

# FALL 2023 CONVOCAATION

*Ignite, Innovate, Inspire: Building a Better Future Together*

• WELCOME •

# FALL 2023 CONVOCATION

*Ms. Sarah DiCalogero, College Faculty Senate Chair*

• WELCOME •

# FALL 2023 CONVOCATION

*Dr. Marcia Conston, President*



• DR. MARCIA CONSTON, PRESIDENT •

# INTRODUCTION OF GUEST SPEAKER



• KEYNOTE PRESENTER •

# Dr. Sanford “Sandy” Shugart

*Senior Fellow, Aspen Institute /  
Former President, Valencia College,  
Orlando, Florida*

• INTERMISSION •

FALL 2023  
CONVOCAATION

• TCC •

# COLLEGE UPDATES

# Enrollment

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Mr. Curt Aasen

*Vice President for Information Systems & Institutional Effectiveness*





## Summer 2023 Enrollment

	<u>2023</u>	<u>Change</u>	<u>Rate</u>
Full-time Equivalent (FTE)	3,173	-60	<b>-1.9%</b>
Student Headcount	7,612	+27	<b>+0.4%</b>

### Key Metrics

	<u>2023</u>	<u>Change</u>	<u>Rate</u>
FTIC Students	620	+69	<b>+12.5%</b>
Students, Non-DE	7,261	-3	<b>0.0%</b>
Dual Enrollment	351	+30	<b>+9.3%</b>
Avg Credits, Non-DE	6.33	-0.15	<b>-2.3%</b>

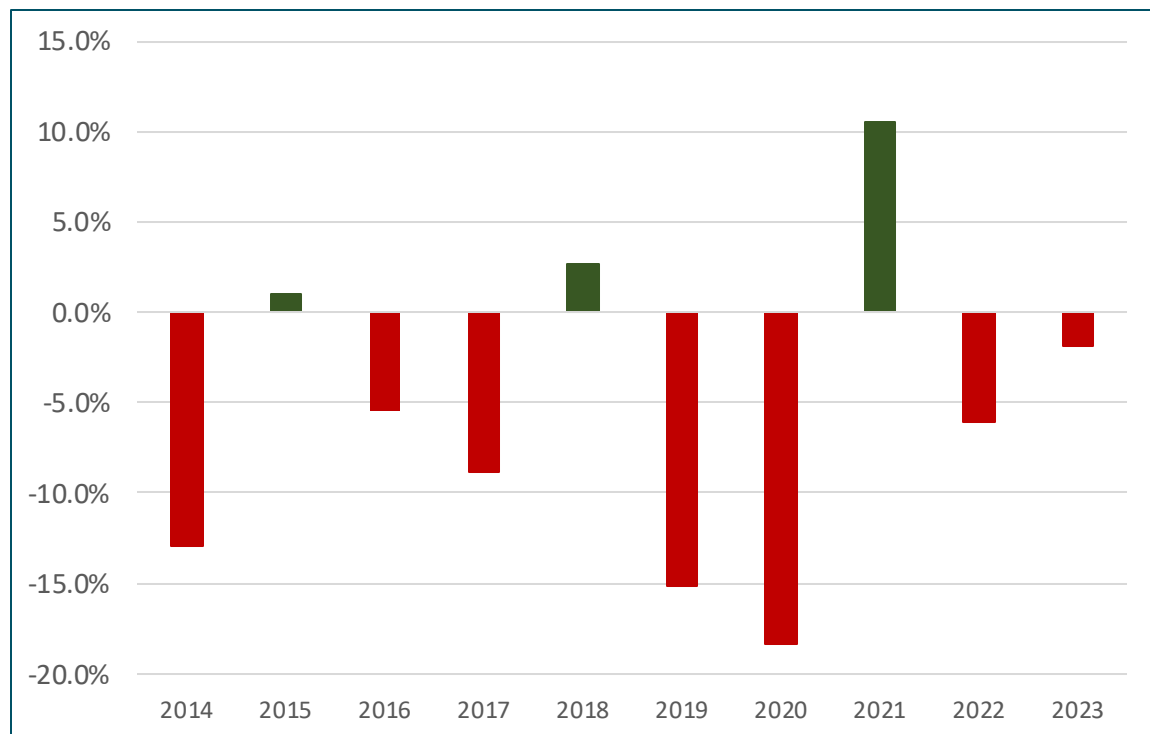
#### LEAP

506 Students

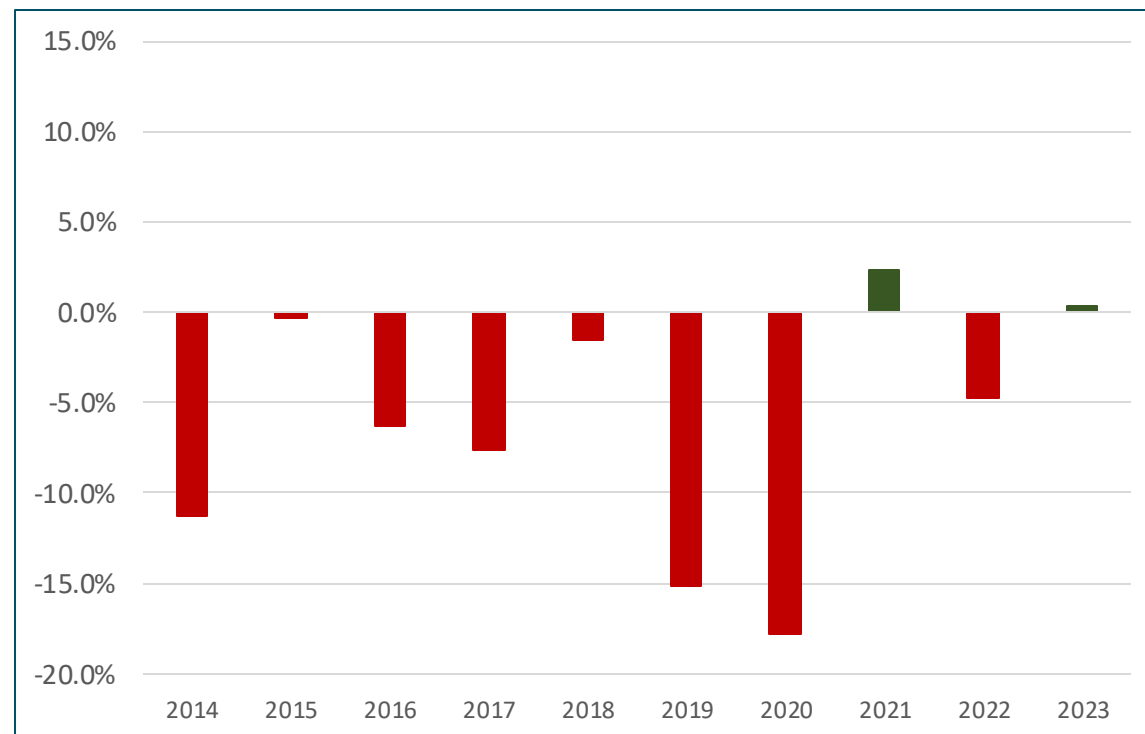
+70.4%

## Summer Term Annual Rate of Change

### FTE Enrollment



### Students





# VCCS Enrollment – Summer 2023

## FTE Enrollment

College	FTE	Change	Rate
Rappahannock	360	73	25.4%
Laurel Ridge	733	119	19.4%
Eastern Shore	69	8	13.1%
Southwest Virginia	486	51	11.7%
Virginia Western	753	67	9.8%
New River	464	35	8.2%
Reynolds	1,373	81	6.3%
Blue Ridge	546	32	6.2%
Central Virginia	471	27	6.1%
Southside Virginia	379	19	5.3%
Virginia Highlands	253	10	4.1%
Wytheville	264	10	3.9%
Danville	347	13	3.9%
Germanna	1,425	46	3.3%
Brightpoint	1,049	26	2.5%
Northern Virginia	8,293	170	2.1%
Piedmont Virginia	563	-2	-0.4%
Paul D. Camp	165	-1	-0.6%
Mountain Empire	312	-2	-0.6%
<b>Tidewater</b>	<b>3,173</b>	<b>-60</b>	<b>-1.9%</b>
Virginia Peninsula	871	-31	-3.4%
Patrick & Henry	225	-16	-6.6%
Mountain Gateway	84	-8	-8.7%
VCCS	22,658	667	3.0%

## Students (unduplicated headcount)

Laurel Ridge	2,133	343	19.2%
Rappahannock	1,001	157	18.6%
Southwest Virginia	1,011	104	11.5%
Southside Virginia	998	82	9.0%
Virginia Western	2,216	171	8.4%
New River	1,390	102	7.9%
Blue Ridge	1,656	104	6.7%
Germanna	3,711	216	6.2%
Central Virginia	1,274	41	3.3%
Brightpoint	3,023	93	3.2%
Eastern Shore	200	6	3.1%
Reynolds	3,776	99	2.7%
Northern Virginia	22,093	196	0.9%
Patrick & Henry	709	3	0.4%
<b>Tidewater</b>	<b>7,612</b>	<b>27</b>	<b>0.4%</b>
Wytheville	694	-2	-0.3%
Piedmont Virginia	1,606	-7	-0.4%
Danville	783	-5	-0.6%
Virginia Peninsula	2,533	-135	-5.1%
Paul D. Camp	411	-23	-5.3%
Virginia Highlands	626	-37	-5.6%
Mountain Empire	656	-41	-5.9%
Mountain Gateway	282	-26	-8.4%
VCCS	60,394	1,468	2.5%

## Fall 2023 Regular Enrollment

	<u>2023</u>	<u>Change</u>	<u>Rate</u>
Full-time Equivalent (FTE)	7,311	+555	<b>+8.2%</b>
Student Headcount	11,645	+1,323	<b>+12.8%</b>

## Key Metrics

	<u>2023</u>	<u>Change</u>	<u>Rate</u>
FTIC Students	2,057	+139	<b>+7.2%</b>
Career & Technical	4,959	+607	<b>+13.9%</b>
College-transfer	5,928	+533	<b>+9.9%</b>
Average Credits (regular)	9.42	-0.13	<b>-1.4%</b>

## Key Metrics

	<u>2023</u>	<u>2022</u>
FTIC Fall-to-Fall Retention	40.8%	40.6%
All Spring-to-Fall Reenrollment	51.1%	43.4%

**FTIC Retention:** One percentage point increase adds 25 students

**All Reenrollment:** One percentage point increase adds 104 students



## Campus Enrollment – Fall 2023

	<u>Students</u>	<u>Change</u>	<u>Rate</u>
On-campus Students	7,515	+1,449	<b>+23.9%</b>
On-line Students	9,360	+603	<b>+6.9%</b>
On-line Only Students	4,556	+129	<b>+2.9%</b>

	<u>FTE</u>	<u>Change</u>	<u>Rate</u>
On-campus Students	3,255	+823	<b>+33.9%</b>
On-line Students	4,165	-165	<b>-3.8%</b>



## Online Students

	<u>Online &amp; In-Person</u>
2022-23 Online w/In-person	48%
2018-19 Online w/In-person	63%

	<u>Fall 2022</u>
Reside in TCC Service Region	86%
Reside in Hampton Roads MSA	93%
Reside in VA	98%

# VCCS Regular Enrollment – Fall 2023



## FTE Enrollment

<u>College</u>	<u>FTE</u>	<u>Change</u>	<u>Rate</u>
Mountain Gateway	358	52	17.0%
Mountain Empire	967	119	14.0%
Eastern Shore	277	33	13.5%
Wytheville	905	97	12.0%
Paul D. Camp	444	45	11.3%
Rappahannock	843	77	10.1%
Southwest Virginia	1,263	110	9.5%
Blue Ridge	1,706	141	9.0%
Danville	941	56	6.3%
<b>Tidewater</b>	<b>7,270</b>	<b>311</b>	<b>4.5%</b>
Laurel Ridge	1,933	58	3.1%
New River	1,455	41	2.9%
Germanna	3,404	91	2.7%
Reynolds	3,104	51	1.7%
Central Virginia	1,363	11	0.8%
Brightpoint	3,470	8	0.2%
Virginia Western	2,501	5	0.2%
Piedmont Virginia	1,817	-6	-0.3%
Virginia Peninsula	2,168	-25	-1.1%
Patrick & Henry	935	-13	-1.4%
Northern Virginia	18,653	-538	-2.8%
Southside Virginia	1,002	-42	-4.0%
Virginia Highlands	955	-44	-4.4%
<b>VCCS</b>	<b>57,734</b>	<b>638</b>	<b>1.1%</b>

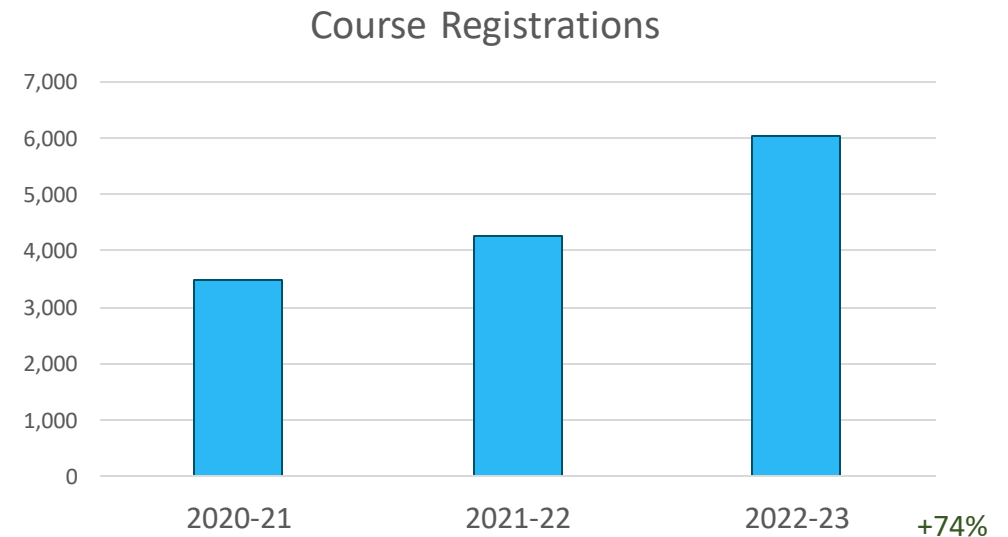
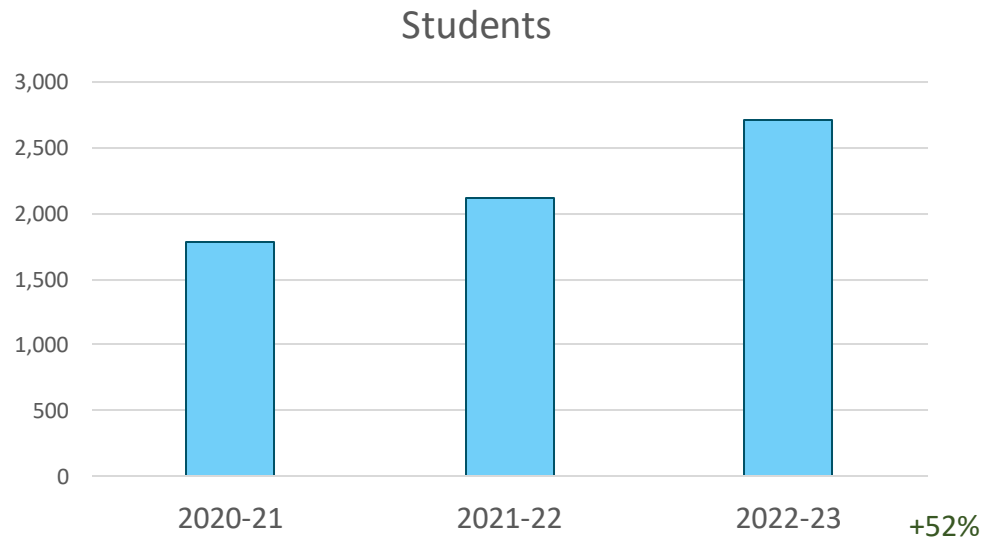
## Students (unduplicated headcount)

<u>College</u>	<u>Students</u>	<u>Change</u>	<u>Rate</u>
Mountain Gateway	466	66	16.5%
Eastern Shore	416	44	11.8%
Mountain Empire	1,252	119	10.5%
Paul D. Camp	642	58	9.9%
Danville	1,280	104	8.8%
<b>Tidewater</b>	<b>11,490</b>	<b>862</b>	<b>8.1%</b>
Rappahannock	1,376	103	8.1%
Blue Ridge	2,581	186	7.8%
Southwest Virginia	1,573	93	6.3%
Germanna	5,385	309	6.1%
Wytheville	1,185	66	5.9%
Virginia Western	3,902	163	4.4%
Laurel Ridge	2,903	96	3.4%
New River	2,052	55	2.8%
Southside Virginia	1,636	38	2.4%
Central Virginia	2,211	33	1.5%
Patrick & Henry	1,196	4	0.3%
Piedmont Virginia	2,978	-2	-0.1%
<b>Brightpoint</b>	<b>5,380</b>	<b>-71</b>	<b>-1.3%</b>
<b>Reynolds</b>	<b>5,049</b>	<b>-76</b>	<b>-1.5%</b>
<b>Virginia Peninsula</b>	<b>3,248</b>	<b>-120</b>	<b>-3.6%</b>
<b>Virginia Highlands</b>	<b>1,334</b>	<b>-59</b>	<b>-4.2%</b>
<b>Northern Virginia</b>	<b>28,105</b>	<b>-1,607</b>	<b>-5.4%</b>
<b>VCCS</b>	<b>87,640</b>	<b>464</b>	<b>0.5%</b>



## Workforce Solutions – FY2023

	<u>FY23</u>	<u>Change</u>	<u>Rate</u>
Students	2,711	598	<b>+28.3%</b>
Course Registrations	6,026	1,761	<b>+41.3%</b>
Contact Hours	289,781	108,457	<b>+59.8%</b>



# SACSCOC & QEP Development

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Dr. Kimberly Bovee

*Director of Planning and Accountability*



# Fifth Year Interim Report

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Part 1: 22 of 73 standards

Part 2: Quality Enhancement Plan (QEP)  
Impact Report

- Due Sept 2022

Only 1 follow-up: 14.4

Fully approved June 2023

## **QEP Impact Report: PACE**

1. Initial Goals & Intended Outcomes
2. Changes Made to the QEP & Reason for those Changes
3. Impact on Student Learning and/or the Environment Supporting Student Learning
4. Reflections on What the Institution has Learned

# 5 Lessons from the QEP

1. We tried to do too much.
2. Time spent on 'what' but not enough 'how'
3. Design creatively; use our expertise
4. Poorly written outcomes & weakly designed data collection model =
5. Mindfully engage faculty around their multi-faceted roles.



# Timeline Moving Forward:

**Compliance  
Document  
Launch  
February 2024**

**QEP Task Force  
Launch \*  
January 2025**

**Compliance  
Document due  
February 2026**

**QEP Due  
August 2026**

**Onsite Visit  
October 2026**

**Responses to  
Recommendations  
& Monitoring  
Reports**

**TCC Reaffirmed  
July 2027**

# Next Steps:

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- Panoramic snapshot of institutional data this year to begin conversations
- Scrutinize data from different points of view (governance, divisions, pathways etc.)
- Catalog trends and ideas
- Report back: January and August 2024
- Narrow in on the **what** so in January 2025 we can focus on **how**

# Questions?

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# Human Resources

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Ms. Beth Lunde

*Associate Vice President for Human Resources*



# Employee Recruitment Modification to Hiring Policy 2.10

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Effective July 1, 2023, the Department of Human Resource Management replaced the “Preferred Requirements” policy provision with an “Additional Considerations” provision – this strategy aims to engage the “hidden workforce” – skilled and experienced workers who are often overlooked in applicant pools - remove unnecessary barriers to employment, and compete for limited talent

Other states that had already taken similar action include Maryland, Pennsylvania, Utah, Colorado, Alaska, North Carolina, North Dakota and New Jersey

- Job announcements for positions that have no regulatory degree requirement or educational requirements associated with program accreditation/certification standards will no longer include such requirements or preferences
- “Additional Considerations” may include such things as professional certification or experience in a particular line of business
- Applies to Classified and wage positions – does not impact administrative, professional, or teaching faculty

# Employee Compensation Study

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## Pay Equity Analysis

The consultant completed a detailed pay equity analysis by performing a series of statistical tests to determine if there are any pay differences between gender and protected groups that are statistically significant. They determined whether these differences can be explained by a factor other than gender, race, or age. Statistical analyses was performed in accordance with standard, professionally accepted methods and those methods that are recognized by the Equal Employment Opportunity Commission (EEOC).

# Employee Compensation Study

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## Compensation Analysis

The consultant compiled and analyzed market compensation data and compared TCC's current base wages, pay ranges, and special pay practices to market levels. They used their proprietary database and other prominent survey sources to conduct the analysis. Using the current local and regional market data, they have placed all positions into the appropriate pay ranges.

The final phase of the overall review is conducting an internal equity analysis to ensure that employees are paid fairly as compared to one another (compression). That is still in process.

# Employee Benefits Secure 2.0 Act

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- Passed late last year
- Builds on recent changes to the rules around how we can save and withdraw money from retirement accounts
- The federal legislation affects many aspects of plan administration and includes mandatory and optional provisions that range in effective date from immediate to 2027
- One major change effective this year is an increase in the required minimum distribution age from 72 to 73. This affects defined benefit and defined contribution plans

# Employee Benefits

## Secure 2.0 Act

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One of the act's provisions may cause VRS to temporarily pause the 50+ Catch-Up provision for all participants in the Commonwealth of Virginia 457 Plan for 2024

Participants who have used the 50+ Catch Up provision in the past, or have been eligible to do so will be notified directly of this change

# Employee Benefits

## Voluntary 403(b) Plan – Fiduciary Project

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On February 16, 2022, the Advisory Council of Presidents (ACOP) voted to initiate a project to modernize and upgrade the administration of 401 (a) cash match and voluntary 403 (b) retirement programs. This initiative provides an opportunity to review investment products for our employees, consolidate administrative oversight to unify best practices, and ultimately enhance returns and streamline access to funds for our retirees.

Roughly two-year project

All twenty-three colleges, System Office, and SSC

Current state: 25 plan documents

Future state: 1 plan document

# Employee Benefits

## Voluntary 403(b) Plan – Fiduciary Project

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The VCCS has engaged the services of CapTrust to advise and support the System with a project to review our voluntary 403(b) and 401(a) retirement plans

The project may result in changes to our administrative practices including recordkeepers, investment vendors, and types of investments

Communication and updates concerning the progress of the project and changes impacting plan participants will be provided as information becomes available



# Employee Benefits

## VRS Defined Contribution Plans

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MissionSquare Retirement's current contract as third-party record keeper for the VRS defined contribution plans (DCP) expires in December 2024

The Virginia Retirement System Board of Trustees has named VOYA Financial to serve as the third-party record keeper for DCP beginning January 1, 2025

- Defined contribution component of the Hybrid Retirement Plan
- Commonwealth of Virginia 457 Deferred Compensation Plan
- Virginia Cash Match Plan 401(a)

# Employee Benefits

## VRS Defined Contribution Plans

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In addition, VOYA will become one of the provider choices for participants in the Optional Retirement Plan for Higher Education (ORPHE). VOYA does not affect TIAA's contract with ORPHE. TIAA will continue to serve as one of the provider options

VRS anticipates an 18-month transition period to switch vendors

VRS will provide employers and members with information and transition details throughout the process

# Employee Benefits Financial Planning Services

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- VRS invites all members and retirees to connect with a **CERTIFIED FINANCIAL PLANNER** professional. They offer one-on-one consultation for personalized guidance and live webinars on a variety of financial topics
- Participation in a VRS Defined Contribution Plan is not required to take advantage of these services
- <https://www.varetirement.org/vrsaccountlogin/make-a-plan.html>

# Employee Benefits Security Incident

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- MOVEit Transfer software – product used by thousands of organizations worldwide to transfer and exchange data
- A vulnerability in the software allowed an unauthorized third party to access or acquire data from numerous organizations including VRS, Corebridge (VALIC), and TIAA
- Active VRS members were not affected by the incident, but some retirees, beneficiaries, and survivors may have been
- Vendors are mailing notifications to those affected

# Employee Benefits

## Virginia Sickiness and Disability Program

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Alight has acquired the ReedGroup

Third-party administrator of VSDP

Over the next few months, references to ReedGroup will change to Alight on state websites, in state handbooks and in other communications

# TCC Proud

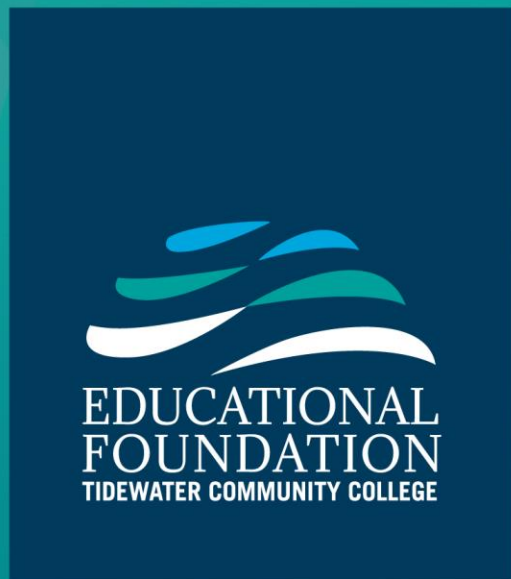
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Mr. Christopher Bryant

*Vice President for Institutional Advancement*



[TCC.EDU/PROUD](https://tcc.edu/proud)



**TCC  
PROUD**





# TCC PROUD

TCC Proud creates more opportunities to represent the diversity of our faculty, staff, and community.

## **WE BELONG AT TCC**

Scholarships, service, and support all make it possible to create a space that makes everyone feel included.

[TCC.EDU/PROUD](https://tcc.edu/proud)

FOLLOW @TCCVA ► SHARE WHY YOU BELONG ► #TCCPROUD



# What makes us **TCC PROUD**...

- **STUDENTS**
- **FACULTY AND STAFF**
- **COMMUNITY**

# TCC EDUCATION FOUNDATION

1

## **Student Access through Scholarships**

Expand existing scholarship program (unrestricted)  
Raise Title III matching funds for 2022-2026  
Funds for CTE and Workforce students  
Dual enrollment and STEM Promise funding

2

## **Student Retention through Emergency Funds**

CARE—Childcare, Automotive, Rental or home ownership support, Eat (*food insecurity*)  
Addressing all emergency needs

3

## **Student Opportunities through Capital Projects**

\$12 million for creation of Visual Arts and Design Center and expansion of Skilled Trades Academy

# Sharing our pride: **TCC PROUD**

- Storytelling
- Fundraising and Support
- Alumni and Partnerships

# 2021 TCC Employee Giving

**\$24,027**

Total Amount of Staff Donations

**72**

Total Number  
Staff Donors

**\$19**

Overall Average  
Gift Amount

**56**

Number of Staff  
Payroll Deductions

**\$14**

Payroll Deduction  
Average Gift Amount

# 2022 TCC Employee Giving

**\$29,097**

Total Amount of Staff Donations

**95**

Total Number  
Staff Donors

**\$22**

Overall Average  
Gift Amount

**75**

Number of Staff  
Payroll Deductions

**\$15**

Payroll Deduction  
Average Gift Amount

# 2023 TCC Employee Giving

**\$12,787**

Total Amount of Staff Donations

**75**

Total Number  
Staff Donors

**\$21**

Overall Average  
Gift Amount

**71**

Number of Staff  
Payroll Deductions

**\$15**

Payroll Deduction  
Average Gift Amount



# BIG GOAL FOR 2023

# \$34,357

# 111 donors

*During 2023, 75 donors gave \$12,787*

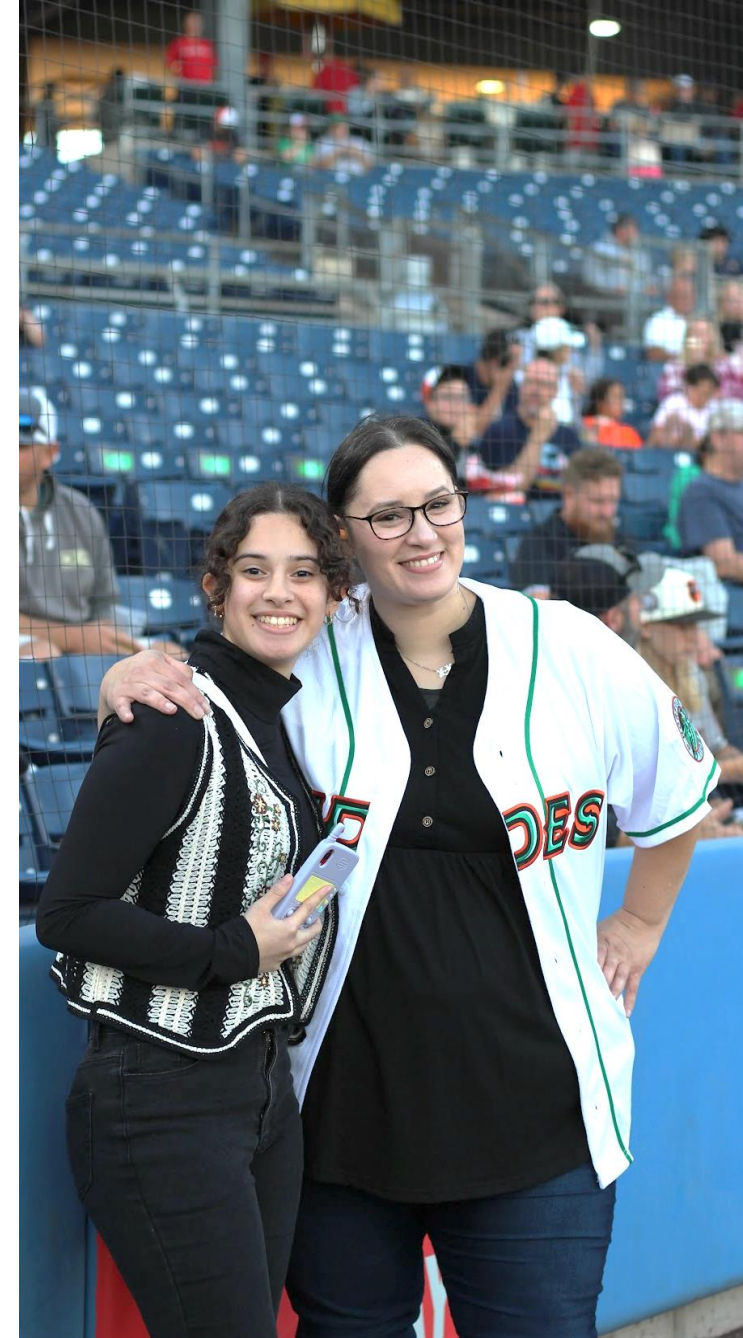
*\*In 2022, 95 donors gave \$29,097*

**Everyone belongs at TCC!**



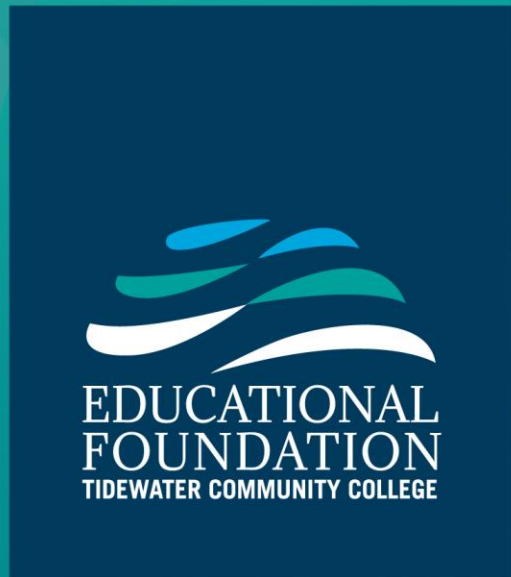


TIDEWATER COMMUNITY COLLEGE  
at  
**NORFOLK  
TIDES GAME**  
Save the Date!  
**SEPTEMBER 12**





[TCC.EDU/PROUD](https://TCC.EDU/PROUD)



**TCC  
PROUD**

• DR. MARCIA CONSTON, PRESIDENT •

SPECIAL  
RECOGNITION  
AWARDS

• DR. MARCIA CONSTON, PRESIDENT •

# YEARS OF SERVICE

• **5 YEARS OF SERVICE** •

Priscilla Addy

Laurie Lawson

Kanika Allen

Patricia Seeger

Ruth DeCarmo

Brittney Seyler

Michael Glenn

Valerie Sharer Rodriguez

Ratanman Joshi

Anesha Smith

## • 10 YEARS OF SERVICE •

Amy Bohrer

Mary Gable

Darryl Parker

Frank Signorelli

Cynthia Brewer

Shana Haines

Emily Pham-Chau

Ronetta Singleton

Tomicka Coston

Bradford Hooker

Jacqueline Purkett

Angela Slaughter

Beverly Crandell

Jeanne Hopkins

Shirley Robuste

Sarah Stevenson

Tatianna Duero

Jennifer Hopkins

Pablito Santos, Jr.

Tammy Taylor

Charles Eby

Derek Laws

Corey Schmidt

Vickie Whidbee

Natasha Filipski

Mary Lockwood

Malinda Scott

Michael Williams

Joyce Flowers

Elizabeth Pablo

Melvilyn Scott

• 15 YEARS OF SERVICE •

Kevin Brady

Susan James

Robin Shaw

Cynthia Byrd

Amanda Leo

Grant Stevenson

Beth Callahan

Cheryl Nabati

Bobby Thomas

Sarah DiCalogero

Resty Titoy Orduna, Jr.

Terry Wilhelm

Roosevelt Gray

Debra Porter

Alina Winder

Mary Elaine Hanlin

Stacy Rector

Marc Wingett

Patricia Holley

David Ring

• 20 YEARS OF SERVICE •

Angela Bell

Thomas Siegmund

Enoch Bentley

Shane Slattery

Thomas Feist

Joseph Walton

Doral Jackson

Bethany Wright

Anthony Macera

• 25 YEARS OF SERVICE •

Kimberly Austin

Steven Litherland

John Stansell

Melanie Basinger

Peggy Manuelito

Edwin Tolleson

John Bishop, Jr.

John Morea

Lisa Tretola

Antonio Etheridge

Karen Perry

William Wilcox

Diana Homsí

Tina Price

Margaret Jones

Linda Smith



• DR. MARCIA CONSTON, PRESIDENT •

# YEARS OF SERVICE

• 30 YEARS OF SERVICE •

Wendy Buie

Rokena Thomas

Sonya Fitchett

Roosevelt Underwood

Teresa LeClear

John Williams

Michele Marits

• **35 YEARS OF SERVICE** •

Peter Borders

Wendy Burris

Michael Kirby

• **40 YEARS OF SERVICE** •

James Ballard

Albert Brennell

Willie Peterson

## • FACULTY PROMOTIONS •

**Christopher Boyle**  
*Associate Professor*

**Matthew Gorris**  
*Associate Professor*

**Sarah Lupton-Houston**  
*Associate Professor*

**Heather Brown**  
*Professor*

**Renee Hosang-Allyne**  
*Associate Professor*

**Dana Mitchell**  
*Associate Professor*

**Yanna Chistodoulis**  
*Assistant Professor*

**Joel Kirch**  
*Professor*

**Jessie Newton**  
*Professor*

**D. Stephan Delong**  
*Associate Professor*

**Kimberly Lee**  
*Assistant Professor*

**Deborah Posey**  
*Professor*

**Sarah DiCalogero**  
*Associate Professor*

**Sarah Lewis**  
*Assistant Professor*

**Megan Taliaferro**  
*Professor*

• **STAFF PROMOTIONS** •

**Brittney Lapoint**  
*Open Enrollment Program Analyst*

**Sabrina Minor**  
*Education Support Spec III*

## • NEW EMPLOYEES •

**Debra Dart**

*Discipline Dean - Information Systems Technology*

**Marcus Moody**

*Teaching Faculty*

**Cassandra Harris**

*Coordinator For Military And Veteran Engagement*

**Meredith Pollard**

*Advising and Student Success Coordinator*

**Emily Hartman**

*Dean Of Student Life And Conduct/Campus Dean*

**Terri Ruffin**

*Librarian*

**Crystal Kirby**

*Assistant Coordinator Of Student Support Services Program*

**Cassandra Small**

*Program Assistant – Computer Science (TTIP)*



● **MLK JR. COLLEGE DISTINGUISHED  
SERVICE AWARD** ●

# Chuck Thomas

*Fitness, Recreation and Special  
Events Coordinator  
Portsmouth Campus Student Center*





- 2023-2025 BATTEN FELLOWSHIP FOR TECHNOLOGICAL INNOVATION & LEADERSHIP ●

**Emily Wilson**

*Professor of Biology*

• EMERITI •

Denise G. Bieszczad  
*Professor*

Ruth H. Shumate  
*Assistant Professor*

Paul E. Gordy  
*Associate Professor*

Dr. Michael D. Summers  
*Provost*

Peter M. Shaw  
*Professor*

# GOVERNANCE & LEADERSHIP

## • GOVERNANCE & LEADERSHIP •

**Classified Association:**

*Gia Lawrence*

**Faculty Senate, Norfolk Campus:**

*Sarah DiCalogero*

**Internal Relations Committee:**

*Novella Briggs*

**Curriculum Committee:**

*Tom Siegmund*

**Faculty Senate, Portsmouth Campus:**

*Debra Dart*

**President's Advisory and Planning Council:**

*Sarah DiCalogero*

**Distance Learning and Technology Committee:**

*Andrea Pearman*

**Faculty Senate, Virginia Beach Campus:**

*Maureen Cahill*

**Student Success Committee:**

*Thomas Chatman, Jr.*

**Faculty Professional Development Committee:**

*Reneé Hosang-Alleyne*

**General Education Committee:**

*Lara Tedrow*

**Workforce Solutions Committee:**

*Anthony Fontes*

**Faculty Senate, College-Wide:**

*Tiffanye Sledge*

**Global and Intercultural Learning Committee:**

*Sandra Bryant*

**Faculty Senate, Chesapeake Campus:**

*Elizabeth Briggs*

**Instruction Committee:**

*Michael Blankenship and Stacey Laney*

• DR. MARCIA CONSTON, PRESIDENT •

SUPPORT STAFF  
EMPLOYEES OF THE YEAR



● FULL-TIME EMPLOYEE OF THE YEAR ●

**Tommy Armstrong**

*Facilities Manager*

*Trade Services*





• WAGE EMPLOYEE OF THE YEAR •

**Penny Chase**  
*Trade Technician*

• DR. MARCIA CONSTON, PRESIDENT •

# FACULTY SENATE AWARDS





• PROFESSOR OF THE YEAR •

**Heather Boone**  
*Professor of Graphic Design*



- **ADJUNCT FACULTY AWARD OF EXCELLENCE** ●

**Alison Napier**  
*Professor of Art History*



● SPECIAL ACHIEVEMENT AWARD ●

**Judy Gill**

*Professor of Mathematics*

• DR. MARCIA CONSTON, PRESIDENT •

# FACULTY SENATE AWARDS

# • FACULTY PROFESSIONAL EXCELLENCE •

## ADJUNCT FACULTY

### College and Community

#### Service Award

Jeff Acosta

Caroline Blackmon

Kimberly McKinnis

Tia Nichole McMillen

Alison Napier

Darryl Perkinson

Martha Springstead

### Scholarly and Creative

#### Engagement Award

Jeffrey Heiser

Alison Napier

### Teaching Achievement Award

Marissa Angel

Nate Avery

Caroline Blackmon

Vy Calhoun

Lindsey Caputo

Judy Couchman

Jeff DeCastillia

Sarah DiPaolo-Lloyd

Amanda Jerez

Kimberly McKinnis

Tia Nichole McMillen

Courtney Mozo

Alison Napier

Sara Norval

Nancy Pettigrew

Simonee Thomas

James Williams

Caroline Wilson



# • FACULTY SENATE AWARDS •

## PROFESSIONAL EXCELLENCE IN:

### For Teaching Achievement

Michael Bales  
Deanna Freridge  
Shirley Greenway  
Katina Harris-Carter  
Catherine Merritt

### Teaching

Bronson Haynes Derek  
Laws Geraldine  
Woodberry-Wright

### Leadership

Elaine Beale  
Robin Brevard  
Elizabeth Briggs  
Casey Clements  
Sara Di Calogero  
David French  
Laura Fuller  
Thomas Geary  
Richard Gill

Eric Hayes  
David Kiracofe  
Kimberly Lee  
Sara Lewis  
Kimberly Perez  
Cecilia Petretto  
Shannon Washington  
Geraldine Woodberry-Wright

### Community Impact

Kevin Brady  
Amie Burns  
Katina Harris-Carter  
Kimberly Lee  
Richard McCammon  
Catherine Merritt  
Annette Mewborn  
Kimberly Perez  
Tiffanye Sledge  
Ivory Warren

### Scholarly and Creative Engagement

Leah Hagedorn  
Renee Hosang-Alleyne  
Kimberly Lee  
Ian Springer-Woods  
Gabriella Toletti  
Rebecca Vondehaar

# • FACULTY SENATE REWARDS •

## PROFESSIONAL EXCELLENCE IN:

### College and Community

#### Service

Kevin Brady  
Carla Cannon  
Stacey Deputy  
Sarah DiCalogero  
Matthew Gorris  
Renee Hosang-Alleyne  
Annette Mewborn  
Leah Hagedorn  
Ann Jerks  
Andrea Tomlin  
Ian Bolling

### Institutional Responsibility

Jenny Dozier  
Elizabeth Briggs  
Casey Clements  
Katina Harris-Carter  
Lynette Hauser  
Catherine Merritt  
Andrea Pearman  
Megan Taliaferro  
Sandra Bryant  
Mark Denison  
Dania Sinibaldi  
Tiffanye Sledge  
Jennifer Hopkins

### Scholarly and Creative

#### Engagement

Staci Forgey  
Tom Geary  
Bronson Haynes  
Andrea Palmisano  
Sirje Russell  
David Kiracofe  
John Krenzke  
Sean LaCroix  
Geraldine Woodberry-Wright

### Teaching

Heather Boone  
Ed Francis  
Judith Gill  
Monica McFerrin

## • PATHWAY MEETINGS •

Arts & Humanities

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CSC Rm. 3100

Business, Computer Science, & IT

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ACA Rm. 4101

Engineering, Maritime, & Skilled Trades

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Pathway Meeting will be held on Friday, August 18<sup>th</sup>,

Health Professions

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ACA Rm. 4211

Public & Professional Services

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ACA Rm. 4104

Science & Mathematics

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ACA Rm. 4202

Social Sciences & Education

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ACA Rm. 4213

Manufacturing & Transportation

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Pathway Meeting will be held on Friday, August 18<sup>th</sup>.



# TOAST & CLOSING



• THANK YOU •

FALL 2023  
CONVOCAATION

• THANK YOU •

FALL 2023  
CONVOCAATION



• KEYNOTE PRESENTER •

# Dr. Sanford “Sandy” Shugart

*Senior Fellow, Aspen Institute /  
Former President, Valencia College,  
Orlando, Florida*

# QUESTION & ANSWER