

GERMANNA

COMMUNITY COLLEGE



FIRST 100 DAYS

Dr. Tashika Griffith, President

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President Griffith with Germanna Early College graduates

LETTER FROM THE PRESIDENT

My first 100 days at Germanna have focused on listening, meaningful engagement, and meeting with students, faculty, staff, and community partners to better understand the experiences, perspectives, and aspirations that shape the college and the region we serve.

I began this role with a commitment to understand before acting. In my first weeks, I spent time across our campuses, hearing directly from the voices that define Germanna each day. From classrooms and shared spaces to faculty conversations and student gatherings, these moments reinforced the strength of the Germanna community and a deep commitment to student success.

As I continued this work, I expanded my engagement beyond our campuses, connecting with K-12 leaders, higher education partners, employers, legislators, and community organizations throughout our region. These conversations highlighted the essential role Germanna plays in advancing access, supporting workforce needs, and contributing to the vitality of our communities.

Across these conversations, several themes became clear:

1. **Our students are ambitious and resilient.** They are navigating increasing complexity and are asking for greater clarity, consistency, and stronger pathways from enrollment to completion and into careers.
2. **Our faculty and staff are deeply committed to our mission and take pride in their work.** They are seeking greater alignment, clear communication, and the tools and support needed to serve students effectively.
3. **Our community and industry partners believe in Germanna** and are eager to deepen collaboration, particularly in high-demand, workforce-aligned programs that drive regional opportunity.

Together, these **voices** and shared **values** are shaping a clear **vision** for Germanna’s future.

In recent weeks, I have continued listening while also translating what I have learned into a clear and actionable direction for the college. Our strategic planning process, Vision 2030, is now underway, grounded in the perspectives of our students, faculty, staff, and community partners. This work will keep us responsive, aligned, and focused on what matters most. We are creating meaningful opportunities for those we serve.

As we look ahead, we will build on what we have heard, expand access, strengthen partnerships, and ensure every student has the opportunity to succeed.

Together, we are creating greater opportunities for our students and a greater impact across our region.

Greater Opportunities. Greater Impact.

Dr. Tashika Griffith, President

FIRST 100 DAYS

VOICES • VALUES • VISION



First Day
January 5, 2026

Classroom Meet & Greet
January 20, 2026

Student Advocacy Day
February 18, 2026

Fredericksburg City Chamber of Commerce
March 13, 2026

Faculty Q&A
April 3, 2026

100th Day
April 15, 2026

Welcome Day Address
January 14, 2026

VCCS 60th Anniversary
January 21, 2026

Culpeper Chamber of Commerce
February 26, 2026

Student Government Association
March 12, 2026

Pizza with the President
April 7, 2026



VOICES

Listening to the Germanna community

CAMPUS LISTENING & ENGAGEMENT

Toured all Germanna locations and met with faculty, staff, and students

- Delivered welcome remarks at Faculty Professional Development Day and Spring Student Welcome Day
- Connected with students and faculty across campuses on the first day of classes
- Participated in Faculty Senate to hear faculty perspectives
- Held meet-and-greet conversations across campuses



Meet and greet with students and faculty on the first day of spring 2026 classes.

“Our faculty and staff work hard to uphold the college’s mission and their passion and commitment to Germanna is what makes our college so great.”



Dr. Griffith with Mr. Cory MacLauchlin, Faculty Senate Chair, and teaching faculty.



Dr. Griffith with Ms. Leslie Conway, Workforce Enrollment Advisor

STUDENT VOICES

“Our students voiced the need for a consistent student experience across all campuses.”

LEADERSHIP & COLLEGE GOVERNANCE

Convened first Cabinet meeting and began regular leadership engagement

- Met with Cabinet members and Local College Advisory Board leadership
- Launched the Vision 2030 Strategic Planning Committee



Dr. Griffith with nursing faculty.

STATEWIDE & SYSTEM ENGAGEMENT

Participated in the Virginia Community College System 60th Anniversary with State Board and fellow presidents
• Connected with peer presidents across the Commonwealth



Dr. Griffith and VCCS Chancellor David Doré with Lt. Governor of Virginia, Ghazala Hashmi, at the 60th Anniversary Celebration.

STUDENT VOICES

“I value Germanna and I want everyone throughout all counties to know how great the college is.”

GOVERNMENT & K-12 PARTNERSHIPS

Met with Virginia State Senator Tara Durant • Initiated engagement with Fredericksburg City Public Schools’ leadership

COMMUNITY VOICES

“We are committed to supporting Germanna because we know the impact the college has on our workforce and our community.”



Dr. Griffith with Ms. Susan Spears, CEO, Fredericksburg City Chamber of Commerce.



Dr. Griffith with Dr. Robert Brandon, President New River Community College.



Dr. Griffith with Ms. Amy Frazier, President/CEO, Culpeper County Chamber of Commerce.



Dr. Griffith with Mr. Xavier Richardson, Senior Vice President and Chief Development Officer, Mary Washington Healthcare.

VALUES

Connecting voices to shared values across the region

HIGHER EDUCATION PARTNERSHIPS

Met with regional superintendents across Caroline, King George, Culpeper, and Fredericksburg City • Engaged with leadership at University of Mary Washington • Visited Northern Virginia Community College to strengthen collaboration



Dr. Griffith with Dr. Marceline Catlett, Fredericksburg City Public Schools' 25th Division Superintendent.



Dr. Griffith and Dean Tina Lance celebrate the Lowe's Gable grant.

WORKFORCE, ECONOMIC DEVELOPMENT & INDUSTRY

Met with regional leaders, including: Virginia Innovation Crossroads (formerly Fredericksburg Regional Alliance), Central Virginia Partnership for Economic Development, and Culpeper Chamber of Commerce • Held introductory meeting with Amazon Web Services • Participated in regional economic development meetings



Relentless commitment to student success.

STATE & NATIONAL ENGAGEMENT

Participated in U.S. Senator Tim Kaine’s VCCS roundtable in Washington, D.C.
 • Attended Advisory Council of Presidents meeting • Represented Germanna in the 2026 Aspen Institute Prize for Community College Excellence interview



Dr. Griffith with U.S. Senator Tim Kaine.



Dr. Griffith with Michelle Thompson, 2025 Chairperson of the Board of Directors for the Fredericksburg Regional Chamber of Commerce and CEO of CTI Real Estate.

COMMUNITY & CIVIC ENGAGEMENT

Addressed Shiloh Old Site Baptist Church congregation • Attended Virginia Innovation Crossroads Board meeting
 • Held first Local College Board meeting
 • Led College-wide Leadership Council meeting



LEGISLATIVE ADVOCACY

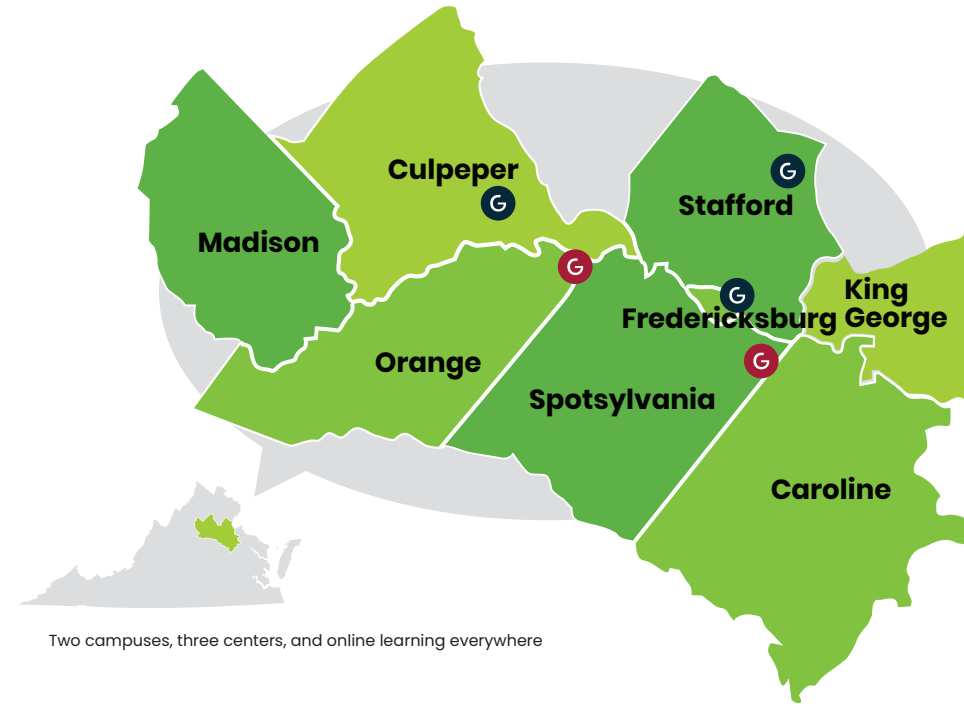
Participated in 2026 Student Advocacy Day at the Virginia General Assembly with Germanna students



Dr. Griffith and Germanna students with State Delegate Joshua Cole.

VISION

Translating values into direction and action



Two campuses, three centers, and online learning everywhere

“Every student seen. Every pathway supported. Every community strengthened.”

STRATEGIC ENGAGEMENT WITH STUDENTS, FACULTY & STAFF

Met with Student Government Association • Hosted faculty Q&A session at Locust Grove Campus
 • Launched “Pizza with the President” listening series • Met with academic and administrative leadership teams across divisions • Visited classrooms to engage directly with students and faculty • Convened stakeholders for SACSCOC reaffirmation planning

WORKFORCE & REGIONAL ALIGNMENT

Continued engagement with superintendents across Orange, Spotsylvania, Stafford, and Madison
 • Met with leadership from Rappahannock Goodwill Industries
 • Engaged with GO Virginia Region 6 leadership • Participated in Future Educators Academy governing board



Commitment to transforming lives through learning, partnerships, and opportunities.

LOCAL GOVERNMENT & PUBLIC ENGAGEMENT

Presented to Boards of Supervisors in Madison, King George, Culpeper, Stafford, and Spotsylvania counties • Presented to Fredericksburg City Council • Strengthened relationships with local government leaders across the region



Dr. Griffith speaking with community partners.



Meet and greet with the Germanna Educational Foundation board members and friends of Germanna.

COLLEGE CULTURE, EVENTS & VISIBILITY

Delivered remarks at Advising Summit and Germanna Grants Seminar • Participated in Red Sand Awareness Project • Attended regional leadership events and community gatherings • Participated in VCCS New Horizons Conference in Roanoke, VA • Celebrated student achievement at STEAM-H Day and Governor’s Medallion presentations • Provided welcome for work-based learning supervisor training

INSTITUTIONAL LEADERSHIP & ADVANCEMENT

Convened Germanna Educational Foundation Board meeting and community reception • Met with Community Foundation of the Rappahannock River Region • Connected with former Germanna president to ensure continuity and perspective



Dr. Griffith with PTK co-advisors, Drs. Earnhardt & Davies and PTK All-Virginia Academic Team member, Ana Otalera Reyes.





Future Educators Academy students.



Dr. Griffith with VCCS Chancellor David Doré and student Ana Gabriela Ojalora Reyes.



Chancellor Doré's 2026 Philanthropy Leadership luncheon.



Dr. Griffith with Bruce L. Davis and winners of the 2026 Bruce L. Davis Golf Tournament.



THANK YOU

for your partnership

As I reflect on these first 100 days, I am grateful to the Germanna community.

Thank you to our students, faculty, and staff for your commitment to this college and to one another. Your work, every day, makes a meaningful difference.

I also extend my thanks to the Virginia Community College System and Chancellor David Doré for their leadership and support, and to the Presidential Transition Team for their guidance and partnership.

It is a privilege to serve alongside you.

PRESIDENTIAL TRANSITION TEAM

Ms. Shirley Eye, Local College Board Representative

Dr. Christopher Lee, DSG Global

Ms. Melissa Leecy, Vice President of Institutional Advancement

Mr. Cory MacLauchlin, Faculty Senate Chair

Ms. Lorraine Pendleton, Executive Assistant to the President

Ms. Ana Otalora Reyes, Student Government Association Representative

Mr. Xavier Richardson, Senior Vice President and Chief Development Officer, Mary Washington Healthcare

Ms. Susan Spears, CEO, Fredericksburg City Chamber of Commerce

100
work days

70+
campus engagements

60+
community engagements

SEVEN
service areas engaged

VISION
2030



GERMANNA

Germanna Community College

FIRST **100** DAYS