

**GERMANNA COMMUNITY COLLEGE BOARD**

**June 11, 2020**

**MEETING MINUTES # 325**

**Held Telephonically Due to a  
Declared State of Emergency**

**Members Present:**

Teri McNally  
William Thomas  
Sarah Berry  
Baron Braswell  
Simon Gray  
Lydell Fortune  
Ann Tidball  
Manya Rayner  
(phone)  
Dr. Victor  
Gehman (phone)

**Members Absent:**

(None)

**Staff Present:**

Dr. Janet  
Gullickson  
Bruce Davis  
Dr. Tiffany Ray  
Dr. John Davis  
Dr. Jeanne Wesley  
Laurie Bourne  
Lorraine Pendleton  
Stacy Stovall  
Page Durham  
Forrest Smith  
Susanna  
Hertenstein  
Chief Craig Branch  
William Berry  
Garland Fenwick  
David Swanson

**Guests Present:**

Dr. Melanie Kay-Wyatt

## REGULAR MEETING

### 1. Call to Order

Chair Teri McNally called the meeting to order at 4:29pm

**Public Comment – None**

### 2. Approval of Minutes #324, March 12, 2020

Motion was seconded. Motion was carried.

## COMITTEE DISCUSSION/ACTION

### 3. Academic Affairs/Workforce/Student Success

Ms. Manya Rayner made a statement that there are quite a few curriculum changes and Dr. Wesley should be contacted for any extensive questions. The changes included a) A change to the AAS Nursing Degree Program, allowing students to study online during the evening and part time on the weekends allowing students to complete the program at a faster pace b) Changes in the elective courses for CADD and pre-requisites for Chemistry, allowing students more flexibility with registering c) Changes to the General Education Certificate, allowing students to finish in one academic year c) Changes to ENV 136 that are no longer required e) Changes to the scheduling and sequences of the Science courses, allowing students to complete their degree in one year. She mentioned these additional changes: altering credits for Gen Ed and PE courses allowing students to complete a two-year taking 60 credits instead of 61 credits and removing some prerequisites from the English and Environmental and Physics programs, which will help with the alignment of the direct placement initiative.

At the request of Dr. Tiffany Ray, Ms. Rayner requested that professors who are asked to take lead in student organizations, receive stipends in the amount of \$500/Semester or \$1000/year from local funds. She believes that this is fair because high schools use this same practice. She also requested that the second reading be waived due to the immediacy of the request.

Ms. Rayner reiterate the changes for approval. Chair Teri McNally moved that the Board adopt the recommendations from the staff regarding these changes as well as the recommendation to pay stipends to professors.

Motion carried.

### 3. Executive/Human Resources

Mr. Bruce Davis began with greetings from the Foundation. He mentioned that they are embracing the change from being an event-based Foundation and have been challenged to create innovate ways to virtually raise money. So far some of the current initiatives include: The Germanna's Grandpa Tom campaign which falls under the Germanna Cares umbrella. The goal for this campaign is to raise \$30,000 which will aid students who have been affected by COVID-19 and other issues, along with aiding employees with emergency funds. He added that he anticipates that this fall they'll have more students with more needs and encouraged the body to donate to the Germanna Cares program.

Currently, The Grandpa Tom campaign has raised \$8000 and they've received a \$5000 donation from Coldwell Banker Elite.

Mr. Davis also discussed Germanna Community College's Planned Giving program. He mentioned that historically community colleges do not usually do well with Planned Giving however Germanna will be focusing on it in the next year. Dr. Gullickson challenged the Foundation to create a Planned Giving Program for the college. This process involved contracting a fund-raising firm, based out of Atlanta called Sinclair, Townes & Company, that will assist with creating a thorough plan for the program. Additionally, a grant writing firm, TPMA, a preferred vendor for grant development services by the VCCS, is going to assist with writing grants for The Gladys Todd Academy Program. The main purpose is to have multiyear grants and to expand the program to all school divisions in our service area. He believes that with the country's current events on racial injustice, it is the appropriate time to expand this program giving first-generation students the opportunity to attend a 2-year college.

Another initiative is to build an alumni presence. This process includes contracting a company called Almbase, which will use our website to create opportunities to engage with alumni. He added that usually community colleges do not have alumni programs, so the purpose is to create a platform for alumni to communicate. He expounded on the plan for the 50<sup>th</sup> anniversary celebration which includes posting short videos of the history of Germanna, highlighting speeches from retired professors, Dr. Frank Turnage, previous employees and alumnus across the region. He reminded the body that The Day of Giving is October 5<sup>th</sup>, and they'll be lots of fun activities.

#### **4. Finance/Facilities**

Mr. Baron Braswell started by welcoming Mr. Dave Swanson, Director of Finance. He mentioned that the committee was looking forward to working with him in supporting our mission. He added that they had an in-depth discussion about the \$1.4M received from the CARES Act and invited Dr. Gullickson to expound on how the funds will be allocated during her President's report. Mr. Braswell stated that they received an update from the architectural review board, briefing them on facilities on the new building. He expressed gratitude for serving on the Board and his involvement with hiring Dr. Gullickson.

Mr. Braswell moved to approve the local financials for April 30<sup>th</sup>, 2020. Motion was carried. Chair McNally also expressed gratitude for having Mr. Braswell on the Board and congratulated him on his new endeavors

### **INFORMATIONAL ITEMS AND OTHER BUSINESS**

#### **5. Madam Chair moved to approve the election of new officers.**

Chair: Ms. Ann Tidball

Vice Chair: Mr. Simon Gray

Treasurer: Ms. Many Raynor

Chair of Academic Affairs/Workforce/Student Success: Ms. Sarah Berry

Chair of Finance and Facilities: Dr. Victor Gehman

Motion carried.

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

Dr. Janet Gullickson started by recognizing Mr. Braswell for being a mentor and voice of reason to her. She remembers Mr. Braswell being a part of her hiring committee and both he and Mr. Thomas made the hiring process effective. She mentioned that we received \$2.8M from the CARES funds and these funds must be spent by April 30, 2021, and that half of the funds will be allocated to students whose lives were disrupted by COVID-19 and the other half will be allocated to the institution's operational need. Additionally, as a result of a deduction in State revenue, we can anticipate up to a 10% or \$1M equivalent budget cut for FY21, however we've set aside \$1M of our institutional funds to offset the loss. She praised the localities for doing a good job helping us with additional donations and added that about \$400,000 from the institutional funds will be used for scholarships in addition to training faculty and staff to further learn how to effectively teach online and how to create innovative labs. Dr. Gullickson praised Dr. Wesley, Garland Fenwick, Chief Branch and the IT department who lead a group to test out innovative labs ensuring its safety and cleanliness.

Dr. Gullickson also stated that over 840 students with the highest need due to the disruption of COVID-19 were sent \$1000 each at the end of May and the remaining monies have been reserved for emergency funds for students. Although we did experience some loss of students due to COVID-19 and transitioning classes online, the loss was not great. However, we did students who were enrolled in the dual enrollment program, in part, due to the lack of the school's experience teaching dual enrollment classes online. Her hope is that dual enrollment would be taught online by next year.

Dr. Gullickson spoke on the Black Minds Matter initiative. She stated that the culture of Germanna must be changed and transformed into an anti-racism institution so that all students are successful regardless to the color of their skin. She referenced her "thoughts" email where she pointed out the differences in achievements between the success of Black students and nonblack students and added that she mainly received positive feedback towards the Black Minds Matter ad in the newspaper, social media and landing page of the website. She praised Dr. Tiffany Ray for writing a compelling editorial on Black Minds Matter for the *Freelance-Star* and encouraged the body to read it. She hopes that this initiative will be discussed at the Board retreat to further its success.

Dr. Gullickson praised Cabinet members for embracing the initiative by submitting their own personal statements for the website on racial injustice. She went on to introduce Mr. David Swanson, Director of Finance and praised the team that facilitated the Zoom meeting. Mrs. Lorraine Pendleton, Mrs. Stacy Stovall and Mrs. Susannah Herrnstein. She also praised Ms. Page Durham and Mr. Forrest Smith for their technical expertise making online learning a success by single-handedly supporting the high-quality course work of our faculty. Dr. Gullickson praised Mr. Mike Zitz for keeping us engaged with radio interviews, newspapers and other public platforms so that the community will be constantly informed with what's going on at Germanna. Garland Fenwick and Chief Branch were also praised for their leadership during this transition with COVID-19. She added that she's proud to be working at Germanna and also proud of the people that she works with.

## **7. Chair Report, Ms. Teri McNally**

Chair McNally started by giving accolades to Dr. Gullickson, her leadership and expressed fully supporting her and her initiatives. She also praised Mr. William Berry for the work that he did with the Marketing presentation.

## **8. New Business**

Mr. Baron Braswell expressed concern about the lack of information to students furthering their education by attending a Historically Black Colleges and Universities (HBCU). He mentioned that when a student graduates from Germanna they are not encouraged to further their education by attending a HBCU and stated that he would like to see more information provided by Student Services about attending HBCUs. He added that he will be available to further discuss how we can encourage students to attend HBCUs as we need to focus on recognizing the value in attending a HBCU. He also stated that a lot of our most successful African American leaders attended HBCUs and we should bring it up as a point of discussion.

Dr. Gullickson asked Dr. Ray to talk about this topic at the Board retreat and to explain what we'll be doing to address this concern.

Mr. Gray moved to adjourn the meeting and to enter closed session to discuss the President's evaluation.

Mr. Gray read the following motion – "I move that the Germanna Community College Board convene in closed session to discuss the evaluation of President Gullickson pursuant to personal exemption at section §2.2-3711 (A) (1) of the code of Virginia."

Motion was carried.

## **9. Adjournment**

The meeting adjourned at 5:05pm both Mr. Braswell and Mrs. Sarah Berry asked to be recused from the Executive Session, votes was unanimous. Mr. Braswell voted to adjourn, and Mr. Gray seconded.

Mr. Gray read the following: The Germanna Community College Board has concluded its closed session and is hereby in open session. We will now take a roll call vote that will be included in the minutes certifying that to the best of each member's knowledge (1) only public business matters lawfully exempted from open meeting requirements under the Freedom of Information Act were discussed, and (2) only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed or considered in the meeting by the public body.

### **2019-2020 Committee Appointments**

#### **Executive / HR**

Ms. Teri McNally, Chair  
Ms. Ann Tidball, Vice chair  
Mr. Simon Gray, Treasurer  
Dr. Janet Gullickson, Secretary  
Ms. Laurie Bourne, Staff  
Mr. Bruce Davis

**Finance/Facilities**

Mr. Baron Braswell, Chair  
Ms. Sarah Berry  
Dr. Victor Gehman  
Dr. John Davis, Staff  
Mr. Garland Fenwick, Staff  
Mr. David Swanson, Staff

**Academic Affairs/Workforce/Student Success**

Ms. Manya Rayner, Chair  
Mr. William Thomas  
Mr. Lydell Fortune  
Dr. Jeanne Wesley, Staff  
Dr. Tiffany Ray, Staff