry
Jack Rowley
Wanda Stroh
Ann Marie
Anderson
Frankie Gilmore
Shirley Eye
Dr. Kingsley
Haynes
Rev. Joy Carter
Minor

Members Absent:

L. Wayne Bushrod

Staff Present:

Dr. Janet
Gullickson
Dr. Shashuna Gray
Dr. Tiffany Ray-
Patterson
Dr. John Davis
Veronica Curry
Bruce Davis
Michael Zitz
Garland Fenwick
David Swanson
Lorraine Pendleton
Tina Lance
Taylor Landrie
Karli Ferez
Chief Craig Branch

Guests Present:

Terri Thompson

REGULAR MEETING

1. Call to Order

Ms. Frankie Gilmore called the meeting to order at 4:43 p.m. after a delightful gift of food and beverages from Ms. Gilmore and Ms. Ann Marie Anderson.

2. Public Comment – None

3. Approval of Minutes # 339, June 8, 2023

Ms. Sarah Berry moved to approve the minutes of the June 8, 2023, meeting.

Motion was seconded by Ms. Wanda Stroh

Motion carried.

COMMITTEE DISCUSSION/ACTION

4. Academic Affairs/Workforce/Student Success

Ms. Wanda Stroh reviewed the curriculum items. The changes proposed included:

- a) Program Change -Discontinuance of Education K-8 AAS Program. In accordance with changes made through Transfer Virginia to streamline programs and address the teacher shortage in the Commonwealth, a revised core education program was developed with pathways to the teaching profession K-12. Due to these changes, there is no longer a need to have two education programs with a specialization in K-8. The revised core program will offer students clear pathways in critical shortage areas, such as elementary education, special education, and secondary education as well as specific disciplines. The revised program offers students a greater number of educational courses and two practicum opportunities in public school settings. The core curriculum is accepted statewide and will provide seamless transfer options and accelerate graduation completion. The proposed plan is to revise the current Education program to meet the requirements of the core education program developed through Transfer Virginia and deactivate the Education K-8 specialization program with a process to “teach out” the current K-8 specialization and allow students the choice to opt into the revised program. The revised program will provide students with more options and clear guidance on specific teaching pathways which will promote student engagement and encourage transfer decisions from the onset.

Dr. Shashuna Gray mentioned that all 23 colleges will be transitioning from offering Associate of Arts and Sciences degrees to offering Associate in Science degrees and Associate in Art degrees. This change is aimed at better aligning the college programs with 4-year transfer institutions. She explained that over the next 18 months, several changes to the degree requirements will be proposed and discussed. Some of those changes include: a) Reducing the number of required English credits from 9 credits to 6 credits b) Reducing the number of required social science credits from 9 credits to 6 credits with the possibility of replacing them altogether and c) Adding 3 credits in communication and 6 credits in English core courses to better prepare students for their junior-level studies at transfer institutions.

Dr. Gray further explained that these changes are intended to help students progress more efficiently through their community college education, complete their studies at transfer institutions, and enter the workforce more quickly.

Additionally, the college has been collaborating with several 4-year partners, such as the University of Virginia and James Madison University, on online transfer programs. These programs allow students to take courses online while potentially continuing to work, which can be especially beneficial for students working in K-12 education, as their work hours can count toward practical requirements.

Dr. Gray also mentioned that there would be paperwork and approvals associated with these changes, which would need to be reviewed and approved by the Board. Furthermore, transfer frameworks would be provided for the Board's review in the future to facilitate the transition from associate in arts and sciences degrees to associate in science and art degrees.

Ms. Stroh made a motion to approve the changes to the Education K-8 AAS Program.

Motion Carried.

Ms. Stroh invited Dr. Tiffany Ray-Patterson to provide an enrollment update.

Dr. Tiffany Ray-Patterson discussed the current state of summer and fall enrollment. She mentioned that she was proud to announce that there's a 4% increase in Regular Full Time Equivalent Enrollment and a 5% increase in Year over Year headcount. She also mentioned that with the work of her team, she was very hopeful for the continuing increase of enrollment through the 2024 Spring and Summer semesters.

5. Executive/Human Resources

Ms. Frankie Gilmore invited Dr. Janet Gullickson to discuss the 2027 goals and the VCCS six-year strategic plan.

Dr. Janet Gullickson began with a statement that she is working in collaboration with another colleague to merge the strategic plan outlined in "Opportunity 2027" with the VCCS 6-Year Plan, submitted to the officials from state government for review. She mentioned that the purpose of merging both plans is to prepare for a significant funding request from community colleges to the Virginia legislature.

Dr. Gullickson mentioned that the primary focus for this request is to advocate for credentials and career training, particularly for high school students to graduate with valuable credentials. Some of the components of the significant funding requests include a) Substantial funding for facilities and faculty salaries, particularly in programs like nursing, due to salary constraints on competitive salaries. b) Closer collaboration with businesses and industries across the state to better align education with workforce demands c) The need for improvements and expansions to meet the demands of training programs, because current facilities may not be sufficient to provide the necessary support and d) Deliver broader programming for infrastructure improvements and expanding cybersecurity programs in collaboration with other institutions.

Dr. Gullickson was proud to announce that the institution is recognized for its advanced position in online education, particularly in workforce-related fields, and aims to expand its reach in this area. She also mentioned that the VCCS will be holding a healthcare summit that will address healthcare workforce issues and the need to provide students with relevant experiences to graduate more efficiently. She also mentioned that the Chancellor is actively involved in these initiatives and is working closely with the Governor's office and the Secretary of Education to ensure their success.

Ms. Frankie Gilmore provided a brief overview of the Educational Foundation. She mentioned that the Germanna Together Gala held on July 15th honoring Dr. Patti Lisk for almost 40 years of service, raised a total of \$400,000. Additionally, the golf tournament held on May 22nd raised approximately \$30,000.

Ms. Gilmore encouraged everyone to participate during Give Day on October 5th and to attend the Educational Foundation's Board of Director's meeting on November 14th and the Educational Foundation thank you reception following the meeting at 6pm at Stevenson's Ridge.

Ms. Gilmore invited Ms. Veronica Curry to provide a Human Resources Update.

Ms. Curry began with a statement that she was proud to announce that the Employee Tuition Assistance Program and reimbursement program were being utilized by employees. She mentioned that 76 employees, including 46 faculty and staff members, were pursuing their bachelor's and graduate degrees through the program. Additionally, 27 faculty members are engaged in staff education and various forms of training.

Ms. Curry provided an update on the Search Advocate Program. She mentioned that there are a total of 67 search advocates and that the program was established to ensure fair and unbiased hiring practices. She also mentioned that the institution has the highest number of search advocates within the VCCS, and that the institution's serves as a model for other colleges.

Ms. Curry also mentioned that a formal program and structure have been established for Professional development, resulting in employees actively participating in training and development. She explained that last fiscal year, employees who tracked their professional development hours using an online portal received a financial incentive of \$500. However, this year due to budget constraints, the incentive will be reduced to \$250.

Ms. Gilmore invited Chief Craig Branch to provide an update on Charter Revisions.

Chief Branch began with a statement that the State Board for Community College transitioned the campus safety and security department into a college police department in January 2012. He explained that to establish a police department within a community college, it was a requirement for the police department to be associated with an academy. In this case, the academy is based in Spotsylvania.

Chief Branch further explained that they were informed that only charter members of the academy had full say in its operations, despite everyone contributing equally, which led to some disputes and concerns.

The board, in response to these concerns, formed a committee to investigate the situation. Their recommendations resulted in changes to the charter, ensuring that the distribution of services would be equitable among contributing agencies, not just charter members. Additionally, they created a board session specifically for college and university police chiefs, aiming to make the board more inclusive.

Additionally, the revised charter requires approval from the agency head and the board chair. This revision is a favorable outcome for the institution because the revisions that were made significantly increased Germanna Police Department's input into basic operations and functions of the academy and incorporated them as a member of the agency. Being a member of the agency allows the department to receive a portion of the payout if the Academy's Charter is terminated whereas the previous charter and bylaws only afford these things to the academy's original charter members.

The Board unanimously voted on approving the new Charter revisions.

6. Finance/Facilities

Ms. Gilmore invited Mr. Jack Rowley to present the financial reports.

Mr. Rowley provided a brief overview of the facilities report, the FY23 local funds financial review, and the FY25 Locality Request.

Motion 1: Approval of FY23 Local Funds Financial Review ending on 06/30/23.

Mr. Rowley moved to approve the FY23 local funds financial review ending June 30th, 2023.

The motion read: The Finance and Facilities Committee has reviewed the financial analysis for the twelve months ending June 30, 2023, and moves to accept the financials as presented.

The motion was seconded by Ms. Wanda Stroh.

Motion carried.

Motion 2: Approval of FY25 Locality Request

Mr. Rowley moved to approve the FY25 Locality request.

The motion read: The Finance and Facilities Committee has reviewed the FY25 Locality funding Request plan and moves to accept the plan as presented.

The motion was seconded by Ms. Wanda Stroh.

Motion carried.

7. President's Report, Dr. Janet Gullickson

Dr. Janet Gullickson began by welcoming Ms. Terri Thompson, Vice Chair, VCCS Board/local College Board liaison, new board members and introduced staff present. She mentioned that the college has partnered with various school divisions on the new Virginia Lab Schools initiative. Dr. Gullickson invited Ms. Taylor Landrie, Special Assistant to the President for Strategic Initiatives, to provide an overview of the Lab Schools partnerships.

Ms. Landrie began with a statement that the college is collaborating with school divisions on the western side of the service region, including Culpeper, Madison, and Orange County, to establish the "Future Educators Academy." She explained that this initiative involves creating an early college program for high school students interested in becoming teachers. These students will attend the Daniel Technology

Center in Culpeper, where they can complete their associate degrees in education concurrently with their high school diplomas, addressing the need for more teachers in Central Virginia.

High school students will join the program as juniors and continue until they graduate as seniors. After graduating, they smoothly transition to a partnering 4-year institution to obtain their bachelor's degrees and teaching licensure. This entire process may take only two years post-high school graduation. The students commit to teaching for two years in the participating school divisions.

Ms. Landrie mentioned that the college has worked on a comprehensive application for the program and that, after receiving feedback and positive comments from the Department of Education, the application has been revised and resubmitted. It will then be reviewed again, and the program will proceed to the Standing Committee for Lab Schools in October. Following that, it will be presented for public comment and final approval by the Board of Education.

She explained that this initiative aims to produce a group of enthusiastic young teachers with a strong support system and extensive classroom experience to address the shortage of educators in Central Virginia.

8. Chair Report

Ms. Frankie Gilmore expressed gratitude for Dr. Gullickson's return and thanked Dr. Shashuna Gray for accepting the role of Acting President and leading the college during Dr. Gullickson's absence. She provided a brief overview of her visit to the Chancellor's retreat on August 8th and 9th and mentioned that one of the discussions that resonated with her the most was the discussion of A.L.I.C.E. Asset Limited, Income Constrained, Employed.

Ms. Gilmore explained that the discussion created awareness of the number of students and families in communities that we serve who earn more than the Federal Poverty Level, but not enough to cover the basic costs of living in their region to support their own families. This impacts students because households in poverty are forced to make tough choices such as deciding between quality childcare or paying the rent and these choices have long term consequences. She encouraged Board members to get educated on the ALICE communities in their service areas, and to think about how they can collectively support such individuals and families.

Ms. Gilmore also mentioned the importance of legislative engagement, to advocate for the college's initiatives. She encouraged board members to contact legislators, candidates, and local representatives, highlighting the college's contributions and advocating for funding for college initiatives.

Additionally, she thanked the Board members who attended Welcome Day on August 19th and encouraged participation for future events.

9. New Business

None.

10. Adjournment

The meeting adjourned at 5:34 pm.

DRAFT

2023-2024 Committee Appointments

Executive / Executive/Human Resources

Ms. Frankie Gilmore, Chair
Mr. L. Wayne Bushrod, Vice Chair
Ms. Sarah Berry
Dr. Janet Gullickson, Secretary
Mr. Bruce Davis, Staff
Ms. Veronica Curry, Staff

Finance/Facilities

Mr. Jack Rowley, Chair
Rev. Joy Carter Minor
Dr. Kingsley Haynes
Dr. John Davis, Staff
Mr. Garland Fenwick, Staff
Mr. David Swanson, Staff

Academic Affairs/Workforce/Student Success

Ms. Wanda Stroh, Chair
Ms. Ann Marie Anderson
Ms. Shirley Eye
Dr. Shashuna Gray, Staff
Dr. Tiffany Ray, Staff