

Student Achievement Criteria at NOVA: Campus Evaluation Report 2020 – Manassas Campus

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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.

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Introduction

Northern Virginia Community College (NOVA) is deeply committed to the values of student access and student success. NOVA demonstrates this commitment by using evidence-based decision making to improve opportunities for students to succeed. After a long-standing history of evaluating outcomes related to retention, graduation, and other evolving priorities, NOVA refocused efforts in 2019 on a more comprehensive evaluation of eight critical measures of student achievement. In 2020, NOVA further refined these measures.

In This Report

This campus-based report is a companion to the College-wide comprehensive evaluation report.¹ The College-wide comprehensive evaluation report identifies and describes NOVA's student achievement criteria; determines the College's minimum thresholds of acceptability as well as future achievement goals for each criterion; evaluates the outcomes and historical trends for each criterion; and presents information regarding related initiatives and programs designed to support the achievement goal.

The focus of this companion report is to compare trends at NOVA's Manassas Campus to overall College-wide trends on each metric of student achievement. **Such a systematic evaluation of the eight student achievement criteria both College-wide and at each of NOVA's six campuses can assess how well the College is achieving its mission, vision, and strategic plan goals, which are as follows:**

NOVA's Mission	NOVA's Vision	NOVA's Strategic Plan
"With commitment to the values of access , opportunity , student success , and excellence, the mission of Northern Virginia Community College is to deliver world-class, in-person and online postsecondary teaching, learning, and workforce development to ensure our region and the Commonwealth of Virginia have an educated population and a globally competitive workforce." ²	"To be a learning-centered organization that promotes student success." ³	"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. 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." ⁴

¹ *Student Achievement Criteria at NOVA: Comprehensive Evaluation Report 2020*. Report 29-20. Office of Institutional Effectiveness and Student Success, Northern Virginia Community College.

² NOVA's Mission and Vision Statements: <https://www.nvcc.edu/about/mission/index.html>

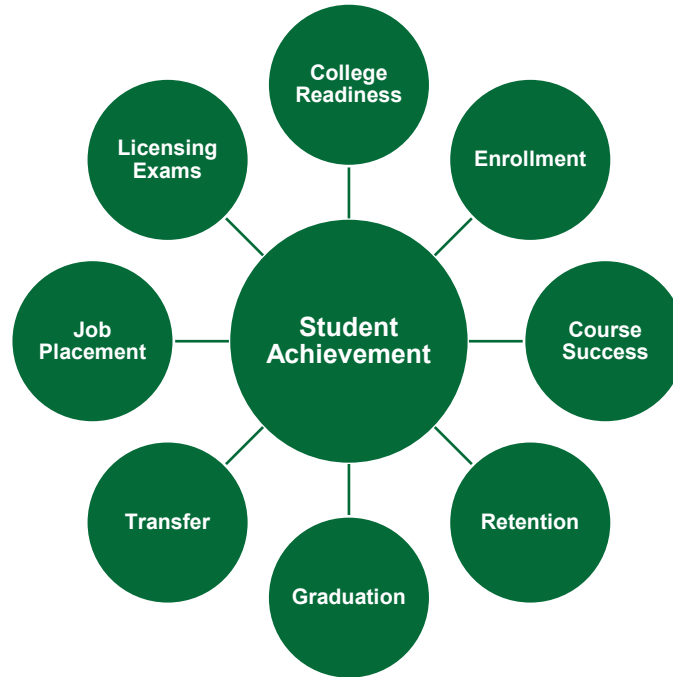
³ Ibid.

⁴ *Pathway to the American Dream: Every Student Succeeds, Every Program Achieves, and Every Community Prospers*. Northern Virginia Community College. <https://www.nvcc.edu/about/mission/strategic-plan2017-2023.pdf>

NOVA's Eight Student Achievement Criteria

Figure 1, below, shows NOVA's eight student achievement criteria. These eight criteria support NOVA's mission, the nature of the students it serves, and the kinds of programs it offers.

Figure 1. NOVA's Eight Student Achievement Criteria



The measures of each criteria are as follows:

- 1. College Readiness:** College readiness is measured as the percentage of first-time to NOVA students who were enrolled in a developmental course in their first term and subsequently enrolled in a college-level course within two years of initial enrollment.
- 2. Enrollment:** Enrollment is measured in two ways: 1) the headcount of students enrolled in the fall semester; and 2) the unduplicated headcount of students enrolled at any time during the entire 12-month academic year (i.e., summer, fall, and spring semesters).
- 3. Course Success:** Course success is measured in two ways: 1) the overall course success rate; and 2) the success rate in five college-level gatekeeper courses: ACC 211, BIO 101, ENG 111, MTH 154, and MTH 161. Students are considered successful if they earn a grade of 'A', 'B', 'C', 'P', or 'S'.
- 4. Retention:** Retention is measured as: 1) the fall-to-spring retention, which is defined as the percentage of first-time in college, program placed students who enter in the fall and either re-enroll or successfully complete their program by the subsequent spring semester; and 2) the fall-to-fall retention rate, which is defined as the percentage of first-time in college, program placed students who enter in the fall and either re-enroll or successfully complete their program by the following fall semester.

5. **Graduation:** Graduation is measured as: 1) the total number of annual graduates; and 2) the graduation rate, which is defined as the percentage of first-time in college, full-time, program placed students who completed their program within 150 percent of normal time.
6. **Transfer:** Transfer is measured as: 1) the total number of annual transfers to four-year institutions (regardless of whether the student earned or did not earn a credential at NOVA prior to transferring); and 2) the transfer-out rate, which is defined as the percentage of first-time in college, full-time, program placed students who transferred out of NOVA to another two- or four-year institution within 150 percent of normal time to program completion and prior to earning a NOVA credential.
7. **Job Placement:** Job placement is measured as the percentage of graduates employed in the Commonwealth of Virginia within one year of graduation from NOVA.
8. **Licensing Exams:** The licensing exam pass rate is the percentage of graduates from programs with corresponding national or state licensing exams who pass the exam following graduation from NOVA.

Achievement Goals and Thresholds of Acceptability

For each criterion, NOVA sets a College-wide threshold of acceptability, as well as a College-wide achievement goal. The *threshold of acceptability* is the minimum level below which each measure should not fall. *Achievement goals* demonstrate NOVA's commitment to and goals for improvement relative to each criterion.

Each year, NOVA assesses its programs toward established thresholds of acceptability and achievement goals for each criterion. The annual review is a collective process that enables College stakeholders to ensure measures appropriately address the student achievement criteria and evaluate whether student outcomes at the College are improving. Further, the process provides stakeholders an opportunity to revise and update thresholds of acceptability and achievement goals given any changes in College policies, observed College-wide trends, or the service area region. The Office of Institutional Research (OIR) plays a lead role in this process by analyzing and providing data and recommending appropriate goals. Student achievement remains an ongoing priority for the College, and NOVA is dedicated to its continuous improvement.

This report presents Manassas Campus data along with the College-wide achievement goals and thresholds of acceptability, which are described in more depth in the College-wide comprehensive evaluation report.⁵ This allows for a comparison of campus trends to College-wide trends, as well as an understanding of where individual campuses are meeting College-wide goals and thresholds.

⁵ *Student Achievement Criteria at NOVA: Comprehensive Evaluation Report 2020*. Report 29-20. Office of Institutional Effectiveness and Student Success, Northern Virginia Community College.

Key Findings

Criteria #1: College Readiness

Among the Fall 2017 first-time to NOVA cohort:

- ↓ Developmental English students from the Manassas Campus progressed to ENG 111 at a lower rate than developmental English students at the College overall (76.1 versus 85.8 percent).
- ↑ Developmental math students from the Manassas Campus progressed to MTH 151 at a higher rate than developmental math students at the College overall (20.4 versus 16.5 percent).
- ↓ Developmental math students from the Manassas Campus progressed to MTH 163 at a lower rate than developmental math students at the College overall (9.3 versus 10.3 percent).

Criteria #2: Enrollment

- ↑ From Fall 2015 to Fall 2019, fall headcount increased by three percent at the Manassas Campus, compared to a decrease of less than one percent College-wide.
- ↑ From 2014-15 to 2018-19, annual unduplicated headcount increased by six percent at the Manassas Campus, compared to a four percent decrease College-wide.

Criteria #3: Course Success

Overall Course Success Rate

- ↑ In Fall 2019, the course success rate was higher for courses taught at the Manassas Campus, compared to the success rate in all courses taught across the College (77.8 versus 76.3 percent).

Gatekeeper Course Success Rate

For the Fall 2018 first-time to NOVA cohort:

- ↓ ACC 211: **lower** than the College (57.1 versus 68.4 percent)
- ↓ BIO 101: **lower** than the College (76.5 versus 77.4 percent)
- ↑ ENG 111: **higher** than the College (76.2 versus 74.5 percent)
- ↑ MTH 154: **higher** than the College (68.5 versus 63.4 percent)
- ↑ MTH 161: **higher** than the College (63.4 versus 54.8 percent)

Key Findings (Cont'd)

Criteria #4: Retention

For the Fall 2018 cohort of first-time in college, program placed students:

- ↑ The fall-to-spring retention rate was higher at the Manassas Campus than the College overall (82.5 versus 81.5 percent).
- The fall-to-fall retention rate was about the same at the Manassas Campus compared to the College overall (64.7 versus 64.5 percent).

Criteria #5: Graduation

- ↑ From 2014-15 to 2018-19, the annual number of graduates increased by 11 percent at the Manassas Campus, compared to a decrease of less than one percent at the College overall.
- ↑ For the Fall 2016 first-time in college, full-time, program placed cohort, students at the Manassas Campus had a higher graduation rate than the College-wide graduation rate (29.9 versus 27.4 percent).

Criteria #6: Transfer

- ↑ From 2014-15 to 2018-19, the annual number of transfers to four-year institutions increased by 39 percent at the Manassas Campus, which was consistent with the College-wide increase of 32 percent.
- ↑ For the Fall 2016 first-time in college, full-time, program placed cohort, students at the Manassas Campus had a slightly higher transfer-out rate than the College-wide transfer-out rate (17.7 versus 17.2 percent).

Criteria #7: Job Placement

- ↑ In 2017-18, graduates from the Manassas Campus had a higher job placement rate than the College-wide job placement rate (68.5 versus 66.2 percent).

Criteria #8: Licensing Exams

There are no degree or certificate programs offered at the Manassas Campus for which there is a corresponding licensing exam.

Criteria 1. College Readiness

College readiness is the level of preparation a student needs to enroll and succeed in a credit-bearing, general education course without remediation. In Fall 2019, NOVA began measuring college readiness as the percentage of first-time to NOVA students enrolled in a developmental course during their first term who subsequently enrolled in a college-level course within two years of initial enrollment.

College Readiness at the Manassas Campus

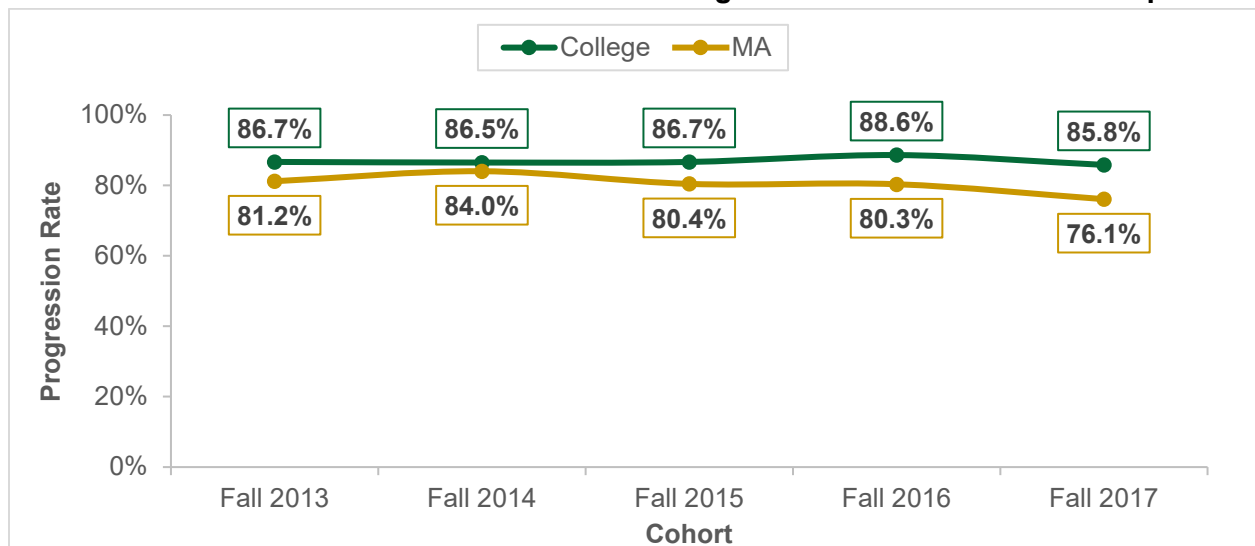
Progression to College-Level English (Figure 2)

College readiness in English is measured based on the rate of progression of developmental English students to ENG 111: *College Composition I*.

- **College-Wide Threshold of Acceptability:** For the Fall 2017 first-time to NOVA cohort, the rate of progression from developmental English to ENG 111 will be at least 86 percent.
- **College-Wide Achievement Goals:** For the Fall 2017 first-time to NOVA cohort, the rate of progression from developmental English to ENG 111 will be 88 percent.

Among the Fall 2017 first-time to NOVA cohort, students who took developmental English at the Manassas Campus progressed to college-level English at a lower rate as developmental English students overall at the College (76.1 versus 85.8 percent). For this cohort, the Manassas Campus did not meet the threshold of acceptability (at least 86 percent) or the achievement goal (88 percent) for progression to ENG 111. The College fell just short of the threshold and did not meet the achievement goal.

Figure 2. Developmental English Student Progression to ENG 111: Fall 2013 through Fall 2017 First-Time to NOVA Cohorts – College-wide versus Manassas Campus



Notes: ENG 111 is *College Composition I*. Progression within two years of initial enrollment. Campus data include first-time to NOVA students who enrolled in developmental English at the Manassas Campus during their first term of enrollment.

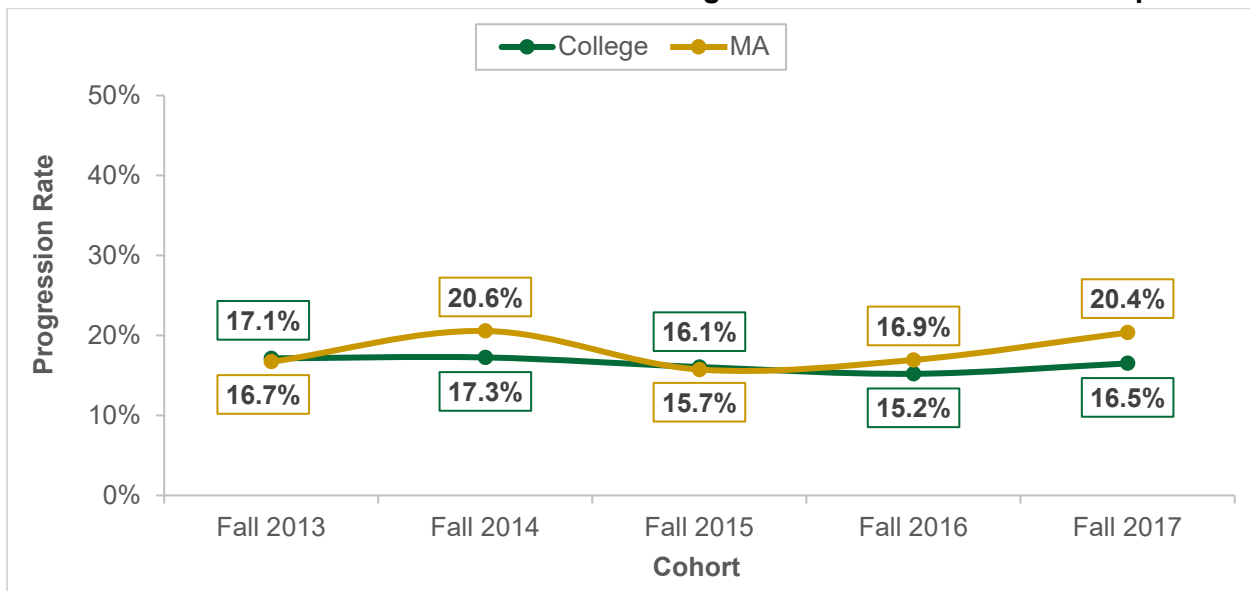
Progression to College-Level Math (Figures 3 and 4)

College readiness in math is measured based on the rate of progression of developmental math students to two separate college-level math courses: MTH 151: *Mathematics for the Liberal Arts I* and MTH 163: *Pre-Calculus I*.⁶

- College-Wide Threshold of Acceptability:** For the Fall 2017 first-time to NOVA cohort, the rate of progression from developmental math to MTH 151 will be at least 15 percent, and the rate of progression from developmental math to MTH 163 will be at least 7 percent.
- College-Wide Achievement Goals:** For the Fall 2017 first-time to NOVA cohort, the rate of progression from developmental math to MTH 151 will be 18 percent, and the rate of progression from developmental math to MTH 163 will be 10 percent.

MTH 151 (Figure 3): Among the Fall 2017 first-time to NOVA cohort, students who took developmental math at the Manassas Campus progressed to MTH 151 at a higher rate than developmental math students overall at the College (20.4 versus 16.5 percent). For this cohort, the Manassas Campus exceeded both the threshold of acceptability (at least 15 percent) and the achievement goal (18 percent) for progression to MTH 151. The College overall exceeded the threshold but did not meet the achievement goal.

Figure 3. Developmental Math Student Progression to MTH 151: Fall 2013 through Fall 2017 First-Time to NOVA Cohorts – College-wide versus Manassas Campus

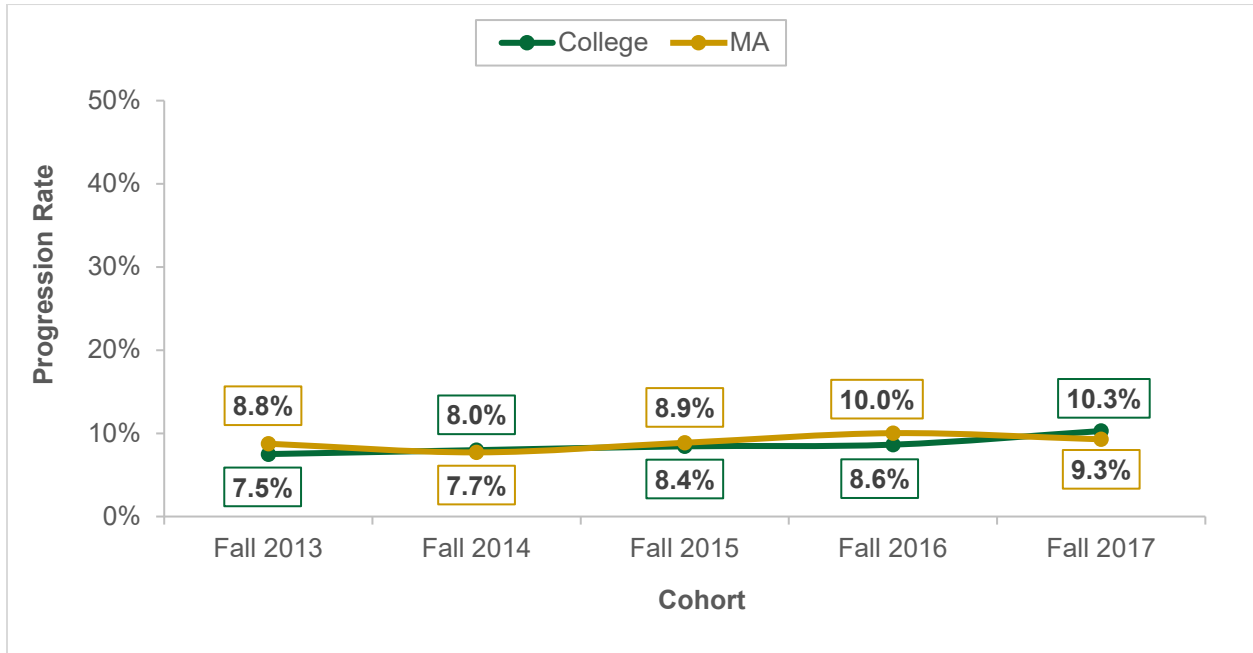


Notes: MTH 151 is *Mathematics for the Liberal Arts I*. Progression within two years of initial enrollment. Campus data include first-time to NOVA students who enrolled in developmental math at the Manassas Campus during their first term of enrollment.

⁶ In Fall 2018, the math curriculum was redesigned. MTH 151: *Mathematics for the Liberal Arts I* was replaced by MTH 154: *Quantitative Reasoning*. MTH 163: *Pre-Calculus I* was reclassified as MTH 161: *Pre-Calculus I*.

MTH 163 (Figure 4): Among the Fall 2017 first-time to NOVA cohort, students who took developmental math courses at the Manassas Campus progressed to MTH 163 a lower rate than developmental math students overall at the College (9.3 versus 10.3 percent). For this cohort, both the Manassas Campus and the College exceeded the threshold of acceptability (at least 7 percent) for progression to MTH 163. The College also met the achievement goal (10 percent) whereas the Manassas Campus did not.

Figure 4. Developmental Math Student Progression to MTH 163: Fall 2013 through Fall 2017 First-Time to NOVA Cohorts – College-wide versus Manassas Campus



Notes: MTH 163 is *Pre-Calculus I*. Progression within two years of initial enrollment. Campus data include first-time to NOVA students who enrolled in developmental math at the Manassas Campus during their first term of enrollment.

Criteria 2. Enrollment

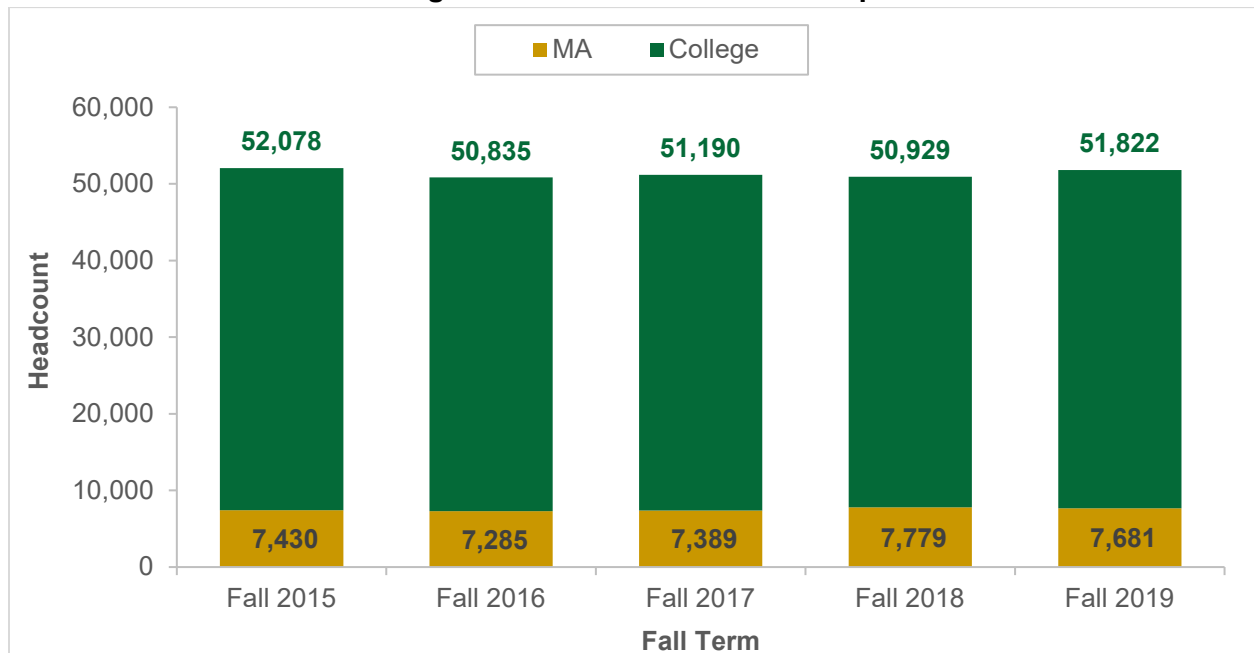
Enrollment is the headcount of students enrolled in credit courses; students enrolled in courses that are part of a vocational or occupational program, including those enrolled in off-campus centers; and high school students taking college courses for credit. Enrollment is measured in two ways: 1) the headcount of students enrolled in the fall semester; and 2) the unduplicated headcount of students enrolled at any time during the entire 12-month academic year (i.e., summer, fall, and spring semesters).

- **College-Wide Threshold of Acceptability:** In Fall 2019, fall headcount will be at least 50,000. In 2018-19, annual unduplicated headcount will be at least 72,500.
- **College-Wide Achievement Goals:** In Fall 2019, fall headcount will be 52,000. In 2018-19, annual unduplicated headcount will be 75,000.

Enrollment at the Manassas Campus (Figures 5 and 6)

Fall Headcount (Figure 5): From Fall 2014 to Fall 2018 at the Manassas Campus, fall headcount increased by three percent (from 7,430 to 7,681). College-wide fall headcount decreased by less than one percent during this time period. In Fall 2019, the College exceeded the threshold of acceptability (at least 50,000) but did not meet the achievement goal (52,000) for fall headcount.

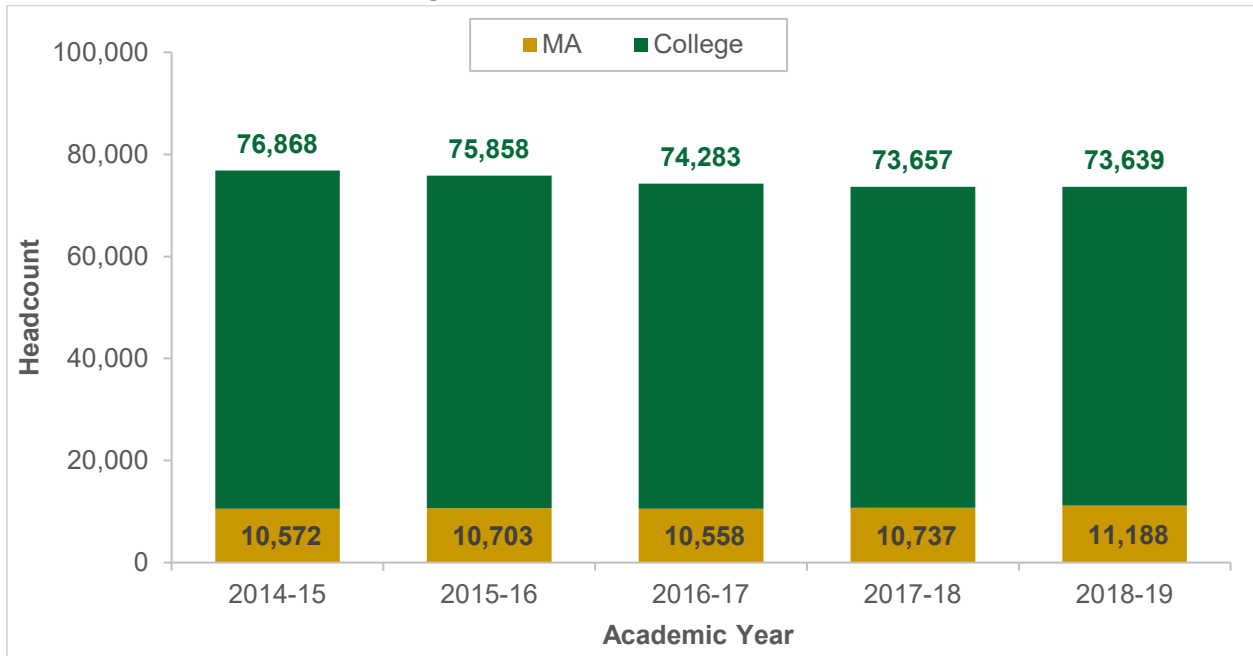
**Figure 5. Fall Headcount: Fall 2015 through Fall 2019 –
College-wide versus Manassas Campus**



Notes: Campus data include students who listed the Manassas Campus as their home campus during the indicated fall term, regardless of the campus(es) at which they took courses.

Annual Unduplicated Headcount (Figure 6): From 2014-15 to 2018-19 at the Manassas Campus, annual unduplicated headcount increased by six percent (from 10,572 to 11,188). Conversely, the College-wide annual headcount decreased by four percent during this time period. In 2018-19, the College exceeded the threshold of acceptability (at least 72,500) but did not meet the achievement goal (75,000) for annual unduplicated headcount.

Figure 6. Annual Unduplicated Headcount: 2014-15 through 2018-19 – College-wide versus Manassas Campus



Notes: Campus data include students who listed the Manassas Campus as their home campus during the indicated academic year, regardless of the campus(es) at which they took courses.

Criteria 3. Course Success

NOVA evaluates the overall course success rate for all courses, as well as course success rates for specific gatekeeper courses. The measures for course success were updated in Fall 2019. Course success at NOVA is measured in two ways: 1) the overall course success rate; and 2) the success rate in five college-level gatekeeper courses: ACC 211, BIO 101, ENG 111, MTH 154, and MTH 161.⁷ Students are considered successful if they earn a grade of ‘A’, ‘B’, ‘C’, ‘P’, or ‘S’.

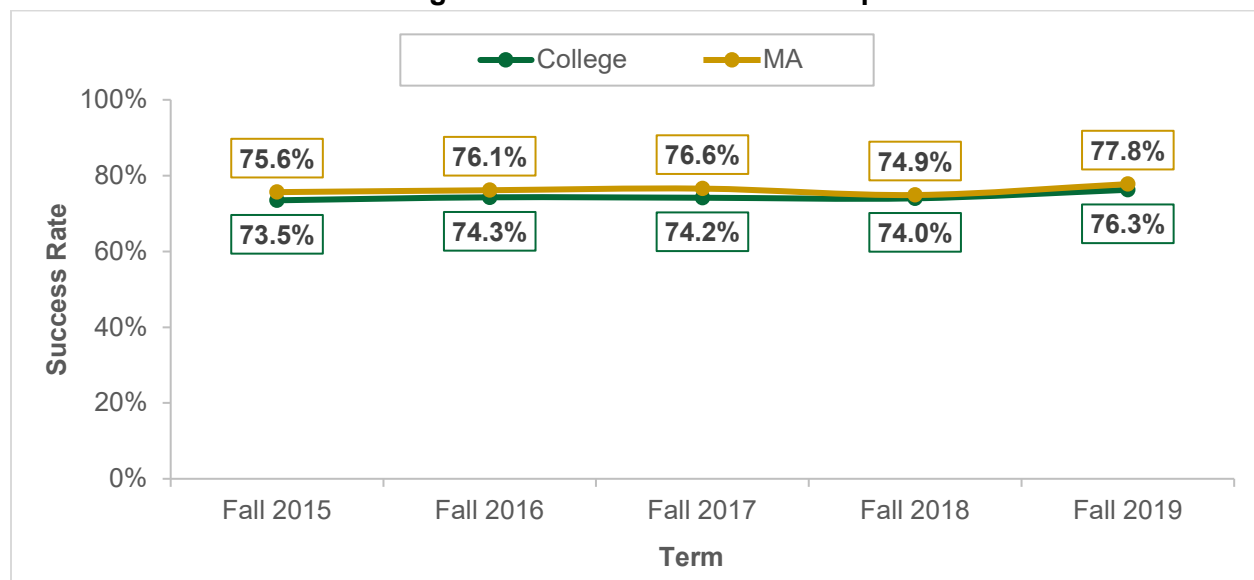
Course Success at the Manassas Campus

Overall Course Success (Figure 7)

- **College-Wide Threshold of Acceptability:** In Fall 2019, the overall course success rate will be at least 74 percent.
- **College-Wide Achievement Goals:** In Fall 2019, the overall course success rate will be 76 percent.

The overall course success rate was higher for courses taught at the Manassas Campus compared to all courses across the College. In Fall 2019, the course success rate was 77.8 percent for Manassas Campus courses and 76.3 percent for all NOVA courses. In Fall 2019, the Manassas Campus exceeded both the threshold of acceptability (at least 74 percent) and the achievement goal (76 percent) for course success rate. The College’s course success rate exceeded the threshold and met the achievement goal.

Figure 7. Overall Course Success Rate: Fall 2015 through Fall 2019 – College-wide versus Manassas Campus



Notes: Grades of Audit, Missing, and Never Attending Student (NVRK) were excluded from the analysis. Total course enrollment is duplicated. Campus indicated is the campus at which the course was taught.

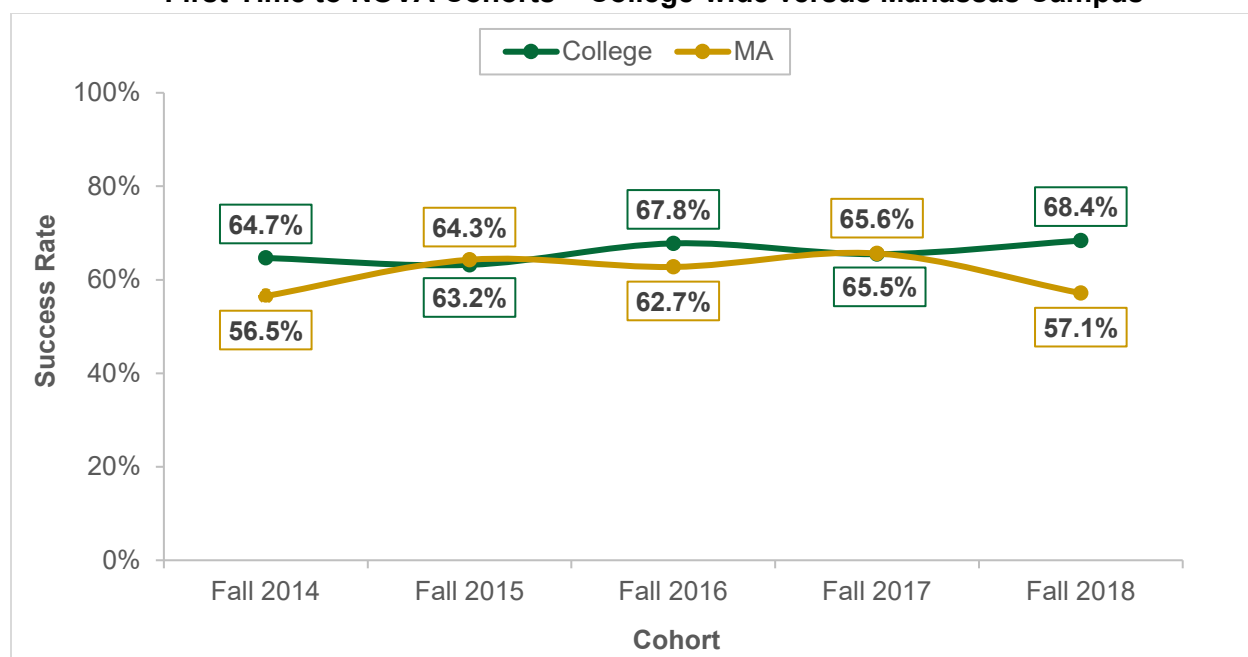
⁷ In Fall 2018, the math curriculum was redesigned. MTH 151: *Mathematics for the Liberal Arts I* was replaced with MTH 154: *Quantitative Reasoning*. MTH 163: *Pre-Calculus I* was reclassified as MTH 161: *Pre-Calculus I*.

Gatekeeper Course Success (Figures 8 through 12)

- College-Wide Threshold of Acceptability:** For the Fall 2018 first-time to NOVA cohort, the success rates of students enrolled in gatekeeper courses will be at least 64 percent for ACC 211; 74 percent for BIO 101; 74 percent for ENG 111; 68 percent for MTH 154; and 56 percent for MTH 161.
- College-Wide Achievement Goals:** For the Fall 2018 first-time to NOVA cohort, the success rates of students enrolled in gatekeeper courses will be 66 percent for ACC 211; 80 percent for BIO 101; 78 percent for ENG 111; 72 percent for MTH 154; and 61 percent for MTH 161.

ACC 211 (Figure 8): Among the Fall 2018 first-time to NOVA cohort, the success rate was lower in ACC 211 courses taught at the Manassas Campus compared to all ACC 211 courses at NOVA (57.1 versus 68.4 percent). For this cohort, the Manassas Campus did not meet the threshold of acceptability (at least 64 percent) or the achievement goal (66 percent) for success in ACC 211. The College overall exceeded both the threshold and achievement goal.

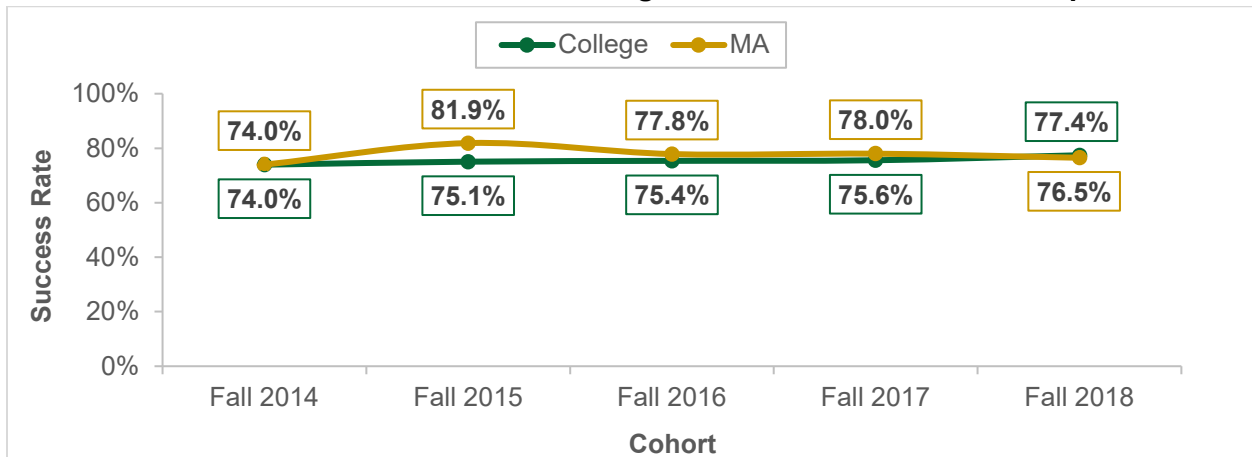
Figure 8. Success Rate in ACC 211: *Principles of Accounting I*: Fall 2014 through Fall 2018 First-Time to NOVA Cohorts – College-wide versus Manassas Campus



Notes: Successful within one year of initial enrollment. Campus data include first-time to NOVA students who enrolled in ACC 211 at the Manassas Campus, regardless of the students' home campus.

BIO 101 (Figure 9): Among the Fall 2018 first-time to NOVA cohort, the success rate was lower in BIO 101 courses taught at the Manassas Campus compared to all BIO 101 courses at NOVA (76.5 versus 77.4 percent). For this cohort, both the Manassas Campus and the College exceeded the threshold of acceptability (at least 74 percent), but neither met the achievement goal (80 percent) for success in BIO 101.

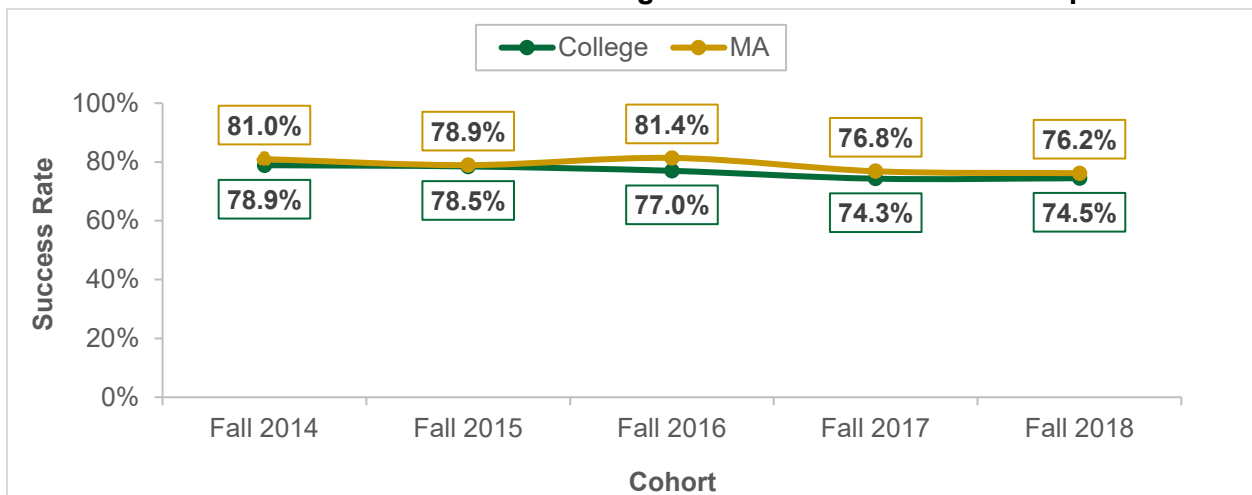
Figure 9. Success Rate in BIO 101: General Biology I: Fall 2014 through Fall 2018 First-Time to NOVA Cohorts – College-wide versus Manassas Campus



Notes: Successful within one year of initial enrollment. Campus data include first-time to NOVA students who enrolled in BIO 101 at the Manassas Campus, regardless of the students' home campus.

ENG 111 (Figure 10): Among the Fall 2018 first-time to NOVA cohort, the success rate was higher in ENG 111 courses taught at the Manassas Campus compared to all ENG 111 courses at NOVA (76.2 versus 74.5 percent). For this cohort, both the Manassas Campus and the College exceeded the threshold of acceptability (at least 74 percent), but neither met the achievement goal (78 percent) for success in ENG 111.

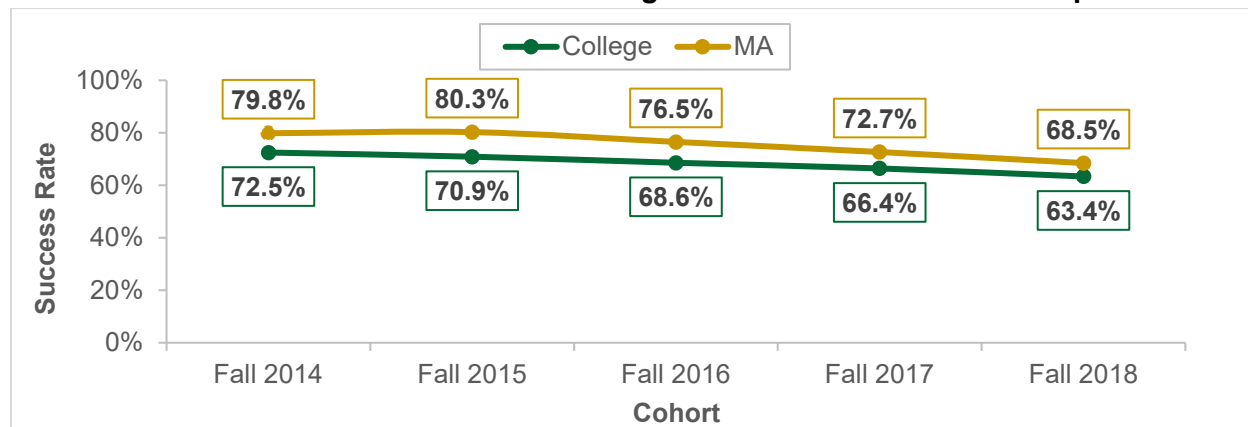
Figure 10. Success Rate in ENG 111: College Composition I: Fall 2014 through Fall 2018 First-Time to NOVA Cohorts – College-wide versus Manassas Campus



Notes: Successful within one year of initial enrollment. Campus data include first-time to NOVA students who enrolled in ENG 111 at the Manassas Campus, regardless of the students' home campus.

MTH 151/MTH 154 (Figure 11): Among the Fall 2018 first-time to NOVA cohort, the success rate was higher in MTH 154 courses taught at the Manassas Campus compared to all MTH 154 courses at NOVA (68.5 versus 63.4 percent). For this cohort, the Manassas Campus met the threshold of acceptability (at least 68 percent) but not the achievement goal (72 percent). The College overall met neither the threshold of acceptability nor the achievement goal.

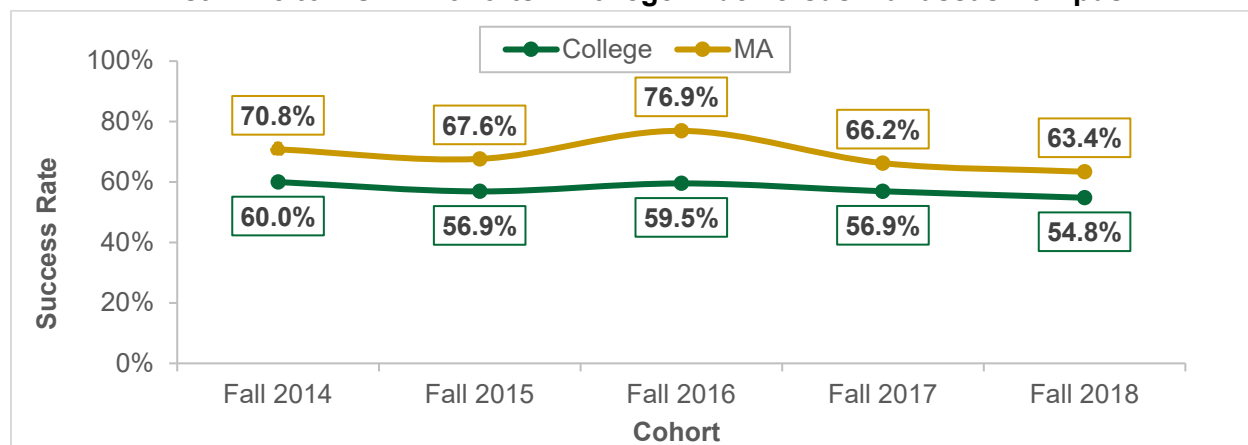
Figure 11. Success Rate in MTH 151: *Mathematics for the Liberal Arts I* and MTH 154: *Quantitative Reasoning*: Fall 2014 through Fall 2018 First-Time to NOVA Cohorts – College-wide versus Manassas Campus



Notes: In Fall 2018, the math curriculum was redesigned. MTH 151: *Mathematics for the Liberal Arts I* was replaced by MTH 154: *Quantitative Reasoning*. Successful within one year of initial enrollment. Campus data include first-time to NOVA students who enrolled in MTH 151/MTH 154 at the Manassas Campus, regardless of the students' home campus.

MTH 163/MTH 161 (Figure 12): Among the Fall 2018 first-time to NOVA cohort, the success rate was higher in MTH 161 courses taught at the Manassas Campus compared to all MTH 161 courses at NOVA (63.4 versus 54.8 percent). For this cohort, the Manassas Campus exceeded both the threshold of acceptability (at least 56 percent) and the achievement goal (61 percent). The College overall met neither the threshold of acceptability nor the achievement goal.

Figure 12. Success Rate in MTH 163/MTH 161: *Pre-Calculus I*: Fall 2014 through Fall 2018 First-Time to NOVA Cohorts – College-wide versus Manassas Campus



Notes: In Fall 2018, the math curriculum was redesigned. MTH 163: *Pre-Calculus I* was reclassified as MTH 161: *Pre-Calculus I*. Successful within one year of initial enrollment. Campus data include first-time to NOVA students who enrolled in MTH 163/MTH 161 at the Manassas Campus, regardless of the students' home campus.

Criteria 4. Retention

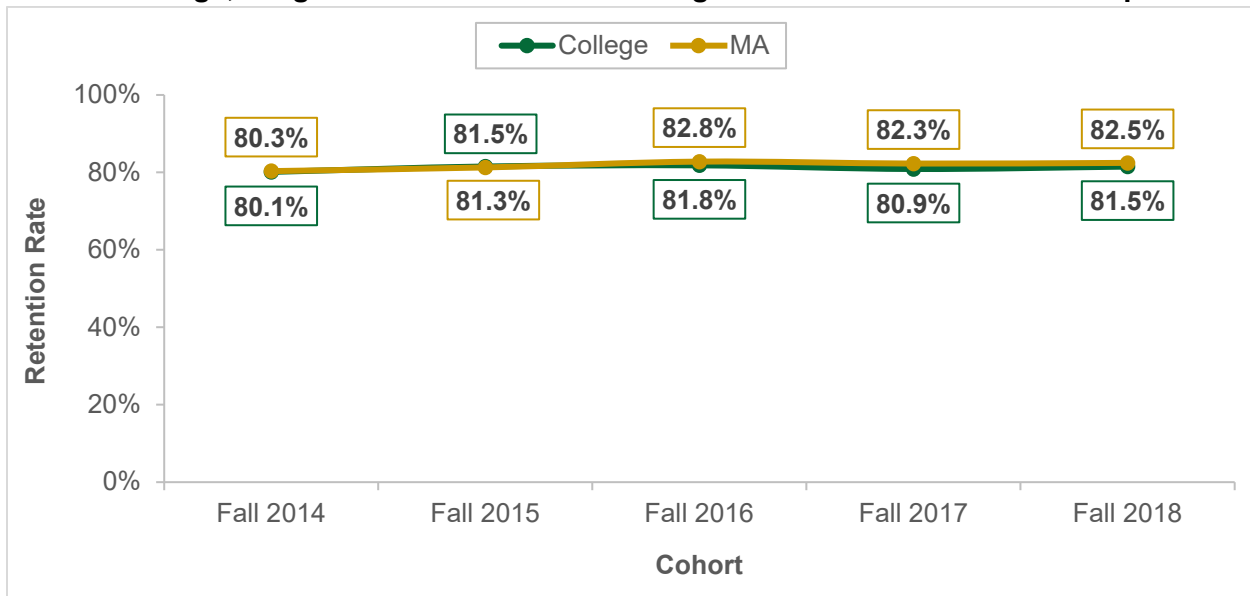
Retention is measured through two metrics: 1) the fall-to-spring retention rate is the percentage of first-time in college, program placed students who enter in the fall and either re-enroll or successfully complete their program by the subsequent spring semester; and 2) the fall-to-fall retention rate is the percentage of first-time in college, program placed students who enter in the fall and either re-enroll or successfully complete their program by the following fall semester.

- **College-Wide Threshold of Acceptability:** For the Fall 2018 cohort of first-time in college, program placed students, the fall-to-spring retention rate will be at least 79 percent and the fall-to-fall retention rate will be at least 65 percent.
- **College-Wide Achievement Goals:** For the Fall 2018 cohort of first-time in college, program placed students, the fall-to-spring retention rate will be 82 percent and the fall-to-fall retention rate will be 67 percent.

Retention at the Manassas Campus (Figures 13 and 14)

Fall-to-Spring Retention (Figure 13): Among the Fall 2018 cohort of first-time in college, program placed cohort, the fall-to-spring retention rate was higher among Manassas Campus students compared to all students at the College (82.5 versus 81.5 percent). For this cohort, both the Manassas Campus and the College overall exceeded the threshold of acceptability (at least 79 percent) for fall-to-spring retention. The Manassas Campus also met the achievement goal (82 percent), whereas the College overall did not.

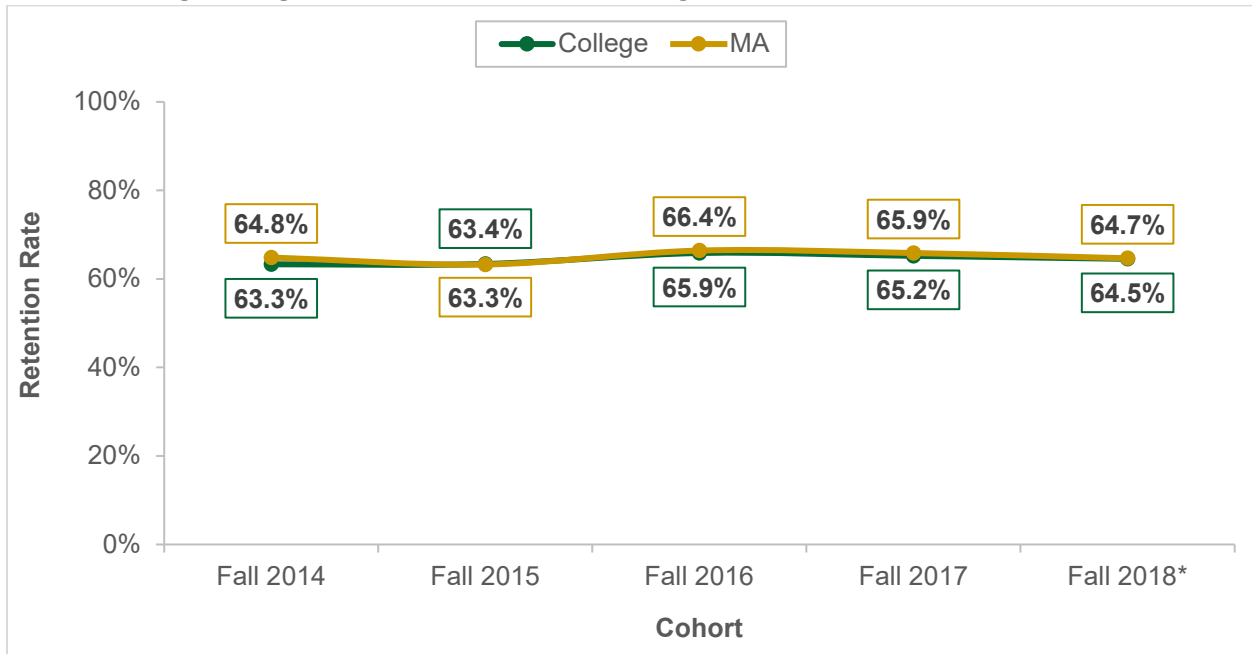
Figure 13. Fall-to-Spring Retention Rate: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts – College-wide versus Manassas Campus



Notes: Fall-to-spring retention is the percentage of first-time in college, program placed students who entered in the fall and either re-enrolled or successfully completed their program by the following spring semester. Campus data include students who selected the Manassas Campus as their home campus, regardless of the campus(es) at which they took courses. Students may have re-enrolled at a different campus.

Fall-to-Fall Retention (Figure 14): Among the Fall 2018 cohort of first-time in college, program placed students, the fall-to-fall retention rate was similar among Manassas Campus students compared to all students at the College (64.7 versus 64.5 percent). For this cohort, both the Manassas Campus and the College overall fell just short of the threshold of acceptability (at least 65 percent) and did not meet the achievement goal (67 percent) for fall-to-fall retention.

Figure 14. Fall-to-Fall Retention Rate: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts – College-wide versus Manassas Campus



Notes: Fall-to-fall retention is the percentage of first-time in college, program placed students who entered in the fall and either re-enrolled or successfully completed their program by the following fall semester. Campus data include students who selected the Manassas Campus as their home campus, regardless of the campus(es) at which they took courses. Students may have re-enrolled at a different campus.

*Data for the Fall 2018 cohort are preliminary due to delayed award completions at the time of publication.

Criteria 5. Graduation

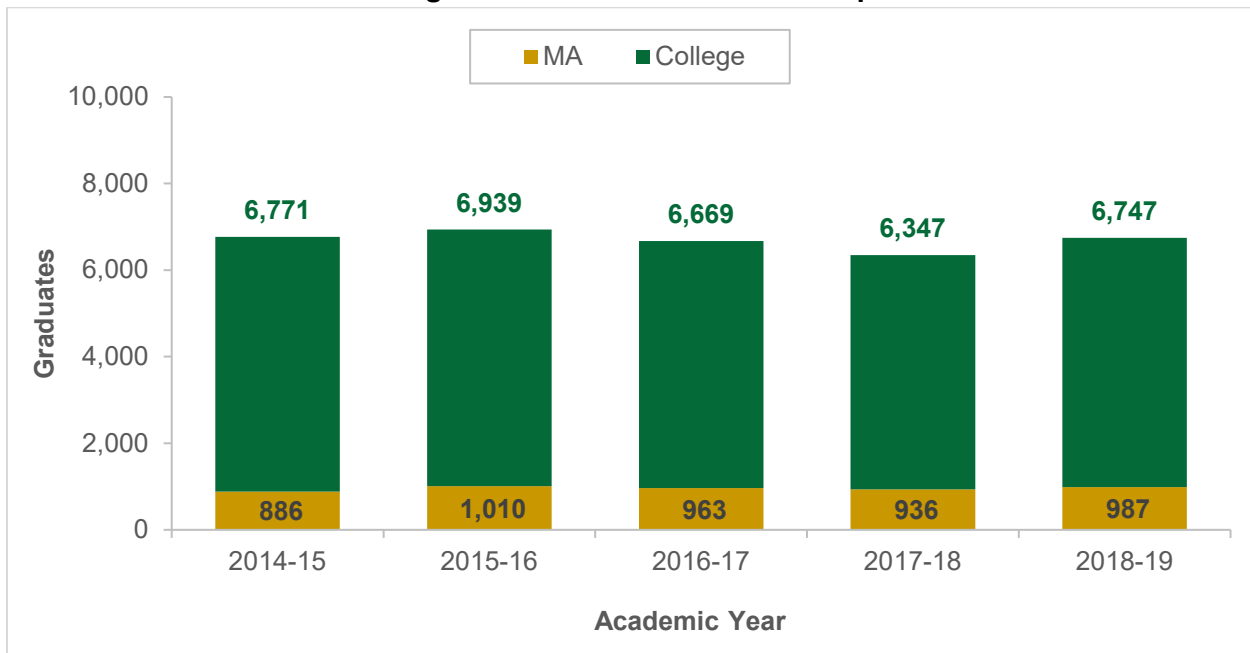
Completion of an academic program is a key goal for students of any institution of higher education. Graduation is measured in two ways: 1) the total number of annual graduates; and 2) the graduation rate, which is defined as the percentage of first-time in college, full-time, program placed students who completed their program within 150 percent of normal time.

- **College-Wide Threshold of Acceptability:** In 2018-19, the total number of annual graduates will be at least 6,560. For the Fall 2016 cohort of first-time in college, full-time, program placed students, the graduation rate will be at least 25 percent.
- **College-Wide Achievement Goals:** In 2018-19, the total number of annual graduates will be 6,750. For the Fall 2016 cohort of first-time in college, full-time, program placed students, the graduation rate will be 28 percent.

Graduation at the Manassas Campus (Figures 15 and 16)

Annual Number of Graduates (Figure 15): From 2014-15 to 2018-19 at the Manassas Campus, the annual number of graduates increased 11 percent (from 886 to 987). The College-wide annual number of graduates declined by less than one percent during this time period. In 2018-19, the College overall exceeded the threshold of acceptability (at least 6560) but fell just three graduates short of the achievement goal (6,750).

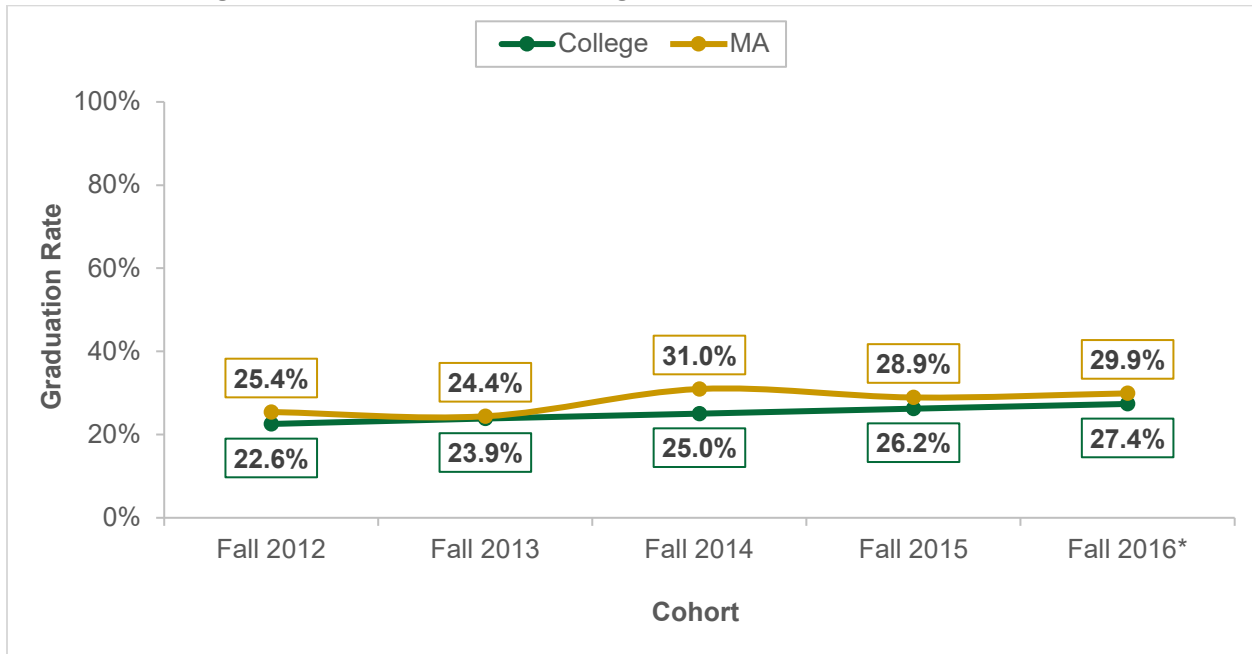
Figure 15. Annual Number of Graduates: 2014-15 through 2018-19 – College-wide versus Manassas Campus



Notes: Campus data include students who selected the Manassas Campus as their home campus at the time of graduation, regardless of the campus(es) at which they took courses.

Graduation Rate (Figure 16): Among the Fall 2016 first-time in college, full-time, program placed cohorts, Manassas Campus students had a higher graduation rate than students at the College overall (29.9 versus 27.4 percent). For this cohort, both the Manassas Campus and the College overall exceeded the threshold of acceptability (at least 25 percent). The Manassas Campus also met the achievement goal (28 percent), whereas the College overall did not.

Figure 16. Graduation Rate: Fall 2012 through Fall 2016 First-Time in College, Full-Time, Program Placed Cohorts – College-wide versus Manassas Campus



Notes: Data include first-time in college, full-time, program placed students who graduated within 150 percent of normal time to program completion, including summer. Campus data include students who selected the Manassas Campus as their home campus at initial enrollment, regardless of the campus(es) at which they took courses.

*Data for the Fall 2016 cohort are preliminary due to delayed award completions at the time of publication.

Criteria 6. Transfer

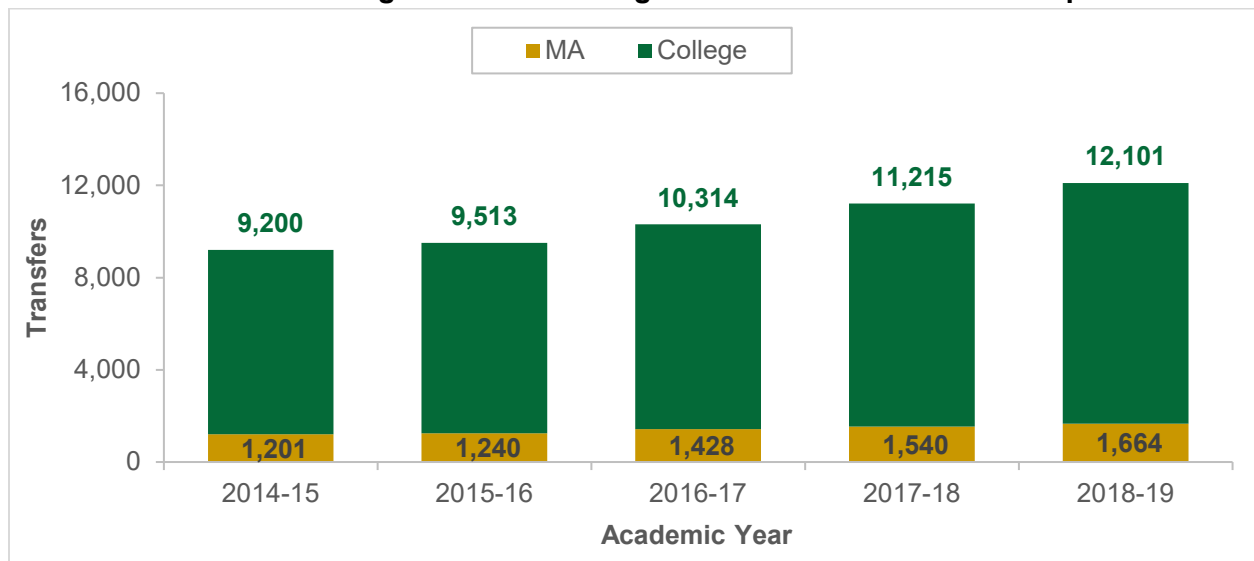
In addition to graduation with a degree or credential, transferring is an important goal for many community college students. To this end, the College measures transfers using two metrics: 1) the total number of annual transfers to four-year institutions (regardless of whether the student earned or did not earn a credential at NOVA prior to transferring); and 2) the transfer-out rate, which is defined as the percentage of first-time in college, full-time, program placed students who transferred out of NOVA to another two- or four-year institution within 150 percent of normal time to program completion and prior to earning a NOVA credential.

- **College-Wide Threshold of Acceptability:** In 2018-19, the annual number of students transferring to four-year institutions will be at least 11,000. For the Fall 2016 cohort of first-time in college, full-time, program placed students, the transfer-out rate will be at least 17 percent.
- **College-Wide Achievement Goals:** In 2018-19, the annual number of students transferring to four-year institutions will be 12,300. For the Fall 2016 cohort of first-time in college, full-time, program placed students, the transfer-out rate will be 19 percent.

Transfers from the Manassas Campus (Figures 17 and 18)

Annual Number of Transfers to Four-Year Institutions (Figure 17): From 2014-15 to 2018-19 at the Manassas Campus, the annual number of transfers at the Manassas Campus increased 39 percent (from 1,201 to 1,664). Similarly, the annual number of transfers College-wide increased by 32 percent during that period. In 2018-19, the College overall exceeded the threshold of acceptability (at least 11,000) but did not meet the achievement goal (12,300).

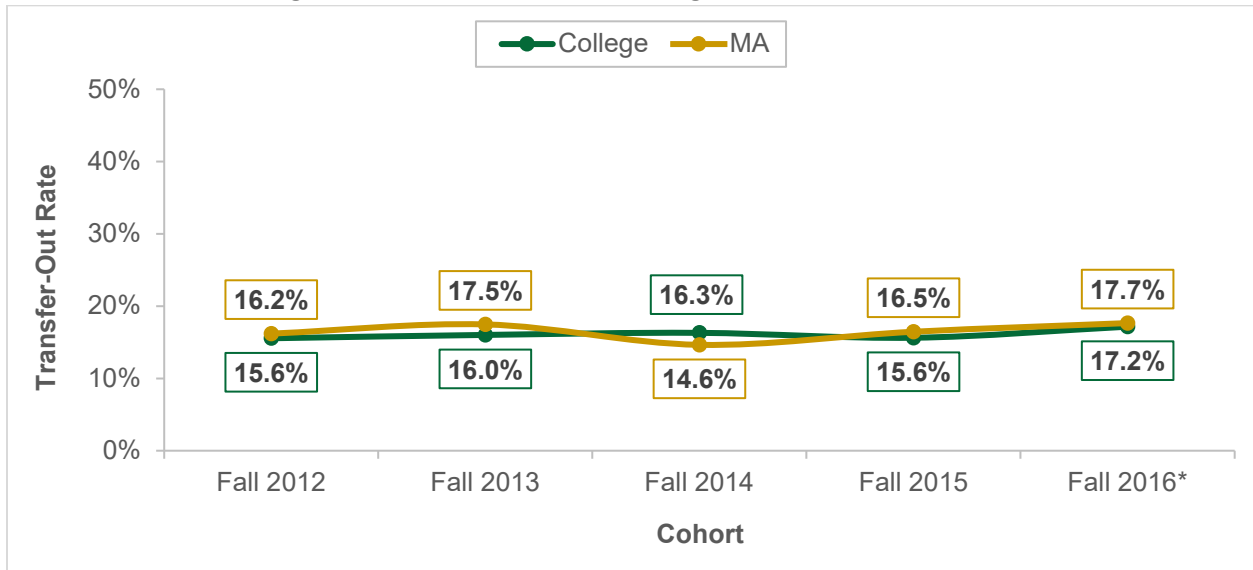
**Figure 17. Annual Number of Transfers to Four-Year Institutions:
2014-15 through 2018-19 – College-wide versus Manassas Campus**



Notes: Data include students who previously attended NOVA within the prior eight years, e.g., for 2018-19, data include students who attended NOVA between 2011-12 and 2018-19 and transferred to a four-year institution during the 2018-19 academic year (regardless of when they were last enrolled at NOVA). Campus data include students who selected the Manassas Campus as their home campus during their last term of enrollment, regardless of the campus(es) at which they took courses.

Transfer-Out Rate (Figure 18): Among the Fall 2016 first-time in college, full-time, program placed cohort, Manassas Campus students had a slightly higher transfer-out rate than students at the College overall (17.7 versus 17.2 percent). Both the Manassas Campus and the College overall met the threshold of acceptability (at least 17 percent), but neither met the achievement goal (19 percent) for transfer-out rate.

Figure 18. Transfer-Out Rate: Fall 2012 through Fall 2016 First-Time in College, Full-Time, Program Placed Cohorts – College-wide versus Manassas Campus



Notes: Data include first-time in college, full-time, program placed students who transferred out of NOVA to another two- or four-year institution within 150 percent of normal time to program completion, including summer, but does not include students who graduated from NOVA prior to transferring. Campus data include students who selected the Manassas Campus as their home campus at initial enrollment, regardless of the campus(es) at which they took courses.

*Data for the Fall 2016 cohort are preliminary due to delayed award completions at the time of publication.

Criteria 7. Job Placement

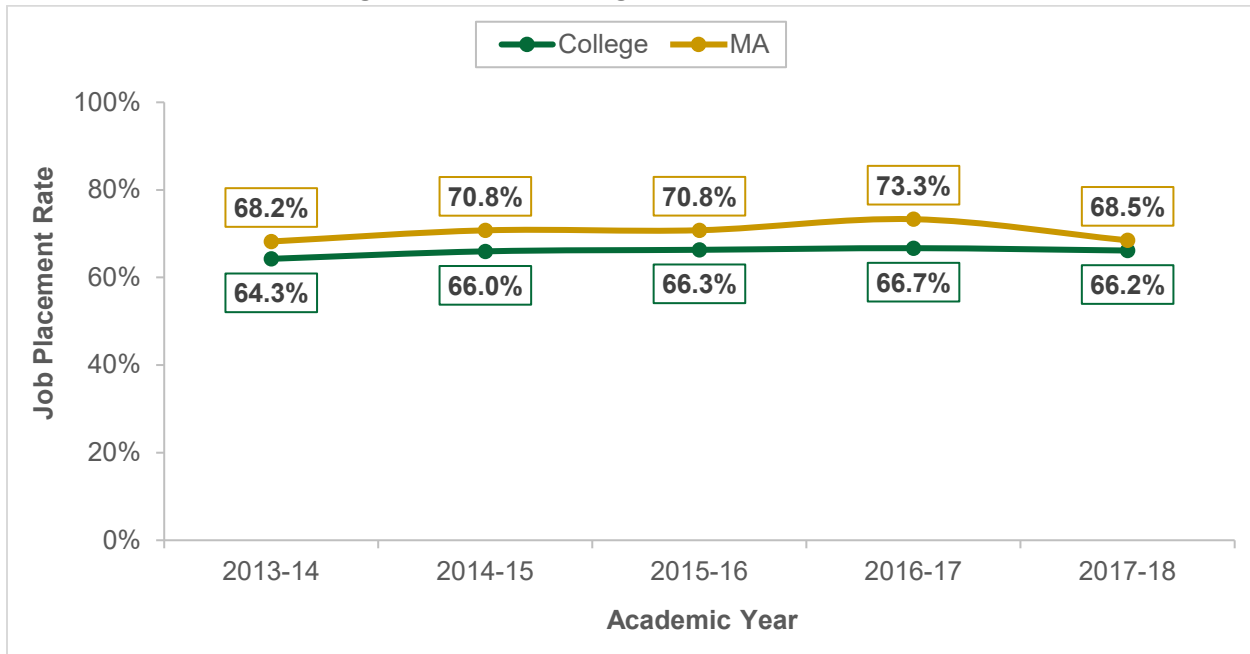
The College is focused on supplying the Northern Virginia region and the Commonwealth of Virginia with an educated population and a globally competitive workforce. The job placement rate is the percentage of graduates employed in the Commonwealth of Virginia within one year of graduation from NOVA.

- **College-Wide Threshold of Acceptability:** The job placement rate of 2017-18 NOVA graduates will be at least 65 percent.
- **College-Wide Achievement Goals:** The job placement rate of 2017-18 NOVA graduates will be 67 percent.

Job Placement at the Manassas Campus (Figures 19 and 20)

Overall Job Placement (Figure 19): In 2017-18, graduates from the Manassas Campus had a higher job placement rate than the College-wide job placement rate (68.5 percent versus 66.2 percent). Both the Manassas Campus and the College overall met the threshold of acceptability (at least 65 percent). The Manassas Campus also exceeded the achievement goal (67 percent) but the College overall did not meet the goal for job placement rate.

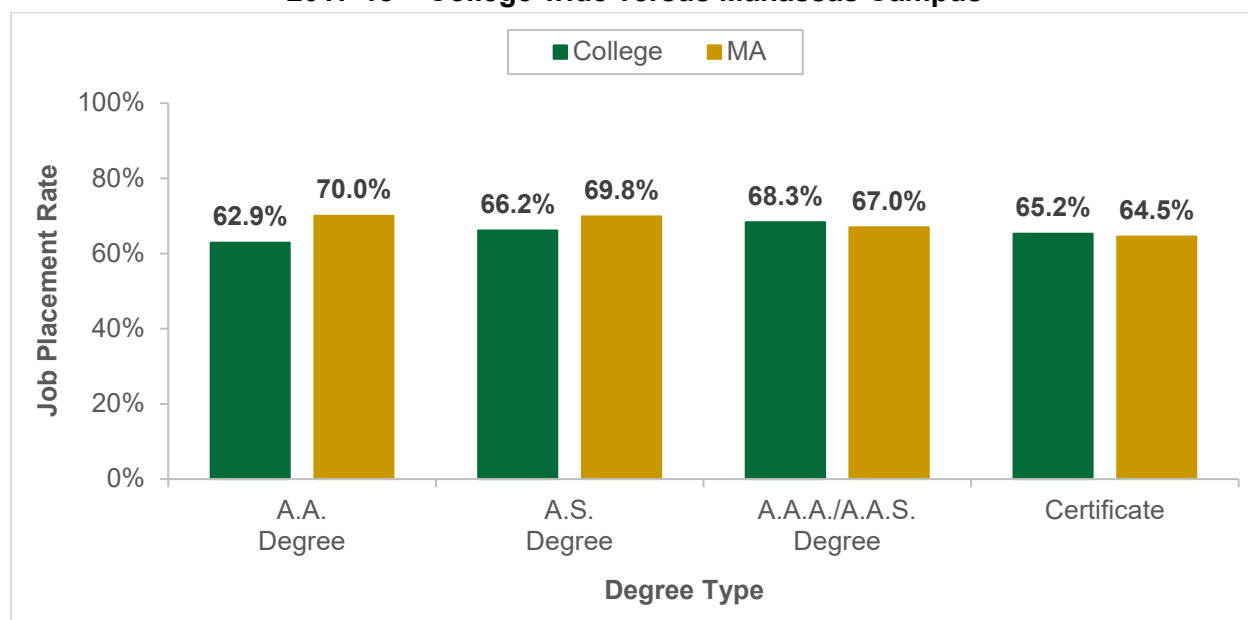
**Figure 19. Overall Job Placement Rate of NOVA Graduates:
2013-14 through 2017-18 – College-wide versus Manassas Campus**



Notes: Data include students who were employed in the Commonwealth of Virginia within one year of graduation. Data exclude military personnel, federal civilian employees, and self-employed individuals. Campus data include students who selected the Manassas Campus as their home campus at the time of graduation (regardless of the campus(es) at which they took courses).

Job Placement by NOVA Degree Type (Figure 20): At the Manassas Campus in 2017-18, job placement rates were highest among A.A. and A.S. degree graduates (approximately 70 percent each) and lowest among certificate graduates (64.5 percent). Among A.A. and A.S. degree graduates, the job placement rate was higher at the Manassas Campus than the College overall.

Figure 20. Job Placement Rate of NOVA Graduates by NOVA Degree Type: 2017-18 – College-wide versus Manassas Campus



Notes: Data include students who were employed in the Commonwealth of Virginia within one year of graduation. Data exclude military personnel, federal civilian employees, and self-employed individuals. Campus data include students who selected the Manassas Campus as their home campus at the time of graduation (regardless of the campus(es) at which they took courses).

Criteria 8. Licensing Exams

Passing a licensing exam demonstrates the level of knowledge and skill required to succeed in a profession, occupation, or role. The licensing exam pass rate is the percentage of graduates from programs with corresponding national or state licensing exams who pass the licensing exam following graduation from NOVA.

- **College-Wide Threshold of Acceptability:** Each year, the licensing exam pass rate will be at least 90 percent for each program for which there is a corresponding national or state licensing exam.
- **College-Wide Achievement Goals:** Each year, the licensing exam pass rate will be 100 percent for each program for which there is a corresponding national or state licensing exam.

Licensing Exams at the Manassas Campus

There are no degree or certificate programs offered at the Manassas Campus for which there is a corresponding licensing exam.

Appendix: Manassas Campus Data Tables

Criteria 1. College Readiness

**Table 1. Developmental English Student Progression to College-Level English:
Fall 2013 through Fall 2017 First-Time to NOVA Cohorts – Manassas Campus**

Cohort	N	Progressed	
		#	%
Fall 2013	250	203	81.2
Fall 2014	188	158	84.0
Fall 2015	225	181	80.4
Fall 2016	229	184	80.3
Fall 2017	180	137	76.1

Source: Office of Institutional Research, Northern Virginia Community College.

Notes: College-level English is ENG 111: *College Composition I*. Progression within two years of initial enrollment (e.g., Fall 2017 = progressed between Fall 2017 and Summer 2019). Data include first-time to NOVA students who enrolled in developmental English at the Manassas Campus during their first term of enrollment.

Table 2. Developmental Math Student Progression to College-Level Math by College-Level Math Course: Fall 2013 through Fall 2017 First-Time to NOVA Cohorts – Manassas Campus

Cohort	MTH 151			MTH 163		
	N	Progressed		N	Progressed	
		#	%		#	%
Fall 2013	377	63	16.7	377	33	8.8
Fall 2014	389	80	20.6	389	30	7.7
Fall 2015	451	71	15.7	451	40	8.9
Fall 2016	419	71	16.9	419	42	10.0
Fall 2017	334	68	20.4	334	31	9.3

Source: Office of Institutional Research, Northern Virginia Community College.

Notes: College-level math is MTH 151: *Mathematics for the Liberal Arts I* and MTH 163: *Pre-Calculus I*. Progression within two years of initial enrollment (e.g., Fall 2017 = progressed between Fall 2017 and Summer 2019). Data include first-time to NOVA students who enrolled in developmental math at the Manassas Campus during their first term of enrollment.

Criteria 2. Enrollment

**Table 3. Fall Headcount and Annual Unduplicated Headcount:
2014-15 through 2019-20 – Manassas Campus**

Academic Year	Fall Headcount		Annual Unduplicated Headcount	
	Headcount	Growth Rate (%)	Headcount	Growth Rate (%)
2014-15	7,056	--	10,572	--
2015-16	7,430	5.3	10,703	1.2
2016-17	7,285	-2.0	10,558	-1.4
2017-18	7,389	1.4	10,737	1.7
2018-19	7,779	5.3	11,188	4.2
2019-20	7,681	-1.3	--	--

Source: Office of Institutional Research, Northern Virginia Community College.

Notes: Data include students who listed the Manassas Campus as their home campus during the indicated fall term or academic year. The growth rate is calculated as the percent change over the previous year. 2019-20 annual unduplicated headcount was unavailable at the time of publication.

Criteria 3. Course Success

Table 4. Overall Course Success Rate: Fall 2015 through Fall 2019 – Manassas Campus

Term	Total Course Enrollment	Success Rate	
		#	%
Fall 2015	19,372	14,653	75.6
Fall 2016	19,230	14,642	76.1
Fall 2017	19,801	15,161	76.6
Fall 2018	19,433	14,551	74.9
Fall 2019	18,745	14,575	77.8

Source: Office of Institutional Research, Northern Virginia Community College.

Notes: Grades of Audit, Missing, and Never Attending Student (NVRK) were excluded from the analysis. Total course enrollment is duplicated. Campus indicated is the campus at which the course was taught.

Table 5. Success Rate in ACC 211: Principles of Accounting I: Fall 2014 through Fall 2018 First-Time to NOVA Cohorts – Manassas Campus

Cohort	ACC 211		
	N	Succeeded	
		#	%
Fall 2014	69	39	56.5
Fall 2015	84	54	64.3
Fall 2016	51	32	62.7
Fall 2017	64	42	65.6
Fall 2018	56	32	57.1

Source: Office of Institutional Research, Northern Virginia Community College.

Notes: Successful within one year of initial enrollment (e.g., Fall 2018 = successful between Fall 2018 and Summer 2019). Data include first-time to NOVA students who enrolled in ACC 211 at the Manassas Campus, regardless of the students' home campus.

Table 6. Success Rate in BIO 101: General Biology I: Fall 2014 through Fall 2018 First-Time to NOVA Cohorts – Manassas Campus

Cohort	BIO 101		
	N	Succeeded	
		#	%
Fall 2014	315	233	74.0
Fall 2015	309	253	81.9
Fall 2016	316	246	77.8
Fall 2017	268	209	78.0
Fall 2018	285	218	76.5

Source: Office of Institutional Research, Northern Virginia Community College.

Notes: Successful within one year of initial enrollment (e.g., Fall 2018 = successful between Fall 2018 and Summer 2019). Data include first-time to NOVA students who enrolled in BIO 101 at the Manassas Campus, regardless of the students' home campus.

**Table 7. Success Rate in ENG 111: *College Composition I*:
Fall 2014 through Fall 2018 First-Time to NOVA Cohorts – Manassas Campus**

Cohort	ENG 111		
	N	Succeeded	
		#	%
Fall 2014	1,268	1,027	81.0
Fall 2015	1,339	1,057	78.9
Fall 2016	1,123	914	81.4
Fall 2017	1,136	873	76.8
Fall 2018	1,092	832	76.2

Source: Office of Institutional Research, Northern Virginia Community College.

Notes: Successful within one year of initial enrollment (e.g., Fall 2018 = successful between Fall 2018 and Summer 2019). Data include first-time to NOVA students who enrolled in ENG 111 at the Manassas Campus, regardless of the students' homecampus.

**Table 8. Success Rate in MTH 151: *Mathematics for the Liberal Arts I*
and MTH 154: *Quantitative Reasoning*: Fall 2014 through Fall 2018
First-Time to NOVA Cohorts – Manassas Campus**

Cohort	MTH 151/MTH 154		
	N	Succeeded	
		#	%
Fall 2014	253	202	79.8
Fall 2015	223	179	80.3
Fall 2016	179	137	76.5
Fall 2017	205	149	72.7
Fall 2018	368	252	68.5

Source: Office of Institutional Research, Northern Virginia Community College.

Notes: In Fall 2018, the math curriculum was redesigned. MTH 151: *Mathematics for the Liberal Arts I* was replaced by MTH 154: *Quantitative Reasoning*. Successful within one year of initial enrollment (e.g., Fall 2018 = successful between Fall 2018 and Summer 2019). Data include first-time to NOVA students who enrolled in MTH 151/MTH 154 at the Manassas Campus, regardless of the students' home campus.

**Table 9. Success Rate in MTH 163/MTH 161: *Pre-Calculus I*:
Fall 2014 through Fall 2018 First-Time to NOVA Cohorts – Manassas Campus**

Cohort	MTH 163/MTH 161		
	N	Succeeded	
		#	%
Fall 2014	209	148	70.8
Fall 2015	272	184	67.6
Fall 2016	260	200	76.9
Fall 2017	314	208	66.2
Fall 2018	254	161	63.4

Source: Office of Institutional Research, Northern Virginia Community College.

Notes: In Fall 2018, the math curriculum was redesigned. MTH 163: *Pre-Calculus I* was reclassified as MTH 161: *Pre-Calculus I*. Successful within one year of initial enrollment (e.g., Fall 2018 = successful between Fall 2018 and Summer 2019). Data include first-time to NOVA students who enrolled in MTH 163/MTH 161 at the Manassas Campus, regardless of the students' home campus.

Criteria 4. Retention

Table 10. Fall-to-Spring and Fall-to-Fall Retention Rates: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts – Manassas Campus

Cohort	Fall-to-Spring Retention			Fall-to-Fall Retention		
	N	Retained		N	Retained	
		#	%		#	%
Fall 2014	1,388	1,115	80.3	1,388	900	64.8
Fall 2015	1,560	1,268	81.3	1,560	987	63.3
Fall 2016	1,429	1,183	82.8	1,429	949	66.4
Fall 2017	1,473	1,212	82.3	1,473	970	65.9
Fall 2018*	1,545	1,274	82.5	1,545	999	64.7

Sources: Office of Institutional Research, Northern Virginia Community College.

Notes: Fall-to-spring retention is the percentage of first-time in college, program placed students who enter in the fall and either re-enroll or successfully complete their program by the following spring semester. Fall-to-fall retention is the percentage of first-time in college, program placed students who enter in the fall and either re-enroll or successfully complete their program by the following fall semester. Data include students who selected the Manassas Campus as their home campus at initial enrollment (regardless of the campus(es) at which they took courses). Students may have re-enrolled at a different campus.

*The fall-to-fall retention data for the Fall 2018 cohort are preliminary due to delayed award completions at the time of publication.

Criteria 5. Graduation

Table 11. Annual Number of Graduates: 2014-15 through 2018-19 – Manassas Campus

Academic Year	Graduates	Growth Rate (%)
2014-15	886	--
2015-16	1,010	14.0
2016-17	963	-4.7
2017-18	936	-2.8
2018-19	987	5.4

Source: Office of Institutional Research, Northern Virginia Community College.

Notes: Data include students who selected the Manassas Campus as their home campus at the time of graduation, regardless of the campus(es) at which they took courses. The growth rate is calculated as the percent change over the previous year.

Table 12. Graduation Rate: Fall 2012 through Fall 2016 First-Time in College, Full-Time, Program Placed Cohorts – Manassas Campus

Cohort	N	Graduates	Graduation Rate (%)
Fall 2012	747	190	25.4
Fall 2013	893	218	24.4
Fall 2014	833	258	31.0
Fall 2015	954	276	28.9
Fall 2016*	946	283	29.9

Sources: Office of Institutional Research, Northern Virginia Community College.

Notes: Data include first-time in college, full-time, program placed students who selected the Manassas Campus as their home campus at initial enrollment, regardless of the campus(es) at which they took courses. Graduates includes students from the cohort who graduated within 150 percent of normal time to program completion, including summer.

*Data for the Fall 2016 cohort are preliminary due to delayed award completions at the time of publication.

Criteria 6. Transfer

**Table 13. Annual Number of Transfers to Four-Year Institutions:
2014-15 through 2018-19 – Manassas Campus**

Academic Year	Number of Transfers	Growth Rate (%)
2014-15	1,201	--
2015-16	1,240	3.2
2016-17	1,428	15.2
2017-18	1,540	7.8
2018-19	1,664	8.1

Source: Office of Institutional Research, Northern Virginia Community College.

Notes: Data include students who previously attended NOVA within the prior eight years, e.g., for 2018-19, data include students who attended NOVA between 2011-12 and 2018-19 and transferred to a four-year institution during the 2018-19 academic year (regardless of when they were last enrolled at NOVA). Data include students who selected the Manassas Campus as their home campus during their last term of enrollment, regardless of the campus(es) at which they took courses. The growth rate is calculated as the percent change over the previous year.

**Table 14. Transfer-Out Rate: Fall 2012 through Fall 2016 First-Time
in College, Full-Time, Program Placed Cohorts – Manassas Campus**

Cohort	N	Transfers	Transfer-Out Rate (%)
Fall 2012	747	121	16.2
Fall 2013	893	156	17.5
Fall 2014	833	122	14.6
Fall 2015	954	157	16.5
Fall 2016*	946	167	17.7

Sources: Office of Institutional Research, Northern Virginia Community College.

Notes: Data include first-time in college, full-time, program placed students who selected the Manassas Campus as their home campus at initial enrollment, regardless of the campus(es) at which they took courses. Transfers includes students from the cohort who transferred out of NOVA to another two- or four-year institution within 150 percent of normal time to program completion, including summer, but does not include students who graduated from NOVA prior to transferring.

*Data for the Fall 2016 cohort are preliminary due to delayed award completions at the time of publication.

Criteria 7. Job Placement

**Table 15. Job Placement Rate of NOVA Graduates by NOVA Degree Type:
2013-14 through 2017-18 – Manassas Campus**

Academic Year	A.A. Degree			A.S. Degree			A.A.A./A.A.S. Degree			Certificate			Total		
	N	Employed		N	Employed		N	Employed		N	Employed		N	Employed	
		#	%		#	%		#	%		#	%		#	%
2013-14	70	50	71.4	530	358	67.5	77	55	71.4	182	123	67.6	859	586	68.2
2014-15	69	50	72.5	531	378	71.2	82	56	68.3	204	143	70.1	886	627	70.8
2015-16	79	51	64.6	617	447	72.4	83	56	67.5	231	161	69.7	1,010	715	70.8
2016-17	79	58	73.4	560	416	74.3	103	72	69.9	221	160	72.4	963	706	73.3
2017-18	60	42	70.0	590	412	69.8	103	69	67.0	183	118	64.5	936	641	68.5

Source: Office of Institutional Research, Northern Virginia Community College and Virginia Employment Commission (VEC).

Notes: Data include students who selected the Manassas Campus as their home campus at the time of graduation (regardless of the campus(es) at which they took courses) and were employed in the Commonwealth of Virginia within one year of graduation from NOVA. Data exclude military personnel, federal civilian employees, and self-employed individuals. Data from VEC are updated at regular intervals and may vary slightly from prior reports.

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

**Northern Virginia
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