

## Loudoun Campus Council

February 3, 2016

**Members Present:** William Straight (Chair, TF), Time Eichers (Vice Chair, TF), Nathan Leslie (TF), Nathan Arthur (CL), Mary Frances Vito (CL), Nelson Kofie (TF), Mike Polcen (TF), William McFadden (adjunct faculty)

**Members Absent:** Scott Matthews (TF), Bridget Pool (TF), Laura Siko (Secretary, AF), Jenny Horton (CL), Syed Ali (Student, SGA President), Pablo Urioste (student)

Meeting called to order: 12:35 pm  
December minutes approved unanimously.

### New Business

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- Discussion of Guided Pathways (GP) plan and policy:

1) GP was developed using data from small community colleges (mostly with <4k FTEs) and none the size of NOVA; it therefore reflects problems that NOVA may not have. Where is the research indicating that NOVA students have the difficulties implied by the GP research?

2) NOVA students typically take a semester or two to get acclimated to college life and to determine program path they wish to take. Most of them change majors at least once. GP's reduction/elimination of non-transferrable or "financially unfit" programs would put NOVA in the position of making career- or academic-major choices for students instead of allowing them to make these choices for themselves.

3) The "cafeteria-style" system offers an academic breadth not typical of smaller community colleges and anchors a scholastic experience more like a 4-yr school. Rarefying NOVA's catalog would unravel this advantage and adversely impact the retention it purports to fix; students would be forced out of NOVA early to complete preparations for 4-yr schools.

4) GP's implementation appears to sacrifice our non-four-year-college-bound students. Classes and courses targeted for reduction by GP (e.g. those targeted by last term's premature Keep/Cancel) are those most likely to be taken by business professionals, certificate seekers, casual enrollees, and senior citizens. GP appears to undermine NOVA's "community" role.

5) What are NOVA's reasons for considering implementing GP? How is profitability enhanced by these reductions? How will enrollment or retention be improved? What is the benefit to the average student?

Other notes: Discussion of the book by the authors is available on YouTube.

- Topics and plan for Dr. Leidig's visit:

1) What does she believe is the role of a community college?

2) Do our degree programs need streamlining (by GP or in any other way?)

3) Declining morale at NOVA

3a) APPDO system is micromanagerial, unrealistic, and excessive. The system requires hours of documentation, provides no feedback, does not recognize excellence or “electronic presence” of faculty, and does not fix the problems it was designed to address (transparency and bias in faculty evaluation). The system is punitive by nature and only recently has a largely symbolic reward system been tacked on. It emphasizes non-instructional duties for those employed to teach.

3b) NOVA is consuming a huge amount of faculty time in “tracking”, the compiling of information for no tangible benefit. APPDOs, SLOs, student advising records, CARES, SAILS, MOAT training, and a variety of other current practices strain faculty time and energy while providing no feedback. Required repetition, intense oversight, and policies designed to bypass faculty input regarding student performance or course, discipline, or program content sends the clear message that faculty at NOVA are unvalued and sacrificial.

3c) Classified staff have raised similar criticisms about their own evaluation system; in particular, staff members are not being evaluated based on their contractual content. Reductions in staff count have resulted in lost positions, stacking new duties on those not hired or compensated for their new loads.

- Senators for Spring 2016:

We still need at least one full-time faculty or classified staff member to attend College Senate.

- Scheduling:

Meeting proposed for Feb 15 was delayed until Feb 22 to occur after Senate, pending availability of space.

Note: Many thanks to Mary Frances for her help in keeping the minutes of this session.

**Meeting Adjourned**