Campus Council Meeting Minutes
December 4, 2014

Attendees: DeQuan Smith, Vicky Budd, Karen Murph, Mihaela Chamberlin, Celeste Dubeck-Smith, JoAnn Short, Felicia Blakeney, Cheryl Buckley, Laurie McCullough, Aya Al-Senusi, and La’Tonia White

Guests: Tony Bansal, Vice President and Chief Administrative Officer

- Meeting called to order at 3:15pm.
- Minutes from November 6, 2014 meeting were accepted.
- Dr. Terry Alford, Lyceum Committee, is looking for (3) volunteers to serve on the selection committee for the Legacy Lecture. It will be online only, no meetings.
- Tony Bansal – Salary compression
  ~ 50% contract proposals; faculty can retire and teach on a reduced load contract
  ~ standard policy relationships with faculty and former students
  ~ 18 VCCS reductions; NOVA is the only one who received an increase
  ~ Salary survey – Ray Bailey
  ~ New Safety Program with police chief, “Active Shooting”
  - Question: How can faculty member determine what tier they are in?
  - Answer: Study will be put online. Julie Garcia is POC and informs what data was used.
  - Q: Employee profile. What do you do when starting date and salary are incorrect?
  - A: POC is Julie.
  - Q: When will study be available?
  - A: Before the holidays.
  - Q: Is this a continuing process or will there be a new study?
  - A: VCCS must approve all the salary raises. It is a great uphill battle to get raises so a strategy is in place and there is a plan. If state doesn’t give a raise, NOVA can’t give a raise.
  - Q: How about giving time? How about giving incentives?
  - A: Time as a way of compensation. Recognition also should be explored. Letter definitely should be written by Felicia Blakeney.
  - Q: Does VCCS control adjunct faculty wages?
  - A: It is a done deal until Admin Council approves it.
    o Summer pay is at 9% and next year it should be 10%.
    o Concern is that younger people hired make more than seniors who have been working.
  - In conclusion, if nothing is heard from HR, contact Tony Bansal.

- Campus Council Initiatives/Goals
  (1) Awareness about Campus Council.
    – Intercom twice a year; minutes on NOVA website; utilizing Social Media, ie. hashtags #campuscouncil, #partneringinoursuccessannandale
  (2) Aim to be a resource and support to the committees on the Annandale campus.
    - Committee tea
    - Committee of the year
    - Email listings
    - Build morale with other campuses
Campus Council will be of service and have one hour for all faculty, staff, and students to get together and talk.

~ Publish picture
~ DeQuan and JoAnn discussed ‘Meet and Greet’ and will share what is going on on-campus. Have Council introduced at meetings.

- Assigned responsibilities to achieve goals:
  - Intercom (end of January and August) – Celeste and Cheryl
  - Email listing request from committees (January) – Cheryl
  - Council Hour (February, April, August) – DeQuan and JoAnn
  - TV Screen with updates (monthly) – Karen, Vicky, Laurie
  - Publishing meeting minutes (monthly) – La’ Tonia
  - Surveys (January and April) – Mihaela, Aya, DeQuan
  - Annual Meet and Greet “Heart for the Campus” (February) – DeQuan and JoAnn
  - Social Media (monthly) – Karen, Vicky, Laurie

- Mental Health
  - VCCS legislative will mandate a full-time mental health counselor on the campuses.
  - President is following VCCS current policy which allows it, but does not mandate it.

- Ten members are serving on Campus Council, and there should representatives from all divisions. There is no one from the Liberal Arts division.
  - Wilma Parker is off.
  - Suggestion: Send this out to everyone on campus to seek another member.

- Meeting adjourned at 4:44pm.

Minutes respectively submitted by La’ Tonia White