College Senate Meeting
March 21, 2013

Minutes

Members Present:
Alexandria: NV Fitton, Matt Todd
Annandale: Jill Caporale, Charlie Dy, Stewart Edwards
Loudoun: Hashem Anwari, Laura Siko
Manassas: George Flowers, Tom Hergert, Myndi Pruett
MEC: Marc Sirkus
Woodbridge: Alice Reagan, Al Ross
College Staff: Jamie Ellis, Kerin Hilker
Presidential Appointments: Charlotte Calobrisi, Mark Kidd, Julie Leidig,
Chanee Singkarivanich

Members Absent: Nicci Dowd, Charles Pumpuni, Delore Scott, Felicia Blakeney, Abe
Eftekhari, Matt Niziol, Edward Perry, Georgeana Stratton, Mike Polcen, Kathy Callahan, Sheri
David, Mary Moseley, Kim Nicely, Paula Smith, Harriet Zimmerman, Karen Williams, Tanya
Ingram, Michael Turner, Frances McDonald, Sue Picard, Mark Bumgarner.

College Recorder: Norie Flowers

Chair Ross called the meeting to order at 1:30 p.m. and informed Senate members that
President Templin would join the meeting within the hour.

Approval of Minutes: A motion was made to approve the February 21 minutes, seconded
without objection, and carried.

Action Items:

• Consideration of the Effect of the Affordable Care Act on College P-14 Employees:

The Chair asked that each campus produce a response to the issue of compensation for P14
employees whose hours were reduced from 30 to 29 hours and to look at possible other options
for compensation. Campuses responses included the following:

  o Alexandria Campus Council members felt the Affordable Care issue resided in
    Richmond, but wished to go on record to acknowledge the importance of looking at
    other options to both benefit and show support to P14 employees. They did not
    agree with a differential.
  o Annandale Campus Council members strongly recommend that NOVA take the
    position that “our valued part-time employees, both adjuncts and P-14 should not be
    limited in hours with the intent to render them ineligible under the Affordable Health
    Care Act.”
  o Loudoun Campus Council members felt that the state of Virginia had already
    implemented the mandate, but that there was general displeasure with the way the
    Affordable Care Act was being handled. They did not agree with a differential.
  o Manassas Campus Council members had not yet met on the issue, but were
    interested in pursuing the possibility of converting as many P14 positions as possible
    into permanent P3 positions. There was no vote yet on the issue of differential pay.
MEC Campus Council members expressed support for increasing the differential rate.

Woodbridge Campus Council members voted no on the differential rate, feeling it would be inequitable.

College Staff: Ms. Hilker felt that P14 wages should be increased for all; there should be flexibility in moving them to restricted positions and they should be allowed to take classes immediately. Ms. Ellis suggested that bonuses be explored as an option.

Other Senate member noted for the record that restrictions have always been in place for the total number of hours P14 employees could work. A small group of employees will have a financial loss and it was important to make a statement to the Administrative Council with a preferred strategy and a fallback strategy.

Chair Ross summed up the campus responses by saying that if the salary differential was settled, the larger issue was still out there – affordable health care. He grouped the responses into three areas: 1) showing support, 2) not agreeing with the decision of the state and crafting a statement expressing this; and, 3) offering recommendations on such issues as position conversions and compensation rates. He proposed that Senate members go back to their Campus Councils to craft a statement to bring back to the Senate within the next week. He declared that the Senate as a whole was in agreement in expressing support for P14 employees.

A motion was made to vote no on the differential rate, seconded without objection, and carried. The Steering Committee will produce a statement within the next week and will forward it to Senate members for review.

- Consideration of Recommendations of the Committee of Review:

Ms. Reagan distributed the final draft for approval. The recommendations included:
- removing inactive committees
- renaming other committees to better reflect their functions
- changing the membership for some committees to include professionals better able to make decisions
- linking local committees with college committees that have the same functions
- revisiting the decision to remove the campus Traffic Committees
- exploring ways to include the growing number of college staff in college governance, which would require a change in the by-laws.

A motion was made to accept the report as revised, seconded without objection, and carried.

Update on the Status of Adjunct Faculty Affected by the Affordable Care Act:

Chair Ross informed Senate members that, as a result of the new VCCS mandate, the Administrative Council changed adjunct faculty hours to no more than 9 credit hours in fall and spring and no more than 8 credit hours in the summer, with no overloads. There was no information available yet on the “look back period.”
Conversation with Dr. Templin on Current Concerns of the College:

Dr. Templin briefed Senate members on information received to date from the state on the Affordable Care Act provisions. Not all of the federal policies have been written, but the time period has already begun. The Governor and General Assembly have agreed that state employees who are part-time shall not work more than 29 hours per week, and if they do, the institution will be fully responsible. He stated that the number of part-time employees was much smaller than originally thought, and one option the college could look at was some level of compensation.

Dr. Templin explained that the work hour issue was more difficult with part-time faculty as more than half the college’s instruction is done by adjunct faculty. The new ruling states that part-time employees will be employees of whatever organization is governed by a single board. For NOVA, it is VCCS, and there is no good present method to monitor the number of credit hours adjunct faculty teach at different campuses and institutions in the system. In addition, thousands of students could be turned away if there are insufficient adjunct faculty on board. He stated that guidance will be needed for the Fall, but it looks like the limit will be no more than 10 credit hours for the fall and spring and no more than 8 hours for the summer for adjunct faculty. This will translate into a revision on the college hiring policy. For P14 employees who are also adjunct faculty, the limit will be 29 hours, with 3 hours for each credit hour. If federal guidelines come out and are different, NOVA will have to change its policies.

Dr. Templin indicated that the college is looking at online capabilities and our shared distance learning programs – with 11 colleges interested in participating. NOVA will raise the standard for student on-line abilities before they will be allowed to register for online coursework.

On the topic of salaries, Dr. Templin pointed out that salary adjustments have been made for some classified staff and teaching staff, and NOVA is likely to ask for authority to add an additional salary increase for those below the market average. Professional and administrative staff salaries will be increased and NOVA is asking for authorization to do more based on competitive salary adjustments. The entire salary system is below regional peer salary percentiles and NOVA needs the flexibility to make salary adjustments. Dr. Templin stated that NOVA is also the only growing college in the system and other colleges are experiencing layoffs.

Dr. Templin stated that NOVA has asked for a $3 per credit hour tuition increase, which has yet to be passed by the State Board and approved by the Governor.

Dr. Templin updated Senate members on the work of the Faculty Evaluation committee and next steps in the process which include a response from him to Dr. Errico, the project leader, and a final draft sent to the faculty who will have the summer to read it. Faculty will then have the opportunity to vote on either the NOVA plan or the VCCS default plan at Convocation.

On the issue of sequestration, Dr. Templin highlighted the constructive moment this could afford NOVA by making the value proposition well known of “NOVA first” when parents think about higher education. Students can still graduate from the institution they wish to by coming to NOVA first. Dr. Templin is engaged in conversations with George Mason on co-programs, developing dual enrollment agreements with high schools in the system, especially in the
applied sciences, and creating a pathway for gaining one year of college credit at no cost. He emphasized that NOVA will begin conversations with parents in the community to let them know they don’t have to put their children’s education on hold.

Dr. Templin highlighted efforts to promote the six fundamental policies that deal with student success which include mandatory assessment and attendance at orientation, completing student success courses within the first 15 hours, no late registration, and being class ready, which translates into tuition paid, advising completed, books bought and attendance on the first day of class. NOVA is targeting the fall of 2014 for all first-time college students and will look carefully at the outcomes.

On the issue of safety and security, Dr. Templin informed Senate members that the State Board for Community Colleges developed a set of regulations declaring that by coming to a college campus and, if you are an employee or a student, you waive your right to bring a fire arm to campus. A specific policy is currently being crafted to keep NOVA an open, yet safe environment.

Chair Ross thanked Dr. Templin for taking time to join the College Senate members for a fruitful, informative discussion.

**Other Items:**

Ms. Fitton reported that Campus council elections were proceeding and would be done by the end of March.

Mr. Ross reiterated the final two Senate meetings to be held on April 18 in the upper gallery of the Ernst Center and April 25, with new Senate members in the President’s dining room.

Mr. Ross forwarded the motion by the Alexandria Campus Council to the Instructional and Student Services Committee/ISSC asking the committee to review a proposal for mandatory college-wide policy statements to be included in all course syllabi.

A motion was made to adjourn the meeting at 3:30 p.m., seconded without objection, and carried.