

PIEDMONT VIRGINIA COMMUNITY COLLEGE BOARD

Board Meeting No. 293

March 2, 2022

Meeting number two hundred ninety-three of the Piedmont Virginia Community College Board was held Wednesday, March 2, 2022, in the W.A. Pace Board Room.

Members Present

Madison Cummings, Jr., Albemarle County
Charles Dassance, Albemarle County
Pam DeGuzman, City of Charlottesville
Leslie Favel, City of Charlottesville
Frank Gallo, Fluvanna County
Chinta Gaston, City of Charlottesville
Alfreda Morris, Albemarle County
Janet Morrow, City of Charlottesville
Thomas Proulx, Nelson County
Fred Richardson, Greene County
Lola Richardson, Louisa County
PJ Rooney, Albemarle County
Joseph Scruggs, Buckingham County

Members Absent

None

Staff Present

Frank Friedman, president
Anne Allison, vice-chair, faculty senate
Susian Brooks, marketing and media relations director
Ben Copeland, vice president for finance and administrative services
John Donnelly, vice president for instruction and student services
Silvia Dowell, president, professional association of support staff
Rebecca Parkhill, assistant to the president and special projects coordinator
Brittany Resmann, director of institutional research, planning, and institutional effectiveness
Tom Ruggeri, interim director of information technology
Harry Stillerman, vice president for institutional advancement and development

Welcome and Call to Order

Chair Lola Richardson welcomed those present and called the meeting to order at 4 p.m. Roll call was taken, and a quorum was physically present.

Approval of Minutes

The proceedings of the November 3, 2021, meeting were unanimously approved on a motion by Dr. Richardson and seconded by Mr. Cummings.

Public Comment

No public comment.

President's Report

General Assembly Update

Salaries. The House and Senate conference committees will get together over the next ten days to discuss the budget. The budget includes increased salaries for faculty and staff. The House and Senate budgets have slightly different numbers for the salaries. The final salary decision is between a 4 and 5% increase this June and next June. There may even be a bonus on top of that. For salary increases, the biennium budget is very good.

Base Funding. The House and Senate are willing to give colleges money if they agree not to increase tuition (or a very small increase). If a college does not agree, it will not receive the funding. Community Colleges are also receiving funding to increase the number of academic advisors at each college. For PVCC, the increase will allow for 1.5 positions.

G3 program. The Senate has a budget that adds \$24 million per year to the G3 program to provide a greater capacity to fund more students. The House budget provides no funding for G3.

Cybersecurity. The Senate has \$5 million in the budget to help VCCS with cybersecurity initiatives, which is the biggest technology issue in the VCCS. The House budget provides no funding for cybersecurity initiatives.

Nursing. VCCS has an initiative to increase funding to expand nursing programs. This was not funded by the House or the Senate. Both bodies said to use a portion of G3 money for the nursing program.

Network2Work (N2W). Expansion beyond our service region was funded by Governor Northam using federal money he had discretion over. PVCC would like to get it into the state budget permanently. The Senate has \$8.5 million allotted for N2W. The House budget provides no funding for N2W.

The Senate was allocating \$3 billion more than the House because the House has very large tax cuts built into its budget. While the Senate has some tax cuts, they are not nearly as aggressive as the House.

University or College Lab Schools.

This was an initiative of Governor Youngkin that allowed colleges and universities to develop some component of a K-12 school and offer it as an alternative to the public school system. This is highly controversial, and it is unclear as to where it stands with the General Assembly. The

Governor has allotted \$150 million for Lab Schools. The General Assembly has money in their budget for only the first year. Universities said they cannot offer lab schools with only one year of funding. Various associations such as the School Superintendent Association, School Board Association, and others were opposed and lobbied for change when the initial plan was announced. Those associations did get the changes they wanted and have withdrawn opposition.

Dr. Richardson asked if the local school board has any say in the matter. What would the board need to do? Who would sign off on it? Would it be the State Board of Education? Dr. Friedman noted that all those details need to be worked out before anything passes.

Face Masks

The Chancellor recently sent out an email regarding mask-wearing, with March 14 being the date the mask policy ends for VCCS. This was a systemwide decision. Individuals are still allowed to wear face masks or coverings. This information has been shared with faculty, staff, and students.

American Association of Community Colleges

The American Association of Community Colleges (AACC) is our national parent organization, with headquarters in Washington, D.C. Approximately 1,000 community colleges are members of this national organization. The AACC presents several awards during the annual convention in April. PVCC has received three awards:

- 1st: Connie Jorgensen received an award in the faculty excellence category. She is one of only 29 from across the country.
- 2nd: In the Innovation category, PVCC is a finalist in two of the four categories, with four finalists in one category and five finalists in another. One of PVCC's submissions encompasses our efforts for diversity and serving people of color and low-income.
- 3rd: Corporate Partnerships. The partnership with UVA Health System to expand the nursing program at Greene is a finalist for a national award.

These awards provide external validation for faculty and staff who work so hard. They have placed in categories against 1,000 other colleges. We hope this says to faculty and staff that they are doing great things.

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| College Updates |
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Dr. Copeland

ATTC. The new building is out for bid. Close to thirty interested parties showed up at the pre-bid meeting last week. The right people are in the room and paying attention to the process, and it is good

to see competition. The bids will be returned in mid-March. The original return date was March 10, but that has been changed to March 17. We hope to do a groundbreaking in May.

Procurement. The state system procurement changeover occurs at the beginning of May. This will cause a ripple effect on end-of-year processing. Dr. Copeland is communicating with budget managers to expedite purchasing using the last funds before that happens. After the transition, the end-of-year closeout takes place.

Budget. Mid-year budget reviews are underway with all departments. The reviews will show the budget managers their expenses mid-year to help them make good decisions for their remaining budgets.

Dr. Copeland will share the local funds budget with the College Board at the May meeting. The Finance and Building Committee will get together in mid-April to look at the local funds budget. The operating budget for the college should be known at that time.

Recycling. Once students return from break, an announcement will be made regarding a new recycling program. The Sustainability Committee is working with Dr. Copeland. Waste management will deliver large bins outside by the end of this week, and receptacles throughout the campus are being rebranded.

A question was asked about whether state funds are the only funds to be spent at the end of the fiscal year. Dr. Copeland stated there is a carryover aspect for both local and state funds.

Dr. Donnelly

Covid. The public numbers are declining, as are PVCC's numbers. The college is trending with the population, with one or two instances this week, which caused no disruptions. Faculty and staff continue with our operation effectively.

Registration. Registration begins March 25 for both summer and fall classes. PVCC can get back into the correctional centers starting this summer, which will help those who were unable to take classes in the spring catch up on their studies.

Hiring. A full-time coordinator for the prison program is being hired. Funding is through the Laughing Gull foundation and covers two years of salary.

PVCC4U100% financial assistance program. This program is available for students making \$100,000 per year or less. The program is currently funded by ARP, which is going away. The college is looking to institutionalize it for the program to continue. The program is funded through the summer semester and PVCC is working on it to be funded into perpetuity.

Piedmont Scholars. This program will cover tuition for 20-25 students who transfer to UVA under this program. The deadline for transfer applications is March 1. Dr. Donnelly and UVA administrators are working with those applications to identify the next cohort. The students receive credits for advanced work at the university and they work with faculty and staff to get acclimated to the UVA campus.

A question was asked regarding the selection of students for Piedmont Scholars. UVA looks at our transfer group and identifies who would be eligible recipients for those programs. They look

at applicants who have already applied and have been accepted into the university, making the selection post-acceptance.

CATEC. Dr. Donnelly is working with CATEC leadership to finalize a proposal for PVCC and CATEC to work together to provide classes using G3 funds.

Willow Tree. PVCC is working with Willow Tree to create an associate degree program in software development. Dr. Donnelly and the Willow Tree administration are close to having an AAS program available for the fall semester.

Bereavement. PVCC Professor Emerita Chica Tenney passed away in early February.

Incarcerated Students. A question was asked regarding the number of students involved in the prison program. The program has cohorts of 20 and serves up to 140 students. The cohorts are always filled. More students want to take classes, but PVCC is unable to serve them due to space issues. The college could double enrollments as the demand is there.

A related question was raised regarding Pell funding for prison programs. Federal money is available for these students. Dr. Donnelly noted a limitation of space, particularly post Covid. In 2023, Pell will be open for all incarcerated individuals, which will lead for-profit institutions to start soliciting correctional facilities for students.

The degree offered at the correctional centers is a transfer associate degree versus a career and technical education program.

Other states have educational classes that allow synchronous and asynchronous classes; however, the Virginia Department of Corrections will not approve this delivery method due to security issues.

Ms. Resmann

Removing students from prison programs did have an impact on enrollment. Today's enrollment is 0.5% down from last spring, while the VCCS is down 5%. Non-dual enrollment is up 1.1% and headcount is up 4%. If we had prison enrollment, we would be in a great position. Dual enrollment has pulled us down a bit.

Mr. Ruggeri

Multifactor Identification. The primary issue in Information Technology is security. PVCC is enforcing multifactor identification for everyone. Faculty and staff have completed multifactor identification. Students were supposed to start on March 1, but VCCS postponed the transition until March 15.

Wireless. Wireless identification will need to be implemented. This will make the wireless as open as possible, although it will need to authenticate in some way.

The storage area network where the virtual machines are housed is being replaced.

Password Protection. The VCCS purchased Last Pass password management system. VCCS employees will have access to the software.

Cybersecurity. The cost of cybersecurity insurance has skyrocketed. Earlier this year, there were several ransomware attacks on various universities. Community Colleges have mandated certain activities by colleges to enhance security and show insurance companies and bring down premiums.

The last time VCCS purchased insurance, only one company would insure the system. Most companies require Multi-Factor Authentication. The insurance is negotiated by VCCS. Last year's premium was \$800,000 with a much higher deductible. The insurance company does not pay a ransom but does pay to recover data and conduct a forensic investigation. If sensitive info was compromised, the insurance company would pay to protect identities.

Dr. Friedman reminded the Board members that Mr. Ruggeri is serving as the Interim Chief Information Officer. The college is conducting interviews this week. We expect to be in a position to make an offer soon.

Mr. Stillerman

Pathways Campaign. As of today, the capital campaign has raised \$13.5 million in gifts and/or commitments toward the Pathways campaign.

Challenge Gift. A few weeks ago, an anonymous donor provided a matching challenge gift of \$1.3 million to be used for two new proposal concepts: creating an honors scholar's program, and a retention program for at-risk and low-income students. When we meet that goal, total gifts/commitments will equal \$15 million.

Award. This year's nominee for the Chancellors Excellence in Philanthropy award is the Albemarle County Rotary. The Rotary Foundation has donated to the PVCC Educational Foundation every year since the PVCC Educational Foundation began in 1982.

Innovative Grant Proposals. Next week, a committee will review the proposals. The Foundation has a budget of \$50,000 to support ideas from faculty and staff to improve teaching, learning, and student success.

Audit. In December 2021, the Foundation Board voted to change financial auditors. The new auditor is Hantzmon Wiebel, LLP. They recently conducted an audit, and we are awaiting the results.

Events. As a reminder, we will be celebrating the graduates from the Early College Program in Greene County on May 4. Information will be sent soon. The College Board meeting will also be held at Greene County that day. Transportation will be provided from the college for those who do not wish to drive.

On May 5, the College Board and Educational Foundation are hosting a party to celebrate Dr. Friedman's retirement.

Board member Morrow is the College Board liaison to the Educational Foundation. She spoke of the Foundation Board meetings, which begin with an interview of PVCC students who have received financial help from the foundation. Ms. Morrow shared a powerful example about a student who went to PVCC because "PVCC is the only place you can go that doesn't require privilege." The student, who did not have a GED, completed a degree at PVCC and went to UVA. He now has a high-ranking executive

position in New York. He was also the first PVCC student to intern at Willow Tree. Ms. Morrow wanted those attending this meeting to be aware of the impact the foundation's financial support can have on students.

Fundraising. Mr. Stillerman and Ms. Alley set up a fundraising opportunity that took place last night. Ten couples of considerable means were invited. The new Attorney General for Virginia flew into Charlottesville to be a speaker at the fundraiser and spoke of PVCC's value and encouraged those in attendance to support PVCC.

Presidential Search

Board Chair Lola Richardson, Vice-Chair Charles Dassance, and Board member Janet Morrow participated in the search and interview process at the VCCS. They found the process challenging and adventurous and learned more about the process with help from VCCS Human Resources and Ms. Parkhill.

The Screening Committee consisted of 21 members. Those individuals represented a variety of institutional perspectives and included members of the Chancellor's Cabinet. All members of the committee had a deep commitment to PVCC and a willingness to invest time and energy to find and recruit PVCC's next president. The committee members were tasked with viewing each application and providing a "yes," "no," or "maybe" ranking to each candidate. The Board members created a strengths and weaknesses matrix and were aligned on their selections.

The Chancellor's search team compiled selections from all 21 committee members. The Screening Committee met via Zoom on February 9 to review applications and narrowed the selection from 97 to 57. These applicants were shared with the Chancellor, and his Search Team set up interviews. Six interviews were conducted by the Search Committee on February 21, with one candidate withdrawing from consideration. Six more candidates were interviewed by the Screening Committee on February 23. Of these six, two withdrew for personal reasons. Each candidate had one hour and answered a scenario question followed by ten additional questions. The first five candidates from these interviews were selected by the Search Committee. The last five were selected by the Chancellor's Cabinet.

On February 24, 2022, the Screening Committee met to deliberate on nine candidates and agreed to move five of those to the Chancellor for review. The Chancellor had interviewed the same candidates as the search committee. Dr. DuBois agreed with the selection but only wanted four to move forward to interview at the college. The fifth will be an alternate. The finalists are a diverse set of individuals. The Chancellor will conduct reference checks on the finalists, then the State Board for Community Colleges will certify those candidates and the names will be made public. Once that occurs, PVCC's Transition Team will take over the interview process.

The PVCC College Board members noted that the focus during the interviews remained on PVCC's mission, and the candidates were made aware of PVCC's excellent reputation. Dr. Pando, chair of the selection committee, always asked to hear from PVCC Board members. The finalists did their homework on PVCC, the City of Charlottesville, and Albemarle County.

VCCS Human Resources has shared information with PVCC's Transition Team. At this point, the President's Staff and College Board must be focused on the schedule and needs of the candidates when they come to campus.

Dr. Donnelly is the Transition Committee Chair. The committee is charged with organizing the campus-based interviews. Once the finalists' names are received, the committee will arrange travel, lodging, onsite interviews, constituent groups, events for the spouse/significant other, and stakeholder surveys. The anticipated date for the finalists to come to campus is the week of April 11. The committee composition represents various groups on the college campus, including IRPIE, Faculty Senate, Professional Association of Support Staff (PASS), Students (a representative from the Student Government Association and the Black Student Alliance), and the President's Office administrative assistants to provide administrative support.

A draft one-day schedule was distributed to the Board members for review and discussion. The schedule is very preliminary and is a starting point for conversation. The Board members reviewed the schedule and Dr. Friedman urged the members to openly discuss the schedule. Board members voiced the following:

- A concern was raised regarding costs. Dr. Donnelly noted there are funds available to cover the costs.
- The Board members will have dedicated time to meet with the finalists. It could be over dinner or an interview session. Time commitments may be difficult for some Board members. Board members can split into different groups to cover different candidates. Meeting for dinner with the finalist is not the same as a formal interview. Board members determined an interview versus a dinner would be best. Ms. Gaston recommended a presentation from the finalist specifically to the Board. For the open session, she recommended the candidate provide their vision and discuss what they would bring to PVCC on their first day. If the Board members attend that meeting, a separate meeting may not be needed.
- Should the finalists meet with donors as well? Should the Board members participate in various sessions or just the Board interview with the finalist?
- A question was raised about feedback mechanisms. Ms. Resmann has recently completed a presidential search at her former college and has feedback tools ready. The feedback tool will allow for disaggregation of data by constituent group, overall, and others. A mean score by question and a breakdown of each constituent group will be provided. Feedback will be collected after each session and the Board members will receive feedback before they meet with the Chancellor. Ms. Resmann will share redacted versions of previous feedback surveys with the Board members for review. The Board members and Chancellor will be the only ones to see the feedback.
- A Board member raised the question about UVA's inclusion in the process. Each finalist will have an Open Session with the community which will include the UVA administration. Some colleges announce the open session to the general public while others focus on inviting community leaders, which would include UVA leadership. The open session attendees will also have an opportunity to provide feedback.

- One day for the interview may be too brief. It is up to the Board as to whether they would like to add another day or half-day to each finalists' schedule. A concern was raised regarding four interviews with two days per interview.
- Ms. Morrow mentioned there is no template for this and we must remember that we are selling ourselves to the candidate as well. We need to show them PVCC as an institution and community member.
- The Board members will need to develop questions for their meeting with the candidates.
- Board members discussed the possibility of breaking the members up into various groups to attend various constituency interviews. Concern was raised that a Board member's attendance at a faculty, staff, or student session could impact the way they respond.
- Dr. Donnelly asked the Board to review the schedule at their leisure and provide recommendations for revisions. The Board members from the selection committee will work with Dr. Donnelly on the schedule. The Transition Team will be meeting with Jil Stoddard from VCCS tomorrow and may receive more guidance from VCCS. During that meeting, Dr. Donnelly will ask if there is a date the Chancellor expects to meet with the Board and make a decision. The initial timeline from VCCS indicates interviews ending on April 29.
- Dr. Dassance noted that at the end of the day, it's the Chancellor's decision. These individuals are well prepared to do the job. The question is who fits here best, and that is very hard to discern.

Dr. Anne Alison, faculty senate co-chair, asked where PVCC falls in terms of the process and timing. The concern is that the college may lose potential candidates to other offers. Ms. Morrow indicated that VCCS informed the search committee members that this is "the season," although others felt it may be late timing.

This Board does an annual evaluation of the president and has a good frame of reference for what the president is supposed to bring to the college. Input from the other constituencies will be helpful. The Board has the broadest view of what to expect the president to achieve and bring to the college.

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| Committee Reports |
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Finance and Building Committee

College Drive Repaving. College Drive is partially maintained by the state and does not include snow removal. VDOT maintains the road up to Keats by surfacing and physically maintaining the roadbed. PVCC is responsible for the road from the Keats Building to the Dickinson Building. That stretch needs to be resurfaced. The Finance and Building Committee unanimously recommended and approved an estimate of \$50,000 to mill and resurface that stretch of road. On a motion by Ms. Morrow and seconded by Mr. Scruggs, the College Board unanimously approved the milling and resurfacing.

Community Relations Committee

College Board Service Award. On behalf of the committee, Mr. Cummings made the motion to approve the committee's selection of Connie Jorgensen as the 2022 College Board Community Service Award recipient, seconded by Dr. DeGuzman, and unanimously approved.

Chair's Report

Resolutions. The Virginia Senate passed a joint resolution commending Chancellor DuBois. Many College Boards in the VCCS are fashioning a resolution to honor the Chancellor on his retirement. This is not a requirement, but something the Board may want to consider. A sample resolution already passed through the General Assembly was distributed.

Board member Cummings motioned to support a resolution to honor Chancellor DuBois on his retirement, seconded by Ms. Morris, and unanimously approved.

Board Chair Richardson will sign the resolution. Dr. Friedman will present the framed resolution to the Chancellor at his retirement celebration.

Dr. DeGuzman motioned to support a resolution to honor Dr. Frank Friedman on his retirement, which passed by acclamation.

Next College Board Meeting. The May 4, 2022, College Board meeting will be held at the Giuseppe Center in Greene County. Transportation will be provided from the college for those interested parties.

Adjournment

On a motion by Mr. Proulx and seconded by Mr. Cummings, the meeting was adjourned at 5:21 p.m.

Respectfully submitted,



Frank Friedman
President and Secretary to the Board

APPROVAL



Lola Richardson
Chair