

**THOMAS
NELSON**

becoming

**VIRGINIA PENINSULA
COMMUNITY COLLEGE**

President's Report to the College Board

February 2022

Faculty and Staff Updates

Congratulations to Bobby Perkins, Interim Director for Skilled Trades Training, who recently received the Dalton E. Hamilton Certified Welding Inspector of the Year award from the American Welding Society - Tidewater Section. Mr. Perkins is a former welder and former welding instructor, who now helps students prepare for high-demand high-wage welding professions.

“We are fortunate to have Mr. Perkins on our team. He is a motivational educator, accomplished tradesman, and passionate about the role occupational and skilled trades training plays in changing students’ lives and transforming our communities.” --- Interim Dean for Workforce Development, Mr. Franz Albertini

Congratulations to Dr. Kris Rarig, who has been selected as a Phi Theta Kappa (PTK) Distinguished College Administrator. To receive this prestigious award, college administrators are nominated by their Phi Theta Kappa chapter and are selected in recognition for their outstanding support of student success. Over the last two years, PTK Administrators mentored and developed student leaders in completely unfamiliar circumstances. Racial and political unrest, and a global pandemic made 2021 one of the most challenging years in recent history. Dr. Rarig’s nomination is evidence of the gratitude our PTK students feel for her support.

On February 5, 2022, the college lost a beloved member of our staff, **Ms. Petrina Moore**, who served as our Information Technology Security Officer. Petrina would have celebrated her 49th birthday on February 12. We are incredibly saddened by this loss and grieve with her family. Everyone who knew Petrina attests that:

“She was always incredibly helpful, patient, and kind.”

Academic Affairs

- Programmatic updates have been provided in your CISS Committee Report and will be discussed in detail during the February 16 Board meeting.
- Job descriptions for the STEM Dean and Vice President for Academic Affairs positions have been finalized, and the search will begin in February 2022
- On December 7, the Performing Arts delivered *Sing for Joy*, a live choir concert at First United Church of Christ in Hampton. This marked a return of in-person performing arts since the college shuttered in 2020.

Partnerships

The Virginia Space Grant Consortium (VSGC) will host a 4-week paid summer internship program offered by the GeoTEd-UAS project in partnership TNCC and the Center for Unmanned Aircraft Systems (C-UAS) at Virginia Tech. Two TNCC students have been selected for this internship. The Program Head, Julie Young, and Professor Pete Berquist were selected as faculty consultants. Professor Cherie Aukland is a consultant on the GeoTEd-UAS grant.

GeoTEd-UAS (Geospatial Technician Education-Unmanned Aircraft Systems) is a project led by the Virginia Space Grant Consortium and funded through a National Science Foundation Advanced Technological Education grant to develop and implement academic courses and pathways to prepare the geospatial technology and small UAS operations technician workforce.

As a partner in this new project, the college will offer two courses to prepare the students and faculty for success in the Internship Program. The project will fund the tuition for all participants.

Community College Workforce Cooperative

I am happy to report the initial \$1M investment in the **Hampton Roads S.T.R.O.N.G. (Skilled Trades Rapid On-ramp Network for Growth)** pilot has been secured and we are working with our partners to rapidly standup this effort. **Hampton Roads S.T.R.O.N.G.** will provide the region with a nimble and sustainable shipbuilding, ship repair, and skilled trades talent pipeline. These funds will provide \$1 million in Workforce Innovation and Opportunity Act (WIOA) state set-aside funds for advanced shipbuilding, ship repair, offshore wind, and skilled trades workforce development in Hampton Roads in support of the following:

- (1) increased Navy ship construction, repair, modernization, and maintenance programs,
- (2) the Coastal Virginia Offshore Wind project,
- (3) Hampton Roads Bridge Tunnel expansion project, and
- (4) the critical need to develop opportunities for historically underserved communities to access and thrive in careers that provide family sustaining wages.

Dominion Energy will provide a non-federal match of \$500,000 to support this pilot program launch. This provides a total budget of \$1.5 million. This project represents a true partnership between Hampton Roads Workforce Council (HRWC), Virginia Ship Repair Association (VSRA), and the three community colleges who comprise the Community College Workforce Cooperative (CCWC). Together we will offer programs promising new training opportunities for our communities, expanded workforce pipeline for our employer partners, and program growth at our colleges.

HRWC is acting as the fiscal agent for the pilot funding and has primary responsibility for:

- Program marketing and student recruitment
- Providing wraparound services and resources for student participants
- Facilitating the enrollment process

VSRA has primary responsibility for:

- Assembling employer partners to assist with curriculum development
- Engaging employer members to assist with job placements
- Providing targeted industry training to augment skilled trades programs delivered at the colleges
- Providing program administrative support for scheduling and coordination with employer partners

CCWC (Camp, Tidewater, and Virginia Peninsula Community Colleges) has primary responsibility for:

- Developing related curricula with support from VSRA
- Developing a consistent and coordinated program management process
- Delivering skilled trades training in two expanded pathways – welding and structural fitting

The initial investment is considered a pilot as we are also targeting additional funding through the Governor's proposed budget (\$5M over two years) and HR STRONG is the training foundation for the regional Goods Jobs Challenge proposal (\$2-\$4M estimated). By leveraging the strengths of this partnership, we have a real opportunity to reach a scale that would otherwise be hard to achieve.

Finance and Administration

Finance Update

Spring 2022 enrollment is down approximately 3.9% in headcount and 6.0% in FTES since spring of 2021. This results in less tuition revenue. Due to CARES Act funding, the College will end FY22 with a surplus, however future adjustments to spending will be necessary. Additional finance information will be provided during the February 16, College Board meeting.

Facilities Update

The collapse of the Mary T. Christian Auditorium roof did more than displace the theater department. The 50,000-square foot building was also home to classrooms and offices in Templin Hall. Those classes and the displaced faculty and staff have been strewn among multiple other buildings. However, recent steps have been taken to bring the faculty, staff, and their classes under one roof again. A 40-month lease was signed for a 45,000-square foot building at 521 Butler Farm Rd. The building is a former Ferguson Enterprises call center that is next door to the College's Hampton III Building. The building will be named, Hampton IV. Required Americans with Disabilities Act (ADA) revisions to Hampton IV are nearly complete. The space must be retrofitted to meet the instructional and operational needs of a college. Engineers have completed the interior classroom and office designs and renovations will begin soon with a move-in goal of Fall 2022.



Templin Hall: The target date for renovations to Templin have been delayed. We expect final repairs and renovation for Templin Hall to be completed by early 2025. Thus, the 40-month lease of Hampton IV lease allows for extra time should construction be delayed.

Peninsula Workforce Development Center (PWDC): Bids for Heating and Air Conditioning replacement at the PWDC were opened last week. The \$1.15M project is slated for completion in early fall 2022.

Information Technology Update

Networking and WiFi : The network and Wi-Fi infrastructure upgrade continues to be a priority. We are currently in the process of distributing core components of the new network between Hampton, Williamsburg, and Richmond. We have pre-tested the concept of operating a "single campus" between our two physical campuses and the VCCS (Virginia Community College System) data center, and the tests went exceptionally well. We anticipate completing the remaining distribution of new wireless gear and remaining building network components in the next few weeks. We will be extending Wi-Fi directly into our parking lots allowing for improved connectivity for faculty, staff and students.

HyFlex Classrooms: HyFlex classrooms gives students the option of attending sessions in the classroom, participating online, or doing both. We are installing Hyflex components as part of the process to replace and upgrade aging equipment. Thirty-six classrooms, across the Hampton and Historic Triangle campuses, will become Hyflex. Faculty and department heads will receive demonstrations and training prior to the launch in Fall 2022. Hyflex classrooms will include large Promethean smart panel, allowing students or staff to access the classroom remotely and participate in activities with absolute clarity. Additionally, audio speakers and microphones will be mounted on the ceilings to provide excellent quality sound.

Human Resources and Organizational Development

The First 30 Days

Mr. John Massey joined the College in early January as our new AVP of Human Resources and Organizational Development. He has invested his first few weeks meeting with staff and faculty to ask questions, learn about campus culture, and listen to employees as they share their experiences and describe their unique roles and responsibilities.

While a few weeks is a short amount of time in which to develop specific recommendations, he has discovered that the three themes of “people, process, and systems” are recurring topics embedded in the conversations with employees across campus. Those themes will continue to be the driving focus for determining how the human resources team needs to evolve to best serve the college in the future.

For starters, streamlining the recruiting and hiring process, enhancing employee onboarding experiences, and establishing more relevant and accessible learning and professional development opportunities are all highly visible, core areas of focus for the team in the near to longer term future. However, there is much to accomplish behind the scenes that require more immediate attention to accomplish any longer-term goals. Examples of these lesser visible activities include the upcoming transition to a new payroll system (Cardinal), the review and analysis of legacy TNCC HR related policies, forms, and procedures, and the support of all manner of activities as the college makes the transition from Thomas Nelson Community College to Virginia Peninsula Community College.

As the saying goes, “*there’s a lot to unpack here*”, all while the HR team continues to perform the daily work necessary to keep things running smoothly. Expect to hear much more from John and his team in the weeks and months ahead!

Institutional Advancement

College’s Annual Report

The college’s 2020-2021 Annual report will be available electronically by the end of March 2022. Printed copies will be mailed to key community partners, constituents, donors, and alumni (based on production cost). In addition to the tradition of reporting the past years’ opportunities and successes, the new Annual Report will include a section that describes the college’s future goals and initiatives (e.g., Center for Excellence in Early Childhood Education and the Williamsburg Skilled Trades Center).

Fundraising Update

- The 2021-22 fund development goal is \$626,000. Gifts to date are \$151,000, an increase of \$94,493 since December 2021. Additional fundraising events will be implemented as part of the College’s name-change celebrations.
- The Thomas Nelson Educational Foundation Received \$50,000 from Newport News Shipbuilding which will provide funds to market the new Williamsburg Skilled Trades Center.
- We will submit applications for several grants in March, to support the college's primary initiatives. Grant applications include:
 - **Dominion Energy** - “Capacity of Future Workforce”. Seeking funding to support the offering of skilled trades training on weekends
 - **Bank of America** - “Alternative Pathways for Adults”. Seeking gap-funding provide job readiness skills to workforce development students.
 - **Langley Federal Credit Union** - “Access to Education”. Seeking funding to support a Minority Male Success Initiative.

- **Virginia Natural Gas** – “Environmental Stewardship”. Seeking funding for materials and supplies needed enrich the on-water environmental studies courses.
- **Claude Moore** – Seeking continued funding used to expose high school students to careers in Health Science through dual enrollment courses. Funding currently supports Williamsburg / James City County students. The new request will include an ask to increase funding to allow York County Public Schools to participate in fall 2022.
- **The Blocker Foundation** – Seeking funding to support the college’s Southeast Newport News Initiatives. There was a loss of leadership at the Southeast Center and the Southeast Newport News community is now significantly underserved by the College.

We continue to develop new relationships and reinforce current relationships with donors who support the mission of the College. Recent partner meetings were held with representatives from: Fairlead Industries, Bay Electric, Williamsburg Christian Academy, Langley Federal Credit Union, Newport News Shipbuilding, Peninsula Catholic High School, Grove Christian Outreach Center, and Ashby Kilgore to discuss funding opportunities in workforce. She is involved in the Southeast area working with Franz on recruitment of workforce programs.

Marketing and Web Design Updates

The annual marketing plan, developed in collaboration with Consociate Media, has been rolled out. Website visitors and social media followers will notice content that recognizes world-wide recognition days, historic and cultural appreciation, student engagement and student support content (e.g., Athletics events, mental health support services, scholarship availability, Financial Aid support, food pantry availability, and more). Dr. Brannon and the College will be spotlighted in the Oyster Pointer newspaper and via their online platforms.

The bulk of our new marketing and web design plans will align with the release of our new name. We are seeking alternative marketing ideas such as our partnership with the Smoothie Shop to create a VPCC (Virginia Peninsula Community College) sandwich wrap and smoothie.

TNCC Educational Foundation

The Education Foundation was awarded \$5,000 from the Micron Opportunity Fund. This fund support efforts related to our STEM programs. Funds may be used to support tuition, fees, books, required materials/supplies, and other cost associated with college attendance that are not covered by financial aid (e.g., transportation, childcare, and food). We may use these funds to support students in both academic and workforce training programs. This grant opportunity was made available through the Virginia Foundation for Community College Education (VFCCE).

Institutional Research and Effectiveness

Positive Outcome from SACSCOC Fifth-Year Interim Report

As reported previously, the College submitted its Fifth-Year Interim Report to the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) in September 2021. The Fifth Year Interim Report is required of all institutions that are accredited through SACSCOC. It provides a check point midway between decennial reviews on certain SACSCOC standards that are commonly cited for non-compliance and others that are of particular interest to the Department of Education.

In mid-January, the College received its Fifth-Year Interim Report response letter from SACSCOC. The letter indicated that we were found to be in compliance with all twenty-two (22) of the included accreditation standards. In addition, our Quality Enhancement Plan (QEP) Impact Report on improvements to our academic advising program was found to be acceptable and in alignment with SACSCOC expectations. This is the most positive outcome that can come from a Fifth Year Interim Report review. It means that we will not need to provide any follow-up reporting, and that our accreditation will continue without monitoring or sanctions.

We are now moving forward on planning for our decennial review with SACSCOC, which will take place in the 2024-2025 and 2025-2026 academic years and will require multiple years of focused work and preparation.

Institutional Research and Effectiveness...continued

Progress Update on Thrive 2024 Strategic Plan

The College is continuing to implement its Thrive 2024 strategic plan. Each major area of the College has established a Year 1 Action Plan that details the actions that are being taken in the 2021-2022 academic year, the timeline under which they are occurring, and the individuals and groups who are responsible for carrying them out. Work on these action items is occurring now and will continue throughout the spring semester. The most current information about the Thrive 2024 strategic plan and its associated action plans can be found on the College website (www.tncc.edu/research/college-planning).

By June 2022, the College will complete an initial report on its Year 1 activities and establish its full set of priority areas for Year 2 (2022-2023). Initial data reports for each of the key performance indicators of the plan will also be available at that time.

Update on Accelerated Program Review Process for Spring 2022

Over the period from 2015-2016 to 2020-2021, the number of students served by the College has declined by 31% and the number of programs offered by the College has increased by 38%. These shifts have resulted in strains on the College in terms of its ability to offer all required courses and still maintain the higher-class sizes that are needed for financial health. In response, the College is carefully reviewing all programs to identify those that are underperforming in terms of enrollments and graduates.

To date, the College has engaged in focused work to identify a set of academic programs that are no longer viable and should proceed forward for discontinuance. These programs have very low enrollment and graduate numbers and have no clear connections to ongoing College initiatives or grant programs. In addition, many of them are ones that would better serve our students and regional businesses as non-credit training programs that can move individuals into careers more quickly and at lower cost.

As this list of programs for more immediate discontinuance is being finalized, the College is shifting focus to an additional set of programs that are stronger in terms of current enrollment and graduate numbers but are in danger of falling below viability standards in coming years. Those programs will be proceeding through an accelerated program review process later this spring and will emerge from that process with strategies for remaining relevant and growing their enrollments. Moving forward, this level of detailed program review will become a regular part of college operations, with all programs proceeding through program review at least once every four years.

Strategic Initiatives

Name Change Update

The Name Change Implementation Team meets weekly to compile information and respond to requests from the project management consultants generating a “roadmap” for the five community colleges undergoing a name change. Subgroups are working on implementation plans that will include recommendations related to marketing, branding, web-site redesign, physical plant and vehicular signage, and updates to our information technology.

The first essential steps have been taken:

- 1) SACSCOC (our accreditors) were notified and acknowledged that Thomas Nelson Community College will be renamed to Virginia Peninsula Community College as of July 1, 2022.
- 2) The request to procure www.vpcc.edu for use as our future domain name has been submitted. The college has retained www.tncc.edu indefinitely which will help in our transition.
- 3) A marketing committee has been created to formulate recommendations as to next steps related to our brand imaging, logo, and seal.

A brief presentation will be shared during the February 2022, Local College Board meeting.

Strategic Initiatives...continued

Southeast Newport News Taskforce Update

The Southeast Newport News Advisory Board is scheduled for their inaugural meeting on February 23, 2022. The meeting will be hosted in-person at the Holiday Inn located at 980 Omni Blvd, Newport News, VA 23606. A light breakfast will be served. Dr. Porter Brannon will share her thoughts and vision regarding the future of the Virginia Peninsula Community College's Southeast Center for Higher Education. Following her remarks, we will engage in small group conversations to gain insights and candid feedback that will help guide our next steps. The Board members representing Newport News have been invited to attend along with the following community representatives:

Title	Name	Notes
Councilwoman	Tina L. Vick	Newport News, South District 3, Seat A
Vice Mayor	Saundra N. Cherry	Newport News, South District 3, Seat B
Assistant City Manager	Alan Archer	Newport News, City Manager's Office
Commissioner	Tiffany Boyle	Newport News, Commissioner of the Revenue & TNCC graduate
Executive Director	Quincy White	Newport News, Four Oaks Day Center
Executive Director	Karen Wilds	Newport News, Redevelopment & Housing Authority
CNI Project Manager	Lynne Carruth	Newport News, Redevelopment & Housing Authority
Chairman	LaMonte Williams	Marshall-Ridley CNI, Citizen Advisory Committee & TNCC graduate
Neighborhood Revitalization Coordinator	Terri Francis	Newport News, Marshall-Ridley CNI Planning
Superintendent	Dr. George Parker, III	Newport News Public Schools
Chief of Staff	Rashard Wright	Newport News Public Schools
NNEF Board Member	Dr. Garnise Dennis	Newport News Educational Foundation Board Member
Sr. Director of Operations	Judi Overbey	Newport News Public Schools, An Achievable Dream
Vice President of Academics	Pervis Blake	Newport News Public Schools, An Achievable Dream
Principle	Dr. Earling Hunter	Newport News Public Schools, Heritage High School
Associate Executive Director	Debra Hamilton-Farley	Hamton Roads Small Business Development Center
School Board Member	John R Eley, III	Newport News Public Schools
Regional Program Manager	Rachel Ambrose	Peninsula Regional Adult Education Program
Retired Superintendent	Dr. Ashby Kilgore	Former Newport News Public Schools Superintendent; Member State Board for Community Colleges
Pastor	Dr. Kevin Swann	Ivy Baptist Church (50 Maple Ave, Newport News)
Founder & President	Yugonda Sample-Jones	EmPower All and lead of housing committee on Marshall-Ridley Neighborhood CAC
Executive Director	Todd Estes	Community College Workforce Cooperative
Sherriff	Gabe Morgan	Newport News Sheriff's Office
Police Captain	J.P. Smith	Newport News Police Department, South Precinct
Police Captain	Morgen S. Tietjens	Newport News Police Department, Communications Division
Professor	Dr. Linda Waldron	Christopher Newport University, Sociology Department

Student Affairs, Enrollment Management & Student Success

Students are Excited to be Back on Campus

Kadisia Archer, the College's Student Activities Coordinator hosted Welcome Back and Club Day events during the first days of in-person spring '22 instruction. Approximately 200 students participated at both the Historic Triangle and Hampton campuses. Students learned about available college support services, clubs, athletics, and student leadership opportunities. Lunch was provided along with outdoor games and activities. Ms. Archer also accompanied a group of student leaders, honor society members, and athletes to Richmond, where House Delegate and college Alumni A.C. Cordoza was being sworn in.

In fall '21, 20% of college courses had face-to-face meetings. This spring, 50% of classes have face-to-face meetings. During the first two weeks of spring '22 classes Dr. Brannon traversed the campuses, meeting and speaking with students. **Students expressed feeling safe and were happy to have the flexibility to attend classes online or in-person.** Primarily, students appreciate the camaraderie of their peers and in-person faculty engagement.



Enrollment, Retention, and Student Support Updates

The Finish Line Initiative: The College contacted former students who withdrew without completing a credential and asked them to re-enroll. This is the second semester of the Finish Line Program, we are excited to report that **90%** of the first cohort have been **retained**. We are also pleased to witness the continued growth in the number of former students who decide to return.

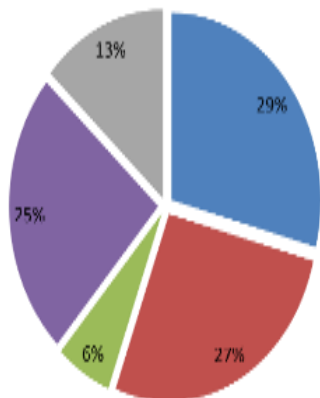
	Spring '22 (02.01.22)	Fall '21 (final)
Outreach Number*	3031	3002
Rate of return	163 (5.4%)	102 (3.4%)
Retained	TBD	90 (88%)
Credits	2296	1215
FTEs	153	81

*Students in good standing who had departed the college in the last three years before completion.

Dual Enrollment: We are witnessing the most dual enrollment growth among Hampton City Public Schools and Poquoson Public Schools. We are in conversation with Newport News Superintendent, Dr. George Parker, III and Chief Academic Officer, Dr. Tina M. Manglicmot to determine how we can increase their enrollment rates. Teacher credentialing has been their primary barrier. College enrollment leaders continue to partner with our high school partners to identify opportunities that yield increased dual enrollment among all localities.

DE Students by School Division

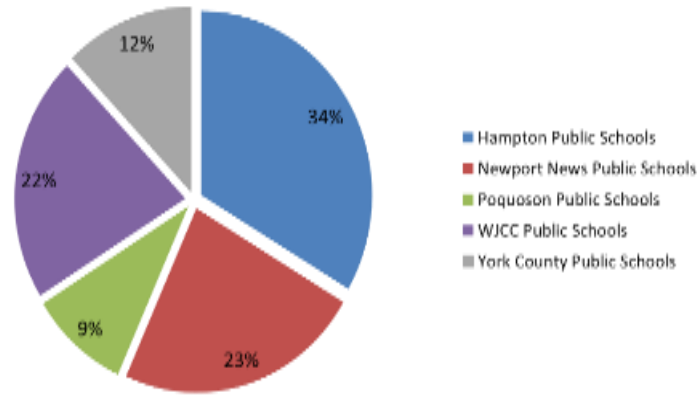
Academic Year 2019-2020, Public High Schools Only



Sources: VCCS Student and Class Files, Academic Year 2019-2020

DE Students by School Division

Academic Year 2020-2021, Public High Schools Only



Sources: VCCS Student and Class Files, Academic Year 2020-2021

Food Pantry: The food pantry opened in July 2019 and continues to address student’s food insecurities. Student Affairs leadership partners with the Evening Nursing students to distribute pre-bagged food supplies each week. Since December 2021, we have purchased 3,810 pounds of food. During an event held in January 2022, the college food pantry served almost 400 students – leaving the food pantry empty. While the event was successful, it is a stark reminder that our students struggle with basic needs while pursuing their college education.

Month	Number of Students Served
November '21	290
December '21	271
January '22	Est 300-400

The TRiO Program: TRiO Programs are educational opportunity outreach programs designed to motivate and support students from disadvantaged backgrounds. At Thomas Nelson, 91% of TRiO students persisted from fall 2020 to fall 2021. 95% of TRiO students remained in good academic standing, 74% of graduated, and 52% of TRiO students transferred to a four-year college or university.

SingleStop: The SingleStop program connects students to resources and benefits that help remove known barriers to academic success. Students receive on-campus screening for federal and state benefits such as food and nutrition programs (SNAP, WIC), healthcare enrollment and utility assistance. Between December 15, 2021 – January 31, 2022, the college has connected students with almost \$60,000 in additional federal and state benefits.

Great Expectations: Great Expectations help Virginia's foster care youth complete high school, gain access to a community college education, and transition successfully from the foster care system to independent living. We have twenty-seven Great Expectation students enrolled in credit, workforce, and high school equivalency program. Three Great Expectation students will graduate in May '22, and one has already been accepted into a baccalaureate program.

Athletics: The men's Basketball Team is now 11-1 for the season. They are doing incredibly well despite injuries and illness. In fact, the team is well on their way to the conference championship. Two of our players (Juwan Brown and Kaiden Mines) have been named the *New South Athletic Conference Player of the Week*, after leading the Gators to crushing blows over the opposing team. College athletes must remain enrolled in a full-time course load and maintain a minimum of 2.0 GPA. They do this while training, traveling, and many also work part-time. We are proud of our team and the extraordinary coaching staff. We look forward to the beginning of baseball season. **Go Gators!**



Juwan Brown



Kaiden Mines

Enrollment Thermometer

As of February 7, 2022, we met 83.2% of our final FTE enrollment goal. From this point forward in the registration cycle, additional gains in headcount and FTES are primarily related to dual enrollment student registrations that will continue to be recorded throughout the coming weeks and months. We can expect 700-900 dual enrollment students to be added over that time. We continue to project that we will end Spring 2022 with approximately 5,992 students and 3,237 FTES. This would represent a decline of 3.9% in headcount and 6.0% in FTES when compared to Spring 2021. We will continue to monitor closely and will refine our enrollment projections as more information becomes available.



Spring 2022 Enrollment Thermometer Spring-to-Spring Comparison Edition February 7, 2022

Applicant Conversion

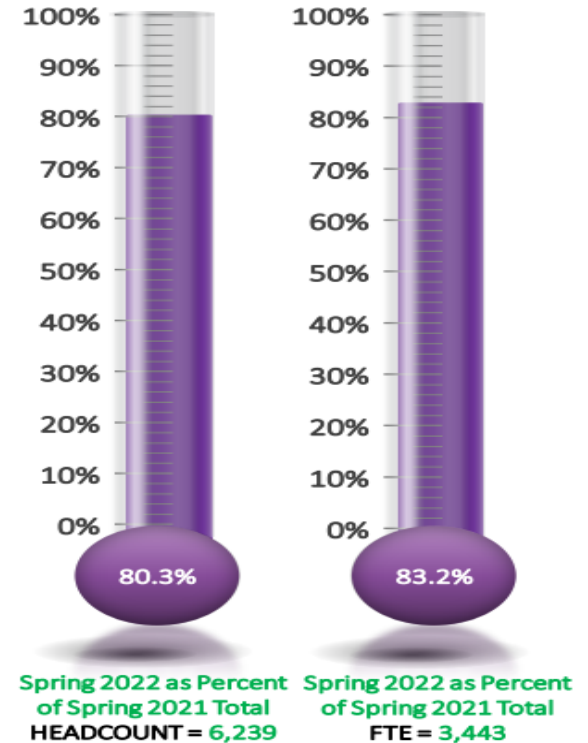
Term	Applied	Ready2Reg	Registered
February 7, 2022	2,181	2,173	619 (28.4%)
Final Spring 2021	2,586	N/A	749 (29.0%)
Final Spring 2020	2,626	N/A	828 (31.5%)
Final Spring 2019	2,642	N/A	801 (30.3%)

Total Term Enrollment (Headcount and FTES)

Year	Headcount	FTE
February 7, 2022	5,007	2,865
Final Spring 2021	6,239	3,443
Final Spring 2020	7,081	4,012
Final Spring 2019	7,615	4,200

Program Enrollment (Headcount)

Program Area	Feb. 7, 2022	Final Spring 2021	Final Spring 2020	Final Spring 2019
ABHS	1,355	1,647	2,332	2,884
PSAHHS	1,495	1,410	1,447	1,226
STEM	1,054	1,147	1,391	1,576
Dual Enrollment	685	1,549	1,198	1,236
Early College	209	167	326	218
FastForward	76	163	191	191
G3	873	N/A	N/A	N/A



Enrollment Initiatives

The **Guidance Counselor Breakfast** is back! Hosting high school counselor breakfast is a long-standing college tradition that was interrupted by the pandemic. Although this January's event was virtual, we provide each guidance counselor with breakfast from Panera. Funding for the breakfast was provided through a TNCC Education Foundation Innovator Grant. Almost 100 guidance counselors and guidance staff attended the breakfast – learning about the colleges' student resources, G3 funding, and relevant program updates. Counselors were engaged, asked questions, indicated that they appreciated the online format and the breakfast!

Youth Night is one example of a community partnership to expand the college's brand and support enrollment. Organizations that have mutually aligned missions and captured student audiences are ideal recruitment partners.

The Student Affairs leadership is connecting with community-based organizations and local businesses to promote the college and create pipelines for new potential applicants. Recent partner meetings include:

- December 16, 2022, Joint Holiday Program with Project Life and Hampton Social Services
- January 3, 2022, COX Communications Project Connection
- January 4, 2022, Colonial CASA Mentoring Program for Foster and At-Risk Youth
- January 21, 2022, Bayport Credit Union Financial Literacy Fair
- January 31, 2022, Newport News Social Services Fostering Futures Program



The poster for Youth Night features a group of diverse young people smiling. The text on the poster includes the website www.tncc.edu/youthnight, the date and time "January 27 | @ 6pm", and the title "YOUTH NIGHT". Below the image, it says "Determine Your Next Steps to Prepare for Life After High School" and lists the partners: THOMAS NELSON and VIRGINIA PENINSULA COMMUNITY COLLEGE.

ST. PAUL AFRICAN METHODIST EPISCOPAL CHURCH
Christian Education Department
2500 Chestnut Avenue
Newport News, VA

Invite You To Join
THOMAS NELSON COMMUNITY COLLEGE
"VIRTUALLY"

IN THE CELEBRATION OF
YOUTH NIGHT
JANUARY 27TH – 6PM

Location: Zoom
<https://vccs.zoom.us/j/89365431442?pwd=cVZxQ3hmTWdiVnY5OE2Q1NCNzdydz09>

Meeting ID: 893 6543 1442
Passcode: 390423

Pre-Register – [WWW.TNCC.EDU/YOUTHNIGHT](http://www.tncc.edu/youthnight)
<https://www.tncc.edu>
(Optional)

Workforce Development Updates

- Dean Franz Albertini is working with Mr. Steven Lynch, Senior Business Development Manager, the City of Hampton to provide workforce training to Hampton citizens negatively affected by the COVID-19 pandemic. The intended outcome is to provide Manufacturing and Trades training in Plumbing, Electrician, and Facilities Maintenance that will lead to guaranteed employment with the City of Hampton. The City of Hampton is finalizing details and the Workforce Development team is ready to deliver.
- Dean Albertini is also in the discovery phase of creating a welding program for Heritage High School students. This program would occur during the spring semester for graduating seniors – who typically have a small number of classes to compete. Interested students would receive bus transportation from Heritage to the Peninsula Workforce Development Center to participate in either the morning or afternoon program. Heritage High School has set a target of 10 students to enroll and will also provide transportation to and from the welding lab. While we are still in the planning phase, the prospect is very promising, and we hope to create a solid and sustainable initiative.
- In collaboration with the City of Poquoson, the Workforce Development unit will provide customized public speaking and presentations skills training for City employees.

College/Community Engagement & Government Relations

Dr. Brannon continues to remain engaged with the Peninsula community. Since December of 2021, Dr. Brannon has:

- Presented before the Poquoson City Council and the Poquoson City School Board, accompanied by Board member Alan Melton. Both groups seemed enthusiastic about the direction of the college.
- Attending the swearing in of Tiffany Boyle, Thomas Nelson alumnae, and Secretary of the Revenue for Newport News. This provided an opportunity to meet many other constituents interested in partnering with the college.
- Met with Neil Morgan, York County Administrator, accompanied by Board member Dr. Linda Reviea. Mr. Morgan has a breadth of knowledge regarding factors and partnerships that could positively benefit the college. Dr. Reviea and Mr. Morgan recommended that Dr. Brannon attend the next, local *Mayors and Chairs* meeting.
- Served as a panelist for the Virginia Peninsula Chamber of Commerce 757 Eyes on the Future Series. Panelists included John Larson and Virginia Hagerott - discussing the future of offshore wind energy in the region.
- Met with Governor Youngkin, accompanied by Chancellor DuBois and the Virginia Council of Presidents.



Transparent Communication with College Employees: College employees have cited transparency and communication as two areas where college administration needed improvement. Toward accomplishing that goal, each area of the College is asked to provide area updates with our campus community, with specific focus on matters that propose significant opportunities or challenges. The tentative 2022 Town Hall schedule is as follows:

- February 11 @ 2 p.m.
- March 18 @ 2 p.m.
- April 14 @ 3 p.m.
- August 18 @ 10 a.m.
- September 15 @ 3 p.m.
- October 7 @ 2 p.m.

Governance and College Committee Updates: Shared governance is a leadership model that Dr. Brannon is committed to, and college committees are one of the conduits for improved communication, transparency, and shared governance. The college is reviewing all current standing committees and renewing their leadership and membership. These committees should serve opportunities for faculty and staff to share ideas, make recommendations and take action that improves the college community. Examples of how committees are being used to improve communication and support shared governance include:

- Creation of a Bias Response Team that will conduct investigations into incidents that are presented via the new Racism and Discrimination Policy.
- Cultural and Social Affairs Committee is newly restructured, with the purpose is to increase awareness of and appreciation for the diverse populations found throughout the college community and to improve the campus climate through employee events and activities.
- The Communications and Marketing Committee is a newly proposed standing committee. The purpose is to provide a mechanism for college-wide input and engagement in the development and implementation of strategic communications and marketing plans to assist in reaching target enrollment markets and raising brand awareness.

President's External Commitments – No additional external commitments since December 2021

- Aspen Taskforce Transfer Mission for Virginia, Member
- CIVIC Leadership Class of 2021-22, Participant
- Council of Presidents for Virginia Public Colleges and Universities, Member
- Danville Community College Presidential Search, Co-Chair
- Greater Peninsula NOW, Member
- Greater Williamsburg Chamber of Commerce, Executive Committee Member
- Hampton Roads Workforce Council, Board of Directors
- Newport News Education Foundation, Board Member
- VCCS Chancellors' Strategic Plan: Opportunity 2027, Co-lead
- VCCS Personnel Committee, Chair
- VCCS Name Change Steering Committee, Chair
- Virginia Peninsula Chamber of Commerce, Member
- Virginia–North Carolina Louis Stokes Alliance for Minority Participation (VA–NC Alliance)
- WJCC Schools Foundation Board of Directors, Executive Board Member

President's Annual Evaluation

How quickly time flies! Dr. Brannon has completed her first year as President. In keeping with previous years, our Board Chair will send Chancellor DuBois a letter summarizing Dr. Brannon's performance this past year. There is no evaluation methodology that the Board to follow. Dr. Brannon recommends the consideration of tools provided by The Aspen Institute or The Association of Governing Boards of Universities and Colleges (AGB). Considering Chancellor DuBois retirement, he needs to receive the Boards letter by mid-June—or earlier.

Respectfully submitted,



Dr. Towuanna Porter Brannon