Members Present:
Alexandria: Shirley Delgado, Angela Terry
Annandale: Felicia Blakeney, Jill Caporale, JoAnn Short, Nan Peck
Loudoun: Hashem Anwari, Radina Mileva,
Manassas: Lynn Bowers, Cory Esparza Barbara Lash, Myndi Pruett
MEC: Marion Devoe, Cherelle Faust, Mary Moseley, Paula Smith
Woodbridge: Lori Leeker, Alice Reagan, Al Ross, Karen Williams
College Staff: Steve Bennett
ELI: Sue Picard
Students: Hadeel Shadid, Lyons Sanchezconcha
Pres Appointments: Deshaun Davis, Marleen McCabe, Ruth Stanton

Alternates: Alice Hedley for Emily Chiles and Kristin Shriver for Michelle Franz

Guests: Dr. Jerome Barrett, NOVA Board Chair, Mr. Therman Coles, Legal Advisor, Ms. Jami Bryan Yazdani, Chair, Personnel Services Committee, Dr. Robert Templin, President.


College Recorder: Norie Flowers

Chair Mr. Al Ross called the meeting to order and welcomed Senate members and alternates.

Approval of the Minutes: A motion was made, seconded, and carried to approve the minutes with the suggested amendments.

Old Business:

- Consideration of the Personnel Services Committee Proposal on 2013 Summer Pay (Action Item)

The Woodbridge, Manassas, MEC and Alexandria Campus Councils favored the Personnel Services recommendation proposal to reinstate the 9 credit hour equivalency pay rate for the summer sessions. The Loudoun campus voted to keep the 8 pro rata credit hour. The Annandale campus voted to reinstate the original 10 credit hour pro rata rate.
The College Senate chose not to vote on the Personnel Services Committee’s recommendation. A motion was made, seconded without objection and carried to unanimously recommend reinstatement of the 10 credit pro rata summer pay.

**Chairman’s Updates**

- **Fall Class Start Date:** The Woodbridge, Manassas and MEC campuses favored the earlier Wednesday, August 20, class start date. The Alexandria, Annandale and Loudoun campuses favored the later Monday date. The Administrative Council approved the earlier Wednesday start date.

- **Review of College’s Smoking Policy:** Last spring the Senate approved a motion to ban hookah smoking at the college. The Chair was informed that this was in violation of current state regulations and therefore the only ban that could be officially instituted was smoking inside a building or within the 25 feet distance of a building.

Mr. Therman Coles explained the history of the efforts to ban smoking by explaining that Dr. Templin established a committee to look into the issue. The committee moved toward a comprehensive no smoking policy that the System Council Office rejected. As a state institution, they were told NOVA had no authority to eliminate smoking and were bound the regulation of every other state college.

Mr. Coles distributed guidance on Executive Order 41 established in January of 2007 which states:

- Smoking is banned in all state facilities occupied or operated by executive branch agencies and institutions, including institutions of higher education.
- These smoking guidelines apply to all persons in state facilities occupied or operated by executive branch agencies and institutions, including institutions of higher education.
- Smoking is banned inside all state facilities including parking garages, covered walkways, temporary enclosed structures, trailers, and tents as well as structures placed on state-owned property by contractors or vendors.

Smoking is permitted outdoors on state property grounds, plazas, sidewalks, malls and similar open pedestrian-ways provided smokers are 25 feet or more in distance away from an entrance or exist of any facility, including parking garages. Smoking outdoors shall be in accordance with published guidelines established by the agency head or head of state institution, including institutions of higher education, of the facility or agency within the facility.

Employee violations of EO 41 or smoking restrictions imposed pursuant thereto shall be addressed by their agency in accordance with the Department of Human Resource Management Policy 1.60, Standards of Conduct and the violation shall be considered in the employee performance evaluation.
The question of the student use of e-cigarettes was raised by Annandale Instructor Ms. Nan Peck. Mr. Coles distributed a letter dated April 27, 2010, from Attorney General Ken Cuccinelli to House Member Christopher Peace on the response to a question of whether an e-cigarette falls within the definition of smoke or smoking. While the Virginia Department of Health guidance states that a cigarette is a cigarette, Attorney General Cuccinelli stated that in his opinion using an e-cigarette does not fall within the definition of “smoke” or “smoking.” Discussions included a recommendation to treat e-cigarettes as a classroom distraction/disturbance and a recommendation for NOVA to establish broader smoking restrictions for consideration through VCCS to the Attorney General.

The Chair asked Senate members to think about putting together a task force to draft a policy proposal on e-cigarettes and called for Senate member volunteers. Mr. Coles offered to draft an e-cigarette policy.

Annandale student representative Hadeel Shadid informed Senate members that 500 students were surveyed at the campus and many students, including student smokers, expressed their preference for a smoke-free campus.

Conversing with Dr. Templin

The Chair welcomed Dr. Templin, who offered to answer questions and address Senate members concerns. The following issues were raised:

- **No Smoking Policy:** Dr. Templin suggested thinking of pilot options, communicating with one another, putting signs up and creating a strategy to begin to first create a cultural change with a set of expectations.

- **Movement toward the Baccalaureate Degree:** Dr. Templin explained that there is currently a movement afoot in cyber security, mechanics and some of the trades for a direct route into a four-year degree program. Implementing a four-year degree program requires a legislative act with accreditation and funding implications. He stated that NOVA’s position is if there is a need in the community and students aren’t able to get the baccalaureate, then we would pursue it. We need to create a completion strategy and we are having that conversation now with George Mason to propose a joint program where students receive a two-year degree from NOVA and direct route into George Mason.

- **Salary Compensation Study:** Dr. Templin informed Senate members that the Segal Study follow up discussions have just begun and an extensive competitive pay study will be done looking at groups where NOVA is significantly under competitive. The study will drill down to get better comparisons by both function and discipline. Institutions in the region will be studied as well as national faculty comparisons done. He reiterated that 80 percent of college funding now comes from the students through tuition. NOVA teaching faculty received a 5 percent increase because of a tuition increase but the rest of the system college faculty received only 3 percent. When enrollment is flat, there is no new money. When FTEs are flat and not much money is coming in, salary increases are
difficult and no new positions are on the table. NOVA is doing better than all other community colleges in the VCCS.

Dr. Templin was asked questions on the costs and counselor ratios for the Pathway Program and he stated that 8,000 students were enrolled in Pathway but success rates were not yet available, but that he would research answers to those questions.

Families are looking increasingly at the return on investment as graduating students are saddled with considerable debt. Community colleges are valued because of the cost effectiveness. Our reputation has always been good and has gotten better. Dr. Templin informed Senate members that he was invited to be a part of the incoming governor’s transition team.

- **Faculty Development and Timing on Funding:** Dr. Marleen McCabe stated the budget was approved later this year than last. The summer timeframe is an issue because the budget cycle ends in June. The Professional Development Committee is looking at faculty assistance to see what is working, what is not, and explore new options. Dr. Templin offered to look at a way around the budget dilemma.

A motion was made to adjourn the meeting at 3:45 p.m., seconded without objection, and carried. The next College Senate meeting is scheduled for January 16, at 1:30 p.m. in the Ernst Cultural Center Seminar Rooms on the Annandale campus. Lunch will be served beginning at 12:30 p.m.