

# Full-Time and Part-Time Faculty Annual and Semester Teaching Credit Hours by Discipline: 2017 to 2019

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Office of Institutional Effectiveness and Student Success  
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**NORTHERN VIRGINIA COMMUNITY COLLEGE**

**OFFICE OF INSTITUTIONAL EFFECTIVENESS AND STUDENT SUCCESS**

The purpose of the Office of Institutional Effectiveness and Student Success is to conduct analytical studies and provide information in support of institutional planning, policy formulation, and decision making. In addition, the office provides leadership and support in research related activities to members of the NOVA community engaged in planning and evaluating the institution's success in accomplishing its mission.

When citing data from this report, the Northern Virginia Community College (NOVA) Office of Institutional Effectiveness and Student Success must be cited as the source.

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This report provides faculty data at Northern Virginia Community College (NOVA). The report presents data including the full-time (FT) to part-time (PT) faculty ratio by discipline for four terms. These data are presented as both the number and percentage of credits taught by both faculty types.

Table 1 shows FT and PT faculty teaching credit hours (TCH) and total faculty teaching credit hours (the sum of full- and part-time TCH) by discipline for the 2017-18 and 2018-19 academic years.

Table 2 shows FT and PT faculty teaching credit hours (TCH) by discipline for the Spring 2018, Fall 2018, Spring 2019, and Fall 2019 semesters.

**Table 1. Full-Time and Part-Time Faculty Annual Teaching Credit Hours by Discipline: 2017-18 to 2018-19**

Discipline	2017-18					2018-19				
	FT TCH		PT TCH		FT + PT TCH	FT TCH		PT TCH		FT + PT TCH
	#	%	#	%		#	%	#	%	
ACC	594	57.8	433	42.2	1,027	558	56.4	432	43.6	990
ADJ	297	42.9	395	57.1	692	331	47.8	361	52.2	692
AIR	68	34.3	130	65.7	198	64	34.4	122	65.6	186
ARA	121	89.6	14	10.4	135	131	97.0	4	3.0	135
ARC	98	65.3	52	34.7	150	76	57.1	57	42.9	133
ART	813	43.7	1,046	56.3	1,859	909	46.9	1,029	53.1	1,938
ASL	47	30.7	106	69.3	153	53	31.0	118	69.0	171
AUB	20	71.4	8	28.6	28	20	71.4	8	28.6	28
AUT	274	58.8	192	41.2	466	258	56.1	202	43.9	460
BIO	1,421	46.3	1,645	53.7	3,066	1,404	46.5	1,616	53.5	3,020
BLD	43	93.5	3	6.5	46	37	77.1	11	22.9	48
BSK	16	37.2	27	62.8	43	16	42.1	22	57.9	38
BUS	503	35.7	906	64.3	1,409	603	38.9	947	61.1	1,550
CAD	63	51.6	59	48.4	122	58	50.9	56	49.1	114
CHD	176	34.0	342	66.0	518	212	40.1	317	59.9	529
CHI	74	100.0	0	0.0	74	79	81.4	18	18.6	97
CHM	595	52.2	545	47.8	1,140	532	48.4	568	51.6	1,100
CIV	11	47.8	12	52.2	23	14	70.0	6	30.0	20
CON	27	81.8	6	18.2	33	42	100.0	0	0.0	42
CSC	332	42.6	447	57.4	779	334	45.8	395	54.2	729
CST	885	42.2	1,214	57.8	2,099	930	43.9	1,189	56.1	2,119
DIT	21	17.1	102	82.9	123	0	0.0	129	100.0	129
DMS	55	100.0	0	0.0	55	73	100.0	0	0.0	73
DNA	18	62.1	11	37.9	29	24	82.8	5	17.2	29
DNH	39	75.0	13	25.0	52	42	82.4	9	17.6	51
DSL	0	0.0	22	100.0	22	0	0.0	22	100.0	22
ECO	471	46.6	540	53.4	1,011	525	57.2	393	42.8	918
EDU	45	42.9	60	57.1	105	42	35.0	78	65.0	120
EGR	264	72.1	102	27.9	366	253	69.9	109	30.1	362
ELE	-	-	-	-	-	20	87.0	3	13.0	23

Discipline	2017-18					2018-19				
	FT TCH		PT TCH		FT + PT TCH	FT TCH		PT TCH		FT + PT TCH
	#	%	#	%		#	%	#	%	
EMS	187	60.9	120	39.1	307	173	68.9	78	31.1	251
ENE	-	-	-	-	-	3	100.0	0	0.0	3
ENF	442	71.1	180	28.9	622	446	73.8	158	26.2	604
ENG	2,456	47.3	2,733	52.7	5,189	2,391	45.9	2,820	54.1	5,211
ENV	92	39.7	140	60.3	232	80	32.8	164	67.2	244
ESL	1,716	59.8	1,153	40.2	2,869	1,675	61.2	1,063	38.8	2,738
FIN	12	14.3	72	85.7	84	3	3.4	84	96.6	87
FRE	93	45.1	113	54.9	206	69	38.3	111	61.7	180
FST	30	52.6	27	47.4	57	6	40.0	9	60.0	15
GEO	84	41.8	117	58.2	201	84	41.8	117	58.2	201
GER	0	0.0	136	100.0	136	0	0.0	115	100.0	115
GIS	28	63.6	16	36.4	44	36	100.0	0	0.0	36
GOL	207	50.5	203	49.5	410	249	56.3	193	43.7	442
HIM	109	59.2	75	40.8	184	96	59.3	66	40.7	162
HIS	1,008	41.9	1,395	58.1	2,403	990	40.4	1,461	59.6	2,451
HLT	169	50.1	168	49.9	337	153	58.2	110	41.8	263
HMS	33	55.0	27	45.0	60	39	72.2	15	27.8	54
HRI	62	52.1	57	47.9	119	42	36.8	72	63.2	114
HRT	47	51.1	45	48.9	92	60	63.2	35	36.8	95
HUM	27	29.0	66	71.0	93	12	16.7	60	83.3	72
IDS	61	73.5	22	26.5	83	54	60.7	35	39.3	89
IND	-	-	-	-	-	8	100.0	0	0.0	8
INT	38	86.4	6	13.6	44	38	71.7	15	28.3	53
ITA	8	44.4	10	55.6	18	4	40.0	6	60.0	10
ITD	93	33.0	189	67.0	282	96	34.8	180	65.2	276
ITE	768	46.0	900	54.0	1,668	750	43.4	978	56.6	1,728
ITN	428	35.0	796	65.0	1,224	548	38.2	886	61.8	1,434
ITP	288	54.5	240	45.5	528	300	55.5	241	44.5	541
JPN	0	0.0	93	100.0	93	4	4.8	80	95.2	84
KOR	0	0.0	16	100.0	16	0	0.0	22	100.0	22
LAT	9	37.5	15	62.5	24	3	11.1	24	88.9	27
LBR	1	100.0	0	0.0	1	-	-	-	-	-
LGL	42	41.2	60	58.8	102	54	50.0	54	50.0	108
MCR	-	-	-	-	-	70	83.3	14	16.7	84
MDL	84	97.7	2	2.3	86	91	97.8	2	2.2	93
MEC	0	0.0	3	100.0	3	9	60.0	6	40.0	15
MKT	43	35.5	78	64.5	121	33	31.4	72	68.6	105
MTH	2,468	58.8	1,732	41.2	4,200	2,420	62.3	1,467	37.7	3,887
MTT	968	41.7	1,355	58.3	2,323	984	48.3	1,055	51.7	2,039
MUS	263	35.7	473	64.3	736	303	43.7	390	56.3	693
NAS	32	22.2	112	77.8	144	24	23.1	80	76.9	104
NSG	-	-	-	-	-	121	100.0	0	0.0	121
NUR	255	94.1	16	5.9	271	167	100.0	0	0.0	167
OCT	57	90.5	6	9.5	63	57	90.5	6	9.5	63
PED	130	27.3	347	72.7	477	113	35.4	206	64.6	319
PHI	93	34.4	177	65.6	270	42	14.3	252	85.7	294

Discipline	2017-18					2018-19				
	FT TCH		PT TCH		FT + PT TCH	FT TCH		PT TCH		FT + PT TCH
	#	%	#	%		#	%	#	%	
PHT	148	62.2	90	37.8	238	117	52.7	105	47.3	222
PHY	326	38.6	518	61.4	844	394	42.7	529	57.3	923
PLS	123	23.8	393	76.2	516	126	19.0	537	81.0	663
POR	3	100.0	0	0.0	3	-	-	-	-	-
PSY	711	46.3	825	53.7	1,536	693	52.3	633	47.7	1,326
PTH	42	70.0	18	30.0	60	37	74.0	13	26.0	50
RAD	115	91.3	11	8.7	126	81	68.1	38	31.9	119
REA	0	0.0	8	100.0	8	0	0.0	8	100.0	8
REL	72	29.3	174	70.7	246	66	23.2	219	76.8	285
ROC	21	100.0	0	0.0	21	21	100.0	0	0.0	21
RPK	0	0.0	38	100.0	38	0	0.0	29	100.0	29
RTH	58	59.8	39	40.2	97	51	52.6	46	47.4	97
RUS	0	0.0	58	100.0	58	0	0.0	51	100.0	51
SAF	-	-	-	-	-	2	100.0	0	0.0	2
SDV	379	66.3	193	33.7	572	359	64.1	201	35.9	560
SOC	323	52.1	297	47.9	620	300	52.1	276	47.9	576
SPA	317	43.8	407	56.2	724	302	45.3	364	54.7	666
SSC	3	20.0	12	80.0	15	0	0.0	12	100.0	12
TRV	9	42.9	12	57.1	21	6	33.3	12	66.7	18
VEN	-	-	-	-	-	0	0.0	3	100.0	3
VET	90	97.8	2	2.2	92	87	83.7	17	16.3	104
WEL	24	33.8	47	66.2	71	27	35.5	49	64.5	76
<b>Total</b>	<b>23,086</b>	<b>47.9</b>	<b>25,065</b>	<b>52.1</b>	<b>48,151</b>	<b>23,209</b>	<b>49.0</b>	<b>24,170</b>	<b>51.0</b>	<b>47,379</b>

Source: IRIS files

**Table 2. Full-Time and Part-Time Faculty Semester Teaching Credit Hours by Discipline:  
Spring 2018, Fall 2018, Spring 2019, and Fall 2019**

Discipline	Spring 2018				Fall 2018				Spring 2019				Fall 2019			
	FT TCH		PT TCH		FT TCH		PT TCH		FT TCH		PT TCH		FT TCH		PT TCH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ACC	237	56.4	183	43.6	234	56.5	180	43.5	231	57.9	168	42.1	204	54.8	168	45.2
ADJ	126	37.1	214	62.9	138	52.7	124	47.3	145	42.6	195	57.4	120	37.4	201	62.6
AIR	29	31.5	63	68.5	35	39.8	53	60.2	21	25.3	62	74.7	49	55.7	39	44.3
ARA	53	79.1	14	20.9	51	92.7	4	7.3	67	100.0	0	0.0	55	100.0	0	0.0
ARC	43	60.6	28	39.4	49	70.0	21	30.0	27	45.0	33	55.0	43	58.9	30	41.1
ART	382	45.3	461	54.7	406	47.2	454	52.8	388	47.4	430	52.6	392	47.0	442	53.0
ASL	17	25.4	50	74.6	22	33.8	43	66.2	19	27.1	51	72.9	22	33.3	44	66.7
AUB	8	50.0	8	50.0	8	66.7	4	33.3	8	66.7	4	33.3	8	100.0	0	0.0
AUT	110	44.0	140	56.0	113	71.1	46	28.9	104	41.9	144	58.1	113	45.0	138	55.0
BIO	597	45.3	720	54.7	596	46.1	696	53.9	589	46.0	692	54.0	649	50.7	632	49.3
BLD	19	86.4	3	13.6	14	73.7	5	26.3	20	76.9	6	23.1	15	68.2	7	31.8
BSK	5	33.3	10	66.7	9	50.0	9	50.0	3	23.1	10	76.9	7	33.3	14	66.7
BUS	219	32.1	464	67.9	261	42.0	361	58.0	252	34.5	479	65.5	287	35.7	516	64.3
CAD	27	46.6	31	53.4	26	57.8	19	42.2	20	40.0	30	60.0	19	51.4	18	48.6
CHD	70	24.5	216	75.5	91	49.2	94	50.8	88	30.3	202	69.7	85	28.8	210	71.2
CHI	28	100.0	0	0.0	33	78.6	9	21.4	28	75.7	9	24.3	28	75.7	9	24.3
CHM	254	55.8	201	44.2	209	46.0	245	54.0	237	54.0	202	46.0	269	60.0	179	40.0
CIV	8	47.1	9	52.9	6	66.7	3	33.3	8	72.7	3	27.3	6	50.0	6	50.0
CON	15	100.0	0	0.0	18	100.0	0	0.0	18	100.0	0	0.0	15	83.3	3	16.7
CSC	125	37.4	209	62.6	165	51.6	155	48.4	123	39.8	186	60.2	156	53.2	137	46.8
CST	366	40.6	535	59.4	411	43.9	526	56.1	378	42.9	504	57.1	464	49.6	471	50.4
DIT	9	17.6	42	82.4	0	0.0	51	100.0	0	0.0	48	100.0	0	0.0	48	100.0
DMS	22	100.0	0	0.0	34	100.0	0	0.0	22	100.0	0	0.0	37	100.0	0	0.0
DNA	12	92.3	1	7.7	9	69.2	4	30.8	12	92.3	1	7.7	4	30.8	9	69.2
DNH	17	81.0	4	19.0	18	75.0	6	25.0	17	85.0	3	15.0	19	86.4	3	13.6
DSL	0	0.0	12	100.0	0	0.0	10	100.0	0	0.0	12	100.0	0	0.0	10	100.0
ECO	180	43.8	231	56.2	222	60.7	144	39.3	210	56.0	165	44.0	213	60.7	138	39.3
EDU	15	35.7	27	64.3	15	33.3	30	66.7	18	35.3	33	64.7	24	44.4	30	55.6
EGR	107	70.4	45	29.6	90	67.7	43	32.3	103	72.0	40	28.0	83	65.9	43	34.1
ELE	-	-	-	-	6	100.0	0	0.0	14	82.4	3	17.6	6	50.0	6	50.0
EMS	74	44.3	93	55.7	69	84.1	13	15.9	76	54.7	63	45.3	66	54.1	56	45.9
ENE	-	-	-	-	-	-	-	-	3	100.0	0	0.0	3	100.0	0	0.0

Discipline	Spring 2018				Fall 2018				Spring 2019				Fall 2019			
	FT TCH		PT TCH		FT TCH		PT TCH		FT TCH		PT TCH		FT TCH		PT TCH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENF	158	68.7	72	31.3	236	73.8	84	26.3	178	76.1	56	23.9	218	62.6	130	37.4
ENG	1,048	46.8	1,191	53.2	1,044	41.7	1,461	58.3	1,017	46.3	1,179	53.7	1,011	44.2	1,275	55.8
ENV	44	40.7	64	59.3	36	32.1	76	67.9	40	35.7	72	64.3	28	25.9	80	74.1
ESL	703	60.4	460	39.6	685	57.9	498	42.1	685	63.1	400	36.9	660	64.8	358	35.2
ETR	-	-	-	-	-	-	-	-	-	-	-	-	6	100.0	0	0.0
FIN	3	8.3	33	91.7	3	8.3	33	91.7	0	0.0	39	100.0	0	0.0	33	100.0
FRE	47	56.0	37	44.0	26	36.6	45	63.4	43	55.8	34	44.2	11	24.4	34	75.6
FST	0	0.0	21	100.0	6	66.7	3	33.3	0	0.0	6	100.0	-	-	-	-
GEO	36	46.2	42	53.8	36	46.2	42	53.8	33	39.3	51	60.7	33	40.7	48	59.3
GER	0	0.0	58	100.0	0	0.0	47	100.0	0	0.0	50	100.0	0	0.0	35	100.0
GIS	15	68.2	7	31.8	18	100.0	0	0.0	17	100.0	0	0.0	15	100.0	0	0.0
GOL	88	48.6	93	51.4	107	58.2	77	41.8	105	55.6	84	44.4	90	50.3	89	49.7
HIM	54	47.4	60	52.6	40	69.0	18	31.0	50	54.3	42	45.7	49	70.0	21	30.0
HIS	408	39.8	618	60.2	432	39.3	666	60.7	402	38.4	645	61.6	417	40.5	612	59.5
HLT	76	50.7	74	49.3	66	61.1	42	38.9	65	53.7	56	46.3	47	56.6	36	43.4
HMS	18	54.5	15	45.5	15	62.5	9	37.5	21	77.8	6	22.2	15	55.6	12	44.4
HRI	24	38.7	38	61.3	21	37.5	35	62.5	21	36.2	37	63.8	21	33.9	41	66.1
HRT	22	44.9	27	55.1	29	72.5	11	27.5	25	54.3	21	45.7	26	60.5	17	39.5
HUM	12	28.6	30	71.4	3	11.1	24	88.9	3	11.1	24	88.9	0	0.0	24	100.0
IDS	25	73.5	9	26.5	21	56.8	16	43.2	24	55.8	19	44.2	30	61.2	19	38.8
IND	-	-	-	-	8	100.0	0	0.0	-	-	-	-	7	87.5	1	12.5
INT	14	100.0	0	0.0	15	71.4	6	28.6	14	60.9	9	39.1	9	37.5	15	62.5
ITA	4	57.1	3	42.9	4	100.0	0	0.0	0	0.0	6	100.0	-	-	-	-
ITD	36	27.3	96	72.7	45	37.5	75	62.5	30	24.4	93	75.6	69	51.1	66	48.9
ITE	294	41.7	411	58.3	312	41.3	444	58.7	282	38.7	447	61.3	354	46.1	414	53.9
ITN	183	32.7	377	67.3	231	38.8	364	61.2	233	34.9	434	65.1	275	42.2	377	57.8
ITP	120	53.6	104	46.4	131	55.7	104	44.3	128	54.0	109	46.0	152	57.1	114	42.9
JPN	0	0.0	36	100.0	0	0.0	48	100.0	4	12.5	28	87.5	0	0.0	44	100.0
KOR	0	0.0	8	100.0	0	0.0	11	100.0	0	0.0	11	100.0	0	0.0	11	100.0
LAT	6	50.0	6	50.0	3	20.0	12	80.0	0	0.0	12	100.0	3	14.3	18	85.7
LBR	1	100.0	0	0.0	-	-	-	-	-	-	-	-	-	-	-	-
LGL	12	26.7	33	73.3	24	53.3	21	46.7	27	50.0	27	50.0	24	53.3	21	46.7
MCR	-	-	-	-	34	85.0	6	15.0	36	81.8	8	18.2	48	70.6	20	29.4
MDL	39	95.1	2	4.9	34	100.0	0	0.0	42	95.5	2	4.5	40	88.9	5	11.1
MEC	0	0.0	3	100.0	6	100.0	0	0.0	3	33.3	6	66.7	9	75.0	3	25.0



Discipline	Spring 2018				Fall 2018				Spring 2019				Fall 2019			
	FT TCH		PT TCH		FT TCH		PT TCH		FT TCH		PT TCH		FT TCH		PT TCH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MKT	18	31.6	39	68.4	12	23.5	39	76.5	18	37.5	30	62.5	24	47.1	27	52.9
MTH	954	55.8	757	44.2	1,004	62.4	604	37.6	971	63.1	569	36.9	987	57.3	737	42.7
MTT	401	43.9	513	56.1	442	46.4	511	53.6	364	45.7	432	54.3	410	47.1	460	52.9
MUS	103	31.6	223	68.4	133	44.3	167	55.7	136	42.6	183	57.4	125	39.1	195	60.9
NAS	12	23.1	40	76.9	12	27.3	32	72.7	8	20.0	32	80.0	8	20.0	32	80.0
NSG	-	-	-	-	67	100.0	0	0.0	54	100.0	0	0.0	122	100.0	0	0.0
NUR	126	100.0	0	0.0	87	100.0	0	0.0	70	100.0	0	0.0	9	100.0	0	0.0
OCT	24	85.7	4	14.3	24	92.3	2	7.7	24	85.7	4	14.3	23	92.0	2	8.0
PED	47	25.4	138	74.6	45	33.8	88	66.2	41	35.3	75	64.7	27	32.5	56	67.5
PHI	36	30.0	84	70.0	21	18.9	90	81.1	9	6.3	135	93.8	24	17.8	111	82.2
PHT	72	60.0	48	40.0	60	62.5	36	37.5	48	43.2	63	56.8	48	57.1	36	42.9
PHY	134	36.0	238	64.0	167	42.8	223	57.2	160	41.3	227	58.7	184	46.1	215	53.9
PLS	48	20.5	186	79.5	60	20.2	237	79.8	48	15.7	258	84.3	69	21.7	249	78.3
PSY	303	46.4	350	53.6	318	55.2	258	44.8	267	50.3	264	49.7	306	54.5	255	45.5
PTH	20	71.4	8	28.6	14	58.3	10	41.7	20	87.0	3	13.0	6	25.0	18	75.0
RAD	43	79.6	11	20.4	42	89.4	5	10.6	39	75.0	13	25.0	47	100.0	0	0.0
REA	0	0.0	4	100.0	0	0.0	4	100.0	0	0.0	4	100.0	0	0.0	4	100.0
REL	21	18.9	90	81.1	36	30.8	81	69.2	27	21.4	99	78.6	48	36.4	84	63.6
ROC	9	100.0	0	0.0	7	100.0	0	0.0	9	100.0	0	0.0	7	100.0	0	0.0
RPK	0	0.0	16	100.0	0	0.0	12	100.0	0	0.0	9	100.0	0	0.0	17	100.0
RTH	23	51.1	22	48.9	26	68.4	12	31.6	17	37.8	28	62.2	29	70.7	12	29.3
RUS	0	0.0	25	100.0	0	0.0	22	100.0	0	0.0	25	100.0	0	0.0	22	100.0
SAF	-	-	-	-	2	100.0	0	0.0	-	-	-	-	2	100.0	0	0.0
SDV	117	63.6	67	36.4	194	64.9	105	35.1	128	64.6	70	35.4	184	63.4	106	36.6
SOC	134	52.8	120	47.2	126	53.8	108	46.2	114	49.4	117	50.6	129	54.4	108	45.6
SPA	136	49.5	139	50.5	127	46.2	148	53.8	135	51.9	125	48.1	126	50.2	125	49.8
SSC	0	0.0	6	100.0	0	0.0	6	100.0	0	0.0	6	100.0	0	0.0	6	100.0
TRV	6	50.0	6	50.0	3	50.0	3	50.0	3	33.3	6	66.7	3	50.0	3	50.0
VEN	-	-	-	-	-	-	-	-	0	0.0	3	100.0	0	0.0	3	100.0
VET	40	100.0	0	0.0	33	80.5	8	19.5	47	100.0	0	0.0	35	85.4	6	14.6
WEL	14	31.8	30	68.2	11	55.0	9	45.0	11	23.9	35	76.1	10	23.3	33	76.7
<b>Total</b>	<b>9,505</b>	<b>45.9</b>	<b>11,206</b>	<b>54.1</b>	<b>10,102</b>	<b>49.2</b>	<b>10,450</b>	<b>50.8</b>	<b>9,545</b>	<b>47.4</b>	<b>10,606</b>	<b>52.6</b>	<b>10,120</b>	<b>49.1</b>	<b>10,502</b>	<b>50.9</b>

Source: IRIS files

# **PATHWAY TO THE AMERICAN DREAM—NOVA'S STRATEGIC PLAN 2017-2023**

## **THE NOVA COMMITMENT**

As its primary contributions to meeting the needs of the Commonwealth of Virginia, the Northern Virginia Community College pledges to advance the social and economic mobility of its students while producing an educated citizenry for the 21st Century.

## **THE STRATEGIC PLAN GOALS AND OBJECTIVES**

To deliver on this commitment NOVA will focus its creativity and talent, its effort and energy, and its resources and persistence, on achieving three overarching goals—success, achievement, and prosperity. It will strive to enable **Every Student to Succeed, Every Program to Achieve, and Every Community to Prosper.**

To advance the completion agenda described above, thereby promoting students' success and enhancing their social mobility, ensuring that programs achieve, and producing an educated citizenry for the 21st Century, the following goals and objectives are adopted:

### **GOAL 1: Every Student Succeeds**

- **Objective 1:** Develop a College-wide approach to advising that ensures all students are advised and have access to support throughout their time at NOVA
- **Objective 2:** Implement VIP-PASS System as the foundational technology based on NOVA Informed Pathways for student self-advising, assignment and coordination of advisors, and course registration

### **GOAL 2: Every Program Achieves**

- **Objective 3:** Develop comprehensive, fully integrated Informed Pathways for every program to ensure seamless transitions from high school and other entry points to NOVA, and from NOVA to four-year transfer institutions or the workforce
- **Objective 4:** Develop effective processes and protocols for programmatic College-wide collective decisions that include consistent, accountable leadership and oversight of each academic program with designated "owners," active advisory committees, clear student learning outcomes and assessments, and program reviews in all modalities of instruction
- **Objective 5:** Align NOVA's organizational structures, position descriptions, and expectations for accountability with its overarching mission to support student engagement, learning, success and institutional effectiveness

### **GOAL 3: Every Community Prospers**

- **Objective 6:** Enhance the prosperity of every community in Northern Virginia by refocusing and prioritizing NOVA's workforce development efforts
- **Objective 7:** Further develop NOVA's IT and Cybersecurity programs to support regional job demand and position NOVA as the leading IT community college in the nation
- **Objective 8:** Re-envision workforce strategies and integrate workforce development into a NOVA core focus
- **Objective 9:** Plan to expand the breadth and reach of NOVA's healthcare and biotechnology programs, and prioritize future programs to support regional economic development goals

# **NOVA**

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**Northern Virginia  
Community College**

**703-323-3000 | [www.nvcc.edu](http://www.nvcc.edu)**