

GERMANNA COMMUNITY COLLEGE BOARD

March 14th, 2024

MEETING MINUTES # 343

Members Present:

Jack Rowley
L. Wayne Bushrod
Ann Marie
Anderson
Frankie Gilmore
Shirley Eye
Wanda Stroh
Sarah Berry
Rev. Joy Carter
Minor

Members Absent:

Dr. Kingsley Haynes

Guests Present:

Staff Present:

Dr. Janet
Gullickson
Dr. John Davis
Veronica Curry
Pam Frederick
Michael Zitz
Garland Fenwick
David Swanson
Lorraine Pendleton
Taylor Landrie
Ms. Jessica
Thompson
Professor Cheryl
Huff
Matthew Pierce
Dr. Frank Cirioni
Dr. John
Stroffolino
Dr. Cheri Maea

REGULAR MEETING

1. Call to Order

Ms. Frankie Gilmore called the meeting to order at 4:38 p.m. Dr. Janet Gullickson introduced Ms. Pam Frederick as the Interim Vice President for Student Affairs. Dr. Gullickson noted that Ms. Frederick, who is retired from the college, has graciously agreed to serve in this capacity during Dr. Ray-Patterson's leave.

2. Public Comment – None

3. Approval of Minutes # 342, January 18, 2024

Ms. Frankie Gilmore moved to approve the minutes of the January 18, 2024 meeting.

Motion was seconded by Mr. Jack Rowley.

Motion carried.

COMMITTEE DISCUSSION/ACTION

4. Academic Affairs/Workforce/Student Success

Ms. Wanda Stroh reviewed the curriculum items. The changes proposed included:

Proposed Program Updates –

- a) Technical studies- AAS - this program is being updated to provide alignment between program, tracks, and career study certificates with additional important business courses added to best prepare students to manage either their businesses or work as supervisors in their selected trade.
- b) Paramedic CSC - the update to this program is to remove five courses from AEMT CSC that were added to this certificate erroneously. This correction is to remove the error and bring the CSC down to 29 credits hours per VCCS policy.
- c) Liberal arts AA - this program is a part of the transfer Virginia program rewrite that will solidify the students' options to explore world languages and liberal arts as a part of their work towards a four-year degree in the field.
- d) i) Industrial Maintenance Technology CSC, ii) HVAC Technician – CSC, iii) Electrician Technician – CSC, and iv) Asphalt Technician CSC - these updates provide a level II CSC for students to receive a three-level stackable credential with a pathway from noncredit to credit. Each CSC is designed to be awarded as students complete the courses for their identified tracts. The CSC can be earned as a standalone credential.
- e) Health Professions Preparation – CSC due to the local need for respiratory therapists in our service region Germanna and Reynolds executed an MOU to create a pathway for students to apply to the program. The prerequisites are similar to our existing Hospital Preparedness Program space CSC. This proposal will create a track to meet specific prerequisites of PHI 220 (ethics). Students will need current CPR certification. Therefore HLT 105 was added in the respiratory therapy track along with the ethics course to meet the HPP CSC listed minimum or 19 credits.

- f) General Technician CSC-- This career studies certificate for the technical studies program is designed to provide a level one CSC for students as part of a three-level stackable credential with a pathway from noncredit to credit.
- g) General Studies AS - the general studies degree program is being transitioned from an associate of arts and science to an associate of science degree. This proposal is to formalize the name change and memorialize this through the curriculum process.
- h) Emergency Medical Services AAS - Since the national EMS education standards have changed, the EMS common curriculum must be updated to align with these changes. The Dean's Course Review Committee decided to maintain a standing program related prerequisites across the courses instead of adopting generic language that the EMS work group had developed to anticipate future revisions to prerequisites mandated by the Virginia office of EMS. The credit total for the revised curriculum is 65 credits which is 1 less credit than the current curriculum.
- i) Education – AA&S - The curriculum was updated through Transfer Virginia redesign and the computer competency requirements are being embedded in Edu 200. Students may still elect to take ITE 152 or BUS 226 as one of their transfer electives, but it will not be required.
- j) i) Dental Assisting II – Restorative Dental Procedures – CSC, ii) Dental Assisting II - Indirect Restorative Techniques CSC, iii) Dental Assisting II – Expanded Dental Functions CSC - This change is for the name only to better align the program with student expectations and expected industry outcomes.
- k) Computer Science AS - This curriculum is primarily designed for students who wish to transfer to a four-year college or university to complete a baccalaureate degree in computer science. Upon completion of the program, students will have obtained the basic knowledge and skills that will enable them to understand the underlying structure of computers and how to implement processes. This program has been developed and approved through the Transfer VA initiative.

Proposed New Curricula

- a) Social Science – AS - The social science ACS is a part of the Transfer Virginia program rewrite and will ensure students who want to pursue the current programs of general studies Administration of Justice and Psychology specialization will have a transferable pathway to their four-year school of choice.
- b) Science – AS - this program is being updated from an AA&S to an AS in the transfer of Virginia redesign process. The changes are all done in accordance with state guidelines. The current degrees within tracks will be discontinued with a teach out plan for current students. This program will be supplemented with advising pathways to maintain all of the current tracks offered at Germanna.
- c) Plumbing Technician CSC, Heavy equipment operator- CSC - the CSC will be added to provide the level 2 CSC for students who wish to work in this field. This will allow students who chose this track within the technical studies program to earn the level to CSC upon completion of the track.
- d) Industrial Machinist – CSC the industrial machinist CSC will be added to provide the level 2 CSC for students who wish to work in this field. This will allow students who chose this track within the technical studies program to earn the level 2 CSC upon completion of the track.
- e) Fundamentals of Welding – CSC the welding CSC will be added to provide the level 2 CSC for students who wish to work in this field. This will allow students who chose this track within the technical studies program to earn the level 2 CSC upon completion of the track.
- f) Diagnostic Medical Sonography – Echocardiography this new curriculum is needed in our service region. This degree will be administered within the health sciences division of the college beginning in the spring of 2025. This program will meet emerging needs for the imaging profession locally as the healthcare environment expands.

- g) AAS, Construction Craft – New Program - the construction craft technician CSC will be added to provide the level 2 CSC for students who wish to work in this field. This will allow students who chose this track within the technical studies program to earn the level 2 CSC upon completion of the track.
- h) Carpentry Technician – CSC this CSC is designed to provide a level 2 CSC for students to provide a three-level stackable credential with a pathway from noncredit to credit each CSC is designed to be awarded as students complete the courses for their identified tracks.
- i) Automotive Technology – Diesel Preventative Maintenance – CSC this program is being added in partnership with Northern Virginia Community College and many classes will be offered through an SSDL agreement. The two CSC's will have hybrid lecture and labs with students traveling to Manassas to complete the hands-on portion of the learning Germanna faculty and Career and Transfer Services will work to place students locally in their work-based learning opportunities.
- j) Automated Technology - Diesel Basic Repair – CSC this program is being added in partnership with Northern Virginia Community College and many classes will be offered through ASSDL agreement. The two CSC's will have hybrid lectures and labs with students traveling to Manassas to complete the hands-on portion of the learning. Germanna faculty and career and transfer services will work to place students locally in their work-based learning opportunities.

Ms. Frankie Gilmore moved to approve the curriculum updates and accept them as presented.

Motion Carried.

5. Executive/Human Resources

Ms. Frankie Gilmore presented the Human Resources update, discussing the successful implementation of two new professional development initiatives: Executive Leaders and Next Level Leadership. She noted that the Executive Leaders program cohort includes six employees, and the Next Level Leadership program cohort includes fourteen employees. These programs aim to enhance the skills and capabilities of the college's workforce, ensuring their competitiveness and readiness for career advancement within the institution. Ms. Gilmore emphasized the importance of investing in learning opportunities for staff to foster personal and professional growth.

Ms. Gilmore encouraged attendance at the upcoming Human Resources Benefits and Wellness Fair scheduled for April 18th at both the Locust Grove and Fredericksburg locations. She noted the participation of sixteen vendors offering valuable resources and information to employees to promote overall well-being.

Additionally, she highlighted two new leadership positions and a vacancy within the Human Resources Department and mentioned that the department is seeking candidates for the positions of Director of HR Operations and Director of Talent Acquisition and Retention, along with filling the vacant Payroll Specialist position. These new roles will enable the department to focus on long-term organizational goals and effectively manage the workforce.

In her update on the Educational Foundation, Ms. Gilmore expressed gratitude to everyone involved in the successful fundraising Gala. She reported that over 210 individuals RSVP'd for the event, and the foundation raised over \$120,500, including \$9000 from auctions and games—an increase of 13%

compared to the previous year. Additionally, two important vacancies, Donor Relations Coordinator and Giving and Scholarship Coordinator, were filled. The combined contributions for January and February totaled \$353,179.61. Ms. Gilmore announced the renaming of the annual golf tournament to the Bruce L. Davis Golf Tournament in honor of Mr. Bruce Davis's service to the Educational Foundation, inviting participation on May 20th at 9 am at the Fredericksburg Country Club.

Ms. Gilmore then invited Dr. Janet Gullickson to provide the Executive Update.

Dr. Gullickson shared her experience attending the fiber optic tour at the AWS kick-off event with Governor Glenn Younkin. She discussed the college's efforts to provide courses preparing the workforce for job opportunities with Amazon Web Services and highlighted the completion of training by Fiber Optics teacher Joe Mummert, enabling him to soon teach students.

6. Finance/Facilities

Ms. Gilmore invited Mr. Jack Rowley and Mr. David Swanson to present the financial reports.

Mr. David Swanson began highlighting two key updates. First, he noted a decrease in bookstore commissions, and second, he mentioned that the Educational Foundation received a check of approximately \$1.5 million from Stafford Maintenance Reserve, earmarked for the Center Street build-out project. Overall, the college transferred \$3.7 million, including the amount from Stafford Maintenance Reserve. Additionally, there is approximately \$2 million available for the new Locust Grove building, with some localities expected to complete half-million-dollar pledges by year-end.

He also mentioned that the FY25 budget will be submitted for approval at the next board meeting.

Mr. Jack Rowley moved to approve the financial analysis for the eight months ending on February 28th, 2024, and to accept the financials as presented.

Motion carried.

Dr. Gullickson invited Dr. John Davis to present an update on tuition differentials.

Dr. Davis began by explaining the concept of differential tuition, highlighting the college's previous increase of one dollar since 2014/2015, primarily allocated towards teaching faculty salaries. He added that due to the significant increase in the cost of living in the service region, the college proposed a \$4.10 increase, aligned with J Sargeant Reynolds Community College. This increase aims to generate additional revenue for faculty recruitment and retention.

Dr. Gullickson added that the college is experiencing financial constraints, necessitating additional revenue for operational costs. The proposed increase to \$4.10 per credit hour, effective for the FY25 academic year, will provide funding for career technical offerings, enhancing competitiveness in the region.

Mr. Rowley read the motion, which was carried and will be forwarded for Chancellor David Dore's and the Virginia Community College System Board approval.

With Chancellor approval, the Germanna Community College is requesting that the Virginia Community College Board authorize increasing the college's tuition differential from \$1 to \$4.10 per credit hour, beginning in the 2024-25 academic year. This differential should be in addition to any other tuition increase authorized by the VCCS Board. The additional revenue will be used to provide more career and technical education offerings in the region by being more competitive in faculty recruitment salaries.

The reasons for this are:

1. The cost of living in the Germanna Community College region is considerably higher than any other region except Alexandria, Virginia.
2. College programs are heavily concentrated in high-cost areas such as health care; and
3. Demand for college programs is growing without accompanying increases in state or local funds.

Motion carried.

Mr. Rowley invited Mr. Garland Fenwick to provide the Facilities update.

Mr. Fenwick reported receiving approval from the Department of Engineering and Building (DEB) to move forward with the Locust Grove building project and discussed progress on the Center Street project. He also provided insights into furniture purchases for science labs and ongoing procurement efforts for building furnishings, emphasizing the scale of work differences required for the Center Street and for Locust Grove Campus projects which is expected to take 2 years from start to completion.

7. President's Report, Dr. Janet Gullickson

Dr. Janet Gullickson began by providing a brief overview of the 2024-2026 Virginia Biennial Budget & Proposed amendments. She regretfully noted that neither party or chamber proposed significant funding for the VCCS and its future initiatives due to conflicting other needs. Several proposed initiatives, including funding for the Online Virginia Network and Pell Grant initiative, faced elimination or reduction, impacting students' success. The reduced Transfer Grant Funding and elimination of support for a statewide mental health provider were also highlighted, along with the absence of additional financial aid funding or workforce talent pipeline initiatives.

Dr. Gullickson mentioned that in the healthcare sector, the VA Hospital in Fredericksburg plans to employ around 600 people upon its grand opening and has expressed interest in future partnerships with the college. Similarly, businesses like Amazon Web Services are exploring collaboration opportunities. Recent partnerships with these entities, including a kickoff meeting with Governor Youngkin, aim to provide training for job opportunities in fiber optics and construction trades, supporting better job prospects in the region. However, the revenue generated from such initiatives goes to the counties rather than the college, necessitating requests to local counties for funding to meet workforce education demands.

Dr. Gullickson also announced the \$250,000 Community First Fund, a new initiative funded by a generous donor, Ms. Mary Jane O'Neil, unveiled at the Gala. She explained that these funds aim to build a facility on the Fredericksburg campus to accommodate future regional growth with Career Technical Services.

Additionally, a new position for the Educational Foundation, VP of Community Engagement, has been posted, and Dr. Davis is leading the committee overseeing filling the vacancy of Mr. Bruce Davis's position.

8. Chair Report

Ms. Frankie Gilmore began by reminding everyone to respond to the questions posed by the state board, aligning with their theme "Ponder the future... from what is to what might be." Dr. Gullickson then tasked Ms. Lorraine Pendleton with creating a survey to collect responses from everyone.

Furthermore, Ms. Gilmore encouraged active participation in the upcoming Spring 2024 shop days, volunteering, and donating items. She also urged attendance at the Student Awards Ceremony scheduled for April 24th and the Sensational S'mores event organized by the Health Sciences department on March 22nd.

Additionally, she distributed the food pantry list of needed items and emphasized the importance of donations to support students in need.

Ms. Gilmore mentioned a communication from Mr. William Thomas, a former board member, proposing the establishment of an alumni association for the Board. She announced upcoming meetings with Ms. Jessica Thompson to discuss implementation and the possibility of hosting a reception for alumni in the Fall.

9. New Business

None.

10. Adjournment

The meeting adjourned at 5:40 p.m.

2023-2024 Committee Appointments

Executive / Executive/Human Resources

Ms. Frankie Gilmore, Chair
Mr. L. Wayne Bushrod, Vice Chair
Ms. Sarah Berry
Dr. Janet Gullickson, Secretary
Mr. Bruce Davis, Staff
Ms. Veronica Curry, Staff

Finance/Facilities

Mr. Jack Rowley, Chair
Rev. Joy Carter Minor
Dr. Kingsley Haynes
Dr. John Davis, Staff
Mr. Garland Fenwick, Staff
Mr. David Swanson, Staff

Academic Affairs/Workforce/Student Success

Ms. Wanda Stroh, Chair
Ms. Ann Marie Anderson
Ms. Shirley Eye
Dr. Shashuna Gray, Staff
Dr. Tiffany Ray-Patterson, Staff