COLLEGE SENATE MEETING
November 15, 2012
Minutes

Members Present:

Alexandria: NV Fitton, Matt Todd
Annandale: Felicia Blakeney, Jill Caporale, Charlie Dy, Stewart Edwards
Loudoun: Hashem Anwari, Laura Silko, Georgeana Stratton
Manassas: George Flowers, Tom Hergert
          Manassas Students: Alex Longhi, Phoebe Luo
MEC: Kim Niceley, Marc Sirkus
Woodbridge: Tanya Ingram, Alice Reagan, Al Ross, Michael Turner
College Staff: Jamie Ellis, Kerin Hilker
ELI: Frances McDonald, Sue Picard
Presidential Appointments: Mark Bumgarner, Charlotte Calobrisi, Mark Kidd, Julie Leidig, Chanee Singkarvanich

Alternates: Jennifer Ward for Charles Pumpuni

Guests: Isaac Agyemeng, Professor, Ghana

Members Absent: Mary Anstice, Kathy Callahan, Sheri David, Shirley Delgado, Nicci Dowd, Abe Eftekhari, Mary Moseley, Matt Niziol, Edward Perry, Charles Pumpuni, Delores Scott, Harriet Zimmerman

College Recorder: Norie Flowers

Chair Al Ross called the meeting to order at 1:30 p.m.

Approval of October Minutes: A motion was made to approve the October minutes as amended, without objection, and carried.

Presentation of Faculty Development and Evaluation System:

Dr. Errico, NOVA representative to the Chancellor’s Faculty Advisory Committee (CFAC) and a member of the VCCS re-engineering task force on faculty evaluations, distributed a handout and presented a power point that explained the changes in the evaluation system, the process, and the roll NOVA would be asked to play. Individual colleges are being asked to develop implementation plans tailored to their institutions.

The revised evaluation system has three components: 1) evaluation, 2) annual performance and professional development objectives, and 3) reward and recognition. The new evaluation process establishes standards and expectations of performance in each of four prescribed domains: teaching, service, institutional responsibility, and scholarly and creative activities.
First-year faculty will receive an evaluation at the end of each semester; second and third-year faculty will receive one evaluation per calendar year; multi-year faculty will receive an evaluation only in the last year of their multi-year appointment. Evaluation data will come from students, supervisors, peers and self-evaluations. Faculty evaluations will be reduced from a five to a two category rating system: “meets expectations” or “does not meet expectations.” For new faculty, if there is a “does not meet expectations” at the end of the third year, the contract will not be renewed. If a faculty member on a multi-year contract receives a “does not meet expectations,” they revert back to a one-year contract.

Dr. Errico stated that the college needs to form a Faculty Evaluation Committee, no later than the end of fall semester, to develop an evaluation implementation plan for NOVA, the training required for the new system, and the creation of a Reward and Recognition program. For a recognition plan, individuals who meet expectations should receive something tangible in return. A faculty committee will judge 10-25% of the faculty who are in this category each year. The Administrative Council has been asked to locate funds to support this program.

Suggestions for the makeup of the Faculty Evaluation Committee included: four members of the Personnel Services Committee/PSC, four members of the College Senate, four members of the Instructional and Student Services Committee, and four members of the Administrative Council. The majority of the Committee should be composed of teaching faculty, but there should also be a representative from HR, Budget/Finance, and a Vice President as the Chair.

There must be a vote of the teaching faculty on the implementation plan and a majority of the faculty must approve the plan. Fall convocation is the only time all faculty will be gathered and available to vote. By October 31, NOVA must present its college plan to the Chancellor. If NOVA elects not to provide a plan, there will be an automatic VCCS default plan. By 2014 all faculty will be under the new plan.

Evaluations will be done according to the calendar year and changes will be made to the VCCS-29 evaluation form.

Suggestions and comments from Senate Committee members included:

• Adding the Director of Advising to the Committee.
• Looking at how recognition is done for multi-year faculty who “meet expectations,” suggesting the “meets expectations” for the entire three years.
• Looking at how the majority vote will be determined: the majority of the NOVA faculty, or the majority of the faculty who attend Convocation.
• Standardizing the type and amount of the reward and recognition across all campuses.
• Agreeing on and scheduling a date for the Committee to present the proposal to the entire faculty, with sufficient time for feedback.

Dr. Errico asked that Senate Committee members take this information back to the campuses to ensure they are informed. He called for four Senate member volunteers to serve on the Faculty Evaluation Committee.

Consideration of Fees Proposal from Sub Committee:

Chair Ross suggested that the revised text of the Auxiliary Services proposal on notification of price changes be sent back to the Campus Councils for discussion. The revised text reads:
“Acknowledging that non-tuition related fees nevertheless have a profound impact on student engagement and success, the Senate proposes that there shall be advance notification to the College Senate regarding any proposed change(s) to existing prices charged for college provided, non-tuition related, goods and services to members of the college community (faculty, staff, students and visitors). Such notification shall be provided in writing at least 90 days prior to implementation, addressed to the Chairperson outlining the specific change(s) as well as the purpose and justification for the change(s). Notification of price changes that impact only a specific campus need be forwarded only to that specific Campus Council Chairperson.”

A motion was made to send the price change proposal back to the individual Campus Councils, seconded without objection, and carried.

Committee members felt that the Ernst and Schlesinger Center prices were a related but separate issue needing a second proposal by those campuses in which they reside.

**Conversation with Dr. Templin:** Dr. Templin provided an overview on a number of topics, highlighted as follows:

- **Compensation:** Dr. Templin reminded the Senate Committee that a bonus notice went out. He stated that NOVA is in a strong financial position, and while growing, it isn’t as strong as anticipated. Bonus plans could not be implemented for P14s and adjunct faculty. If spring enrollment increases, and with authority from VCCS, Dr. Templin will try to do something for these two groups. Dr. Templin approved the one-credit hour increase for summer pay, which the Personnel Services Committee and the Senate felt strongly about.

- **Legislative Agenda:** Dr. Templin pointed out that the base budget was set, with an increase of 2% for full-time faculty, but NOVA is requesting 4%. Virginia revenues are doing well at this point, but the “fiscal cliff” in Washington has caused fear, because if it goes through, 100,000 jobs may be lost, along with the state tax revenues. The governor put out a notice for all state agencies to plan on a 4% cut. NOVA will still be looking for a 4% increase regardless of what happens in the federal government.

Nova has been successful in aggressively going after new and renovated areas, currently looking at a bond issue for a new building at Annandale, and a building renovation at the Loudoun campus. Both projects were approved but not yet funded. NOVA is also looking at a six-year plan that will be aggressive in getting both new facilities and renovations. Expansion of the Silver Line is being explored and students without vehicles will be able to get to NOVA. The land has been “maxed out” at the Loudoun campus, and Dr. Templin explained that he and others are currently working with county officials to look at another campus location.

Dr. Templin stated that the legislature has been approached for funding for equipment for workforce programs, increased transfer grant funding, and the matching of private contributions with system funds.

Questions arose over reconfiguring and renovating buildings that were not new. Dr. Templin explained that when a new building is built, money for equipment is then
targeted and lastly the older buildings are renovated. Manassas in line for a renovation plan for the 2014-16 biennium.

NOVA, Dr. Templin confirmed, was the number one community college in the country in the granting of associate degrees, leading in the fields of technology and management – areas where Virginia companies have strong demand. NOVA will be building an institution-wide strategy in STEM fields and looking at how to help adults move into this field.

Over the past nine years, enrollment has grown at NOVA, but there was a need to find ways to serve everyone. The college is increasing at about a 2.5 percent growth rate at this time, with NOVA’s sister institutions declining. Dr. Templin underlined the point that “there is a direct relationship in our expanding and our ability to do good.” NOVA has increased the retention rate to 10 percent and more than doubled graduation rates in the last four years. He summed up the argument that “increasing our graduation rates in the STEM fields is good for our students and for the community at large.”

**College-wide initiatives:** Dr. Templin filled in Senate Committee members on recommendations for mandatory assessment and attendance; mandatory remedial placement if required; the elimination of late registration and mandatory SDV attendance. GPS for Success will involve case managing students from the moment they enter the college, to help students navigate and move through the system. This will translate into a better understanding as case managers experience what students experience.

Senate Committee members asked questions on the following:

**The feasibility of offering the Baccalaureate degree.** Dr. Templin responded to this issue by saying, “if there is demand, as greater levels of education are required, the demand has to be met. What we might want to look at is an integrated, jointly offered, four-year program in which three years are taught at NOVA. NOVA is seeking input from four-year institutions such as Texas and Florida which have gone this route. UVA currently resides with NOVA. At Loudoun, a higher education center will be built.

**Moving to a 15-Week semester:** Dr. Templin stressed that any change must first and foremost “make it better for students.” He stated that NOVA is moving to nontraditional formats, with 22,000 students on line, significant growth in hybrids, and significant growth was occurring in the smaller second eight-week sessions. The smaller, intensive chunks of time have been more in demand and he suggested revising the thinking overall. Workload and time will need to be characterized in a different way. “The bottom line,” he stated, “is whether this benefits students.”

Dr. Templin pointed out that the framework has changed and the global picture needs to be discussed. There is a need for involvement in nontraditional relationships such as the on-line learning, proprietary provider, StraighterLine. “We are doing things carefully, and rigorously, step by step,” he underscored, “but moving forward.” Dr. Templin stressed that it doesn’t mean that everything should be done in that one way. All of the 22,000 on-line students are also the ‘brick and mortar’ students.
A Senate Committee member from Annandale presented Student Government recommendations for longer library hours, better late night safety, healthier food, better lighting at the bus stops, and some type of transport to the metro.

Dr. Templin stated that it was important to listen to our students and highlighted the fact that campus safety has improved to a great extent and the police are making an all-out effort to be more present.

Dr. Templin informed Senate members about the Governor’s call for 10,000 more degrees, but that this could not be done without NOVA. The Governor has been very supportive of NOVA’s initiatives and granted one million dollars to the STEM initiatives. The Governor, the Chancellor and NOVA are also all in agreement to encourage higher education institutions to assist Veterans in particular to earn degree credits.

Chair Ross emphasized the need for a more collaborative approach from the student services side to the classroom side for physically and emotionally challenged students, including Veterans.

Chair Ross asked that members interested in serving on the Faculty Evaluation Committee pass their names to him as soon as possible.

The next meeting will be January 17, 2013. A motion was made to adjourn the meeting, seconded without objection, and carried. The meeting adjourned at 3:45 p.m.