TIDEWATER COMMUNITY COLLEGE BOARD

AUGUST 15, 2024
4:00 P.M.
WORKFORCE SOLUTIONS CENTER

JAY LUCADO, CHAIR
PRESIDING

WORK SESSION
AGENDA

1. Welcome and Call Meeting to Order

2. Introduce New Board Member – Mr. Al Cobb

3. Discuss Purpose of Work Session
   a. Discuss & Adopt Proposed 2024-25 College Board Working Priorities **(attached, for action)**

4. Review 2024-25 Standing Committee Assignments **(attached)**

5. Contents of Information Packet
   a. 2024-25 Meeting Schedule **(attached)**
   b. 2024-25 Board Membership Roster

6. President's Report
   a. Strategic Plan Update
   b. College Convocation

7. Chair's Report & Announcements

8. Adjournment

TIDEWATER COMMUNITY COLLEGE BOARD

Proposed 2024-25 WORKING PRIORITIES

1. Align with the President and the college through strategic priorities, goals, and plans of the *TCC Innovate 2026 Strategic Plan*.

2. Make certain board members are prepared to participate and are engaged at board meetings and are encouraged to attend college-sponsored events.

3. Assist and collaborate with college leadership for increasing enrollment, and student success through alignment with institutional priorities.

4. Assure TCC is responsive to the needs of our communities and stakeholders by encouraging transformative change in equity and inclusion in learning outcomes, access, and success for all.

5. Review and audit reports, revenues, and budgets to ensure the financial security of the college.

6. Complete and submit the President's yearly evaluation with respect to her priorities and goals within the appropriate timeframe.

7. Reinforce supporting the TCC Educational Foundation for building and fostering partners with our same goals.

8. Keep abreast of the work and actions of the TCC Real Estate Foundation and the projects they oversee to benefit TCC.

9. Collaborate and review with the President on updates or revisions of the TCC policy and procedure manual.

10. Support the college by communicating with state board members, and local and state officials on legislative matters.

STRATEGIC PLAN UPDATE

innovate 2026

TIDEWATER COMMUNITY COLLEGE'S STRATEGIC PLAN

VISION

To be our community's first choice for education, opportunity, partnership, and innovation.

MISSION

Tidewater Community College provides collegiate education and workforce training to individuals of all ages, helping them achieve their goals and contribute to the vitality of the regional and global community.

CORE VALUES

TEACHING & LEARNING EXCELLENCE

Provide students a path to academic achievement through active engagement, high academic expectations, and opportunities for exploration and curiosity.

DIVERSITY, EQUITY, & INCLUSION

Create an environment in which policies, practices, and beliefs are grounded in the principle of fairness and that acknowledges structural racism, gender disparities, and systemic poverty while honoring the diversity of humanity.

COMMUNITY

Actively engage our stakeholders to design and deliver programs and services to support our students and the region.

INNOVATION

Imagine and proactively apply new methods and creative solutions.

EMPATHY

Engage in actions that promote personal well-being, social good, and trust by continually recognizing the interdependence of our students, employees, and community in a shared human experience.
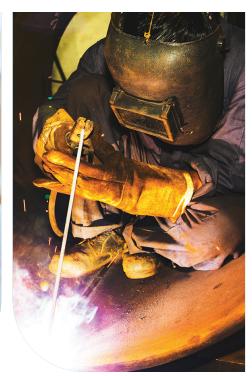
INTEGRITY

Demonstrate truthfulness, transparency, and stewardship through responsible actions and decisions.

ACCOUNTABILITY

Hold ourselves and each other responsible for fulfilling our obligations.

ENROLLMENT GROWTH

Build awareness, expand access, increase affordability, and optimize student services to promote enrollment.

1.2

- Launched an online orientation program embedded in 76 SDV 101/108 courses that has served 548 students thus far.

- Development of noncredit to credit credential — stacking for information technology, culinary, and machining programs.

- Launched an online accommodation management system to improve onboarding for students with disabilities.

1.3

- Established 14 additional new off-campus instructional sites offering more than 25% of a degree or certificate to deliver courses and credentials to dual enrollment and non-dual enrolled students. Several more sites are in the process of being approved.

- In academic year 2021-22, TCC served 2,590 dual enrollment students. Comparing Fall 2022 with Fall 2021 data, dual enrollment is up 44% in student headcount and 43% in FTES. Dual enrollment currently represents about 1/5 of the headcount for TCC.

1.4

- Established new admissions partnership programs with JMU, ODU, NSU, and Virginia Wesleyan.

- Over the last year, Workforce Solutions has increased enrollment by over 30% and is on track to continue increasing enrollment; for the first half of the fiscal year, enrollment has grown by over 23%.

1.5

- Received an award of $667,000 from the U.S. Department of Education's Child Care Access Means Parents in School Program (CCAMPIS) grant to open childcare centers in Norfolk and Portsmouth.

- 278 students participated in the LEAP program which provides scholarships to recent high school graduates to cover tuition and stipends for textbooks. These students took more than 672 courses and with a 73% success rate.

- Textbook Scholarships in the amount of $2,426,919.65 provided support for students.

STUDENT PROGRESSION, RETENTION, & COMPLETION

Support student learning and achievement through meaningful academic programs, comprehensive and accessible support services, and co-curricular activities.

2.1

- Established a new Advisory Committee for TCC's transfer programs.

- Partnered with Smithfield Foods to launch a new apprenticeship program focused on Mechatronics.

- Increased options for student course engagement including compressed courses, shortened courses and HyFlex courses. Nearly 9,000 students enrolled in HyFlex courses this year.

2.2

- Received over $2 million over a five-year period from a U.S. Department of Education Strengthening Institutions Title III Grant to expand the college's capacity to serve low-income students and strengthen academic quality. The program, Connect2TCC, will serve low-income students from Norfolk and Portsmouth, provide expanded online tutoring at TCC, and implement a college-wide teaching faculty advising system. A low-income scholarship endowment is also being established.

- Launched a new partnership between the TCC Libraries and the Learning Assistance Centers to engage in development of Learning Excellence Centers to improve academic support for students.

- Provided wrap-around services for students to support completion of academic goals. Since Fall 2021, the College has provided students with 3,590 laptops, 998 hot spots provided 998, 837subsidized Cox services, while 497 students received Emergency Funds of $719,234.
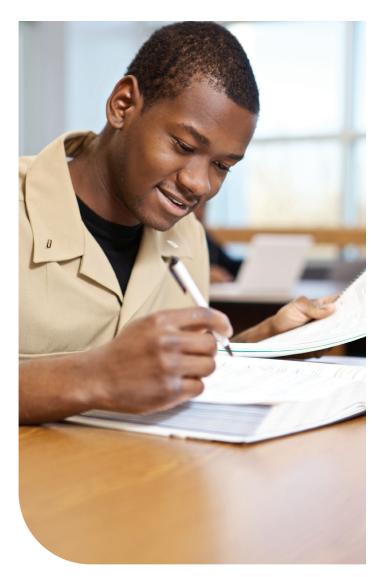
2.3

- Launched Transfer and Career Centers on each campus, serving 236 students and hosting more than 78 college visits from four-year transfer partner institutions.

2.5

- Launched student-honoring Academic Excellence Awards and Community Engagement Awards with 129 students earning the Academic Excellence Award and 24 students receiving Community Engagement Awards.

INNOVATION TO SUPPORT TEACHING & LEARNING

Provide quality teaching and learning through high impact practices, technology integration, and continuous development for faculty and students.

3.2

- Established a Center for Teaching Excellence (CFTE) with the guidance of a Faculty Advisory Council that includes a vision, mission, goals, and a calendar of activities. More than 225 faculty engaged in a needs assessment to guide the planning of activities and resources. The CFTE is supporting new Faculty Fellows, updated and reopened the Batten Studios at each of the four campuses, provided 29 opportunities where 151 faculty engaged in professional development in its first 3 months, and implemented a digital badging system (BADGR) to allow faculty to track and share relevant professional development accomplishments.

3.4

- OIS and Information Technology launched a virtual computer lab to support IT courses and TCC is working with VCCS to develop a system-wide virtual computer lab for more disciplines.

COMMUNITY PARTNERSHIPS & WORKFORCE DEVELOPMENT

Engage with and take actions to support the economic development and public good of our service region.

4.1

- Development of a full economic impact report initiated and continues to proceed.

4.2

- New FastForward programs approved for the region providing TCC students with additional industry credentials: Crane Operation; Maritime Structural Fitter levels 1&2, and Solar Photovoltaic Installer.

- Skilled Trades Academy completed the first phase of renovations to increase capacity for additional certifications and credentials. New spaces include 20 new welding booths, 10 coating modules, pipefitter units, a training lab for renewable energy programming, expanded programming for plumbing and electric wiring, and additional classroom space.

- TCC Apprenticeship Institute, the college's largest and longest running apprenticeship program; has expanded to include training in welding, mechatronics, and HVAC in addition to the other maritime trades.

- New Partnerships:
    - TCC and Chesapeake Regional Medical Center are building routes to general studies certificates and health professions programs for local high school students and current CRMC employees
    - TCC's first mobile welding lab created in partnership with the City of Norfolk and local shipyards. WELDNow allows students to complete training that guarantees a job at the with the Shipyard.
    - TCC is partnering with Rivers Casino to manage the TCC Operations Training Center to provide dealer, slot machine repair, and cashier training, as well as build hospitality and culinary internships
    - Customized training developed for Acoustical Sheetmetal, WHRO, S.B. Ballard, and Peter Point Country Club.

4.3

- The Office of Grants and Sponsored Programs, in collaboration with TCC partners, was awarded 15 grant applications for a total of $1.8M.

- 1,170 gifts from 226 donors for $2,086,801 for student support

DIVERSITY, EQUITY, & INCLUSION

Create an environment 1) in which policies, practices, and beliefs are grounded in the principle of fairness; 2) that acknowledges structural racism, gender disparities, and systemic poverty while honoring the diversity of humanity; and 3) that prioritizes the success of all students to ensure they have the necessary resources to fulfill their college and career goals.

5.1

- DEI staff conducted multi-campus listening sessions with students focused on understanding strengths and suggestions for improvement to our college's focus on diversity, equity, and inclusion.

- Open Door Norfolk receives $261,888 in Federal Funds to serve 144 students annually, and Open Door Portsmouth receives $335,111 in Federal Funds to serve 206 students annually, over the 5-year grant cycle (2020-2025). In addition, the Title III grant 2022 summer camps supported 21 students in Norfolk and 23 in Portsmouth. Both grants target underrepresented, low income students populations in nontraditional fields and focus on closing achievement gaps.

- Advancing Equity in STEM-related Programs through the Micron Opportunity Fund

- Upward Economic Mobility Grants
  - Temporary Assistance for Needy Families (TANAF) $287,298

- Road to Success in Virginia Programs (RSVP) $150,000
- Bank of America $25,000
- Stanley Black & Decker $79,546
- National Science Foundation subaward $399,639

5.2

- DEI staff conducted listening sessions across the College including full-time and adjunct faculty, student affairs leadership, institutional effectiveness, finance, and facilities staff. More than 800 were included in the informal conversation and survey.

- The DEI Council expanded to include representatives from all college-wide departments and students. Council created four subcommittees with focus on professional development, the DEI website, community engagement, and DEI research.

- Professional Development on microaggressions, classroom inclusion, racial inequities, pronouns and acronyms, and cultural sensitivity provided to over 600 faculty and staff.

- Cultural Competence training completed by more than 700 employees.

5.4

- Human Resources in process of developing a DEI recruitment and retention plan for employees.

- To date, two staff and 36 faculty-ranked hiring managers have received Search Advocate Training.

STRATEGIC DIRECTION 6
ORGANIZATIONAL RESILIENCE & SUSTAINABILITY

Meet the needs of our students and employees through responsive and equitable resource management, transparency, and communication.

6.3

- College-wide space utilization study has begun to lay foundation for college-wide master planning and improving classroom utilization
- College-wide COVID friendly furniture replacement is complete

6.4

- Human Resources has begun development of succession planning

6.5

- College Emergency Plan (CEMP) and Continuity of Operations Plan has been updated for 2022.
- Floor Warden Program reinstituted with newly identified building and floor leads.
- Emergency Response Guides have been updated and reprinted
- Omnigo Community App, a mobile app designed to improve campus communication among students, faculty, staff, and TCC's Department of Public Safety, has been launched.
- Title IX Training, Search Advocate Training, and Active Shooter Training continues.

TIDEWATER COMMUNITY COLLEGE BOARD
PROPOSED 2024-25 STANDING COMMITTEES

Executive Committee
James (Jay) Lucado, Board Chair
Jerome Bynum, Board Vice Chair
Andy Tysinger, Chair – Academics, Student Affairs, & Workforce Development Committee
Kim McCallum, Chair – Advocacy Committee
Ron Green, Chair – Finance & Facilities Committee
Dr. Marcia Conston, President *(ex officio)*
Latesha D. Johnson, Executive Assistant to the President *(board liaison & staff support)*

Finance & Facilities Committee
Ron Green, Chair
Lynn Clements
Dr. Kirk Houston
Matthew Stakes
James (Jay) Lucado, Board Chair *(ex officio)*
Dr. Marcia Conston, President *(ex officio)*
Heather Hardiman, Vice President for Finance *(staff liaison)*

Academics, Student Affairs & Workforce Development Committee
Andy Tysinger, Chair
Jerome Bynum
Al Cobb
Hope Sinclair
James (Jay) Lucado, Board Chair *(ex officio)*
Dr. Marcia Conston, President *(ex officio)*
Dr. Karen Campbell, Vice President for Student Affairs (staff liaison)
Dr. Michelle Woodhouse, Vice President for Academic Affairs & Chief Academic Officer (staff liaison)
Art Hall, Vice President for Workforce Solutions Center (staff liaison)

Advocacy Committee
Kim McCallum, Chair
Dr. Barry Brown
Connie Meyer
James (Jay) Lucado Board Chair *(ex officio)*
Dr. Marcia Conston, President *(ex officio)*
Beth Lunde, Associate Vice President for Human Resources *(staff liaison)*
Chris Bryant, VP of Institutional Advancement *(staff liaison)*

Educational Foundation Board Representative
Andy Tysinger

Real Estate Foundation Board Representative
Dr. Kirk Houston

TIDEWATER COMMUNITY COLLEGE BOARD
2024 UPCOMING EVENTS

TCC's Fall Convocation: Thursday, August 22 – 8:30 a.m. to 12:00 p.m., Chesapeake Campus Student Center

Joint Boards Holiday Social: Tuesday, December 3 – 6:00 p.m. – 7:30 p.m., Virginia Beach Campus Student Center

Commencement Exercises: Monday, December 16 – 4:00 p.m., Chartway Arena, Norfolk

Proposed 2024-25 MEETING SCHEDULE

Tuesday	September 10, 2024	Green District Administration Bldg., Norfolk
Tuesday	November 12, 2024	Student Center, Virginia Beach Campus
Tuesday	January 21, 2025	Student Center, Portsmouth Campus
Tuesday	March 11, 2025	Student Center, Chesapeake Campus
Tuesday	May 13, 2025	Visual Arts & Design Center, Norfolk Campus
Thursday	August 14, 2025	Workforce Solutions Center (Work Session)
Tuesday	September 9, 2025	Student Center, Virginia Beach Campus
Tuesday	November 11, 2025	Green District Admin. Bldg., Norfolk Campus

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Notes

1. All regular meetings of the board commence at 4:00 p.m. on the second Tuesday of the month, unless otherwise noted, and typically conclude by 6:00 p.m.

2. The August meeting is framed as the board's annual planning work session.