Alexandria Campus
Phase III Dedication Ceremony

The Alexandria Campus recently celebrated the grand opening of Phase III. This new building features nine new classrooms, three computer labs, eight science labs, eight new office suites and a new lecture hall fondly known as The Rotunda. These features ultimately allow NOVA to continue to ensure that students have the tools needed to be successful academically. At the time of the groundbreaking nearly two years ago on October 19, President Templin stated, “Today’s groundbreaking represents the beginning of a new era for NOVA” (http://www.nvcc.edu/pip/Nov3-06.pdf). This occasion allowed attendees to pause as this vision became a reality.

Among the distinguished guests were President Robert G. Templin, Jr., Provost Jonathan Gueverra (AL), Provost Jonathan Gueverra (AL), Former Dean of Students Fred Hecklinger, SGA President Chris Mastromarino, President Robert G. Templin, Jr. and Assistant Superintendent Alexandria City Public Schools John Porter. Front row: Senator Patsy Ticer and City of Alexandria College Board Member David Miller.

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Women’s Center Opens at the Alexandria Campus

The Women’s Center at the Alexandria Campus opened its doors on September 17. In this climate of budgetary constraints, the Women’s Center is fully functional, staffed by volunteer faculty and staff. The Center began as a sub-committee of the Alexandria Campus Council and is currently run by an Advisory Committee composed of 30 faculty, staff, administrators and students. Beth Harrison and Pat Gordon are the co-chairs of the Advisory Committee. Its mission is threefold: to provide resources for those students who need academic support (including raising money for scholarships and an emergency fund to help keep students in school) and to provide courses on issues of concern to women; to provide information and referrals for those who need counseling or shelter, which NOVA does not provide; and to provide ongoing community-building among the women at the College and to offer workshops and programs in various life-skills (parenting, getting a job, making a budget, relationship skills, health and wellness).

Campus needs assessments and focus group discussions were conducted last spring and visits were made to other women’s centers around the state in early summer. Space for the Center was found by Provost Jonathan Gueverra, furnishings were donated by committee members and six boxes of books were donated by George Mason’s Women and Gender Studies Center to serve as the foundation for the library. During the summer, referral files were researched and early this fall, faculty and staff volunteers were trained in listening and referral skills by Pat Lunt.

The Women’s Center is currently offering a one-credit interdisciplinary course called “Women’s Voices,” taught by seven faculty volunteers over an eight-week period. In the spring semester, the Women’s Center will host seven credit-hours of courses – Women in Literature (taught by Heidi Moore and Dianne Daily), Sociology of Gender (taught by Connie Elsberg) and another eight-week session of Women’s Voices (convened by Beth Harrison).

A number of on-going weekly activities are scheduled in the Women’s Center to foster community and self-expression. “Get Creative!!” is a multi-media expression of students’ hopes and aspirations (the brainstorm of English as a Second Language (ESL) student Forouzan Grigsby). Sessions include instruction in crochet scarf making for the Special Olympics (offered by Jane Madden), scrapbooking offered (by Kristy Balbuena) in November; Dreamworks, the exploration of dreams in a group context, of-
Women’s Center Opens at the Alexandria Campus

Continued from page 2

fered for six weeks in October and November (by Beth Harrison) and Movie Night, beginning with “Whale Rider” on October 23 (discussion led by Dianne Daily).

Aside from the ongoing community-building activities, the Women’s Center will offer workshops in financial management, dressing for success (with field trip to neighboring thrift shops), interview skills, women’s health, parenting and other issues of concern to women. A Virtual Clothes Closet is being developed to help those students who do not have suitable attire for job interviews.

If you would like to volunteer time or contribute to this effort, please e-mail Gordon at pgordon@nvcc.edu or Harrison at eharrison@nvcc.edu. The Women’s Center would appreciate donations of art supplies, such as yarn, crochet and knitting needles and other craft items, as well as book donations. Fundraising activities will be conducted during the spring semester to create scholarships for women and an emergency fund for students, and all donations would be appreciated. If faculty and staff across the College have ideas for workshops or programs and an interest in assisting in their development, we welcome the opportunity to speak with you.

All are invite you to come by and see what can be done with a little more than vision and passion.

Left to right: Pat Gordon, visiting student, Connie Elsberg, Nancy Gleeson and Beth Harrison.

Photo by Kevin Mattingly

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Business Opportunity Center Open House Reception for the SWaM Mentoring Program

The Business Opportunity Center (BOC) launched the second session of the SWaM Mentoring Program with an Open House Reception on September 30.

The BOC started the Small, Women and Minority owned business (SWaM) Mentoring Program last January in an effort to better serve the business community and in response to Virginia Governor Kaine’s Executive Order 33, “Enhancing opportunities for small, women and minority owned businesses.”

The goal of the SWaM Mentoring Program is to help small, women and minority owned businesses with local, state and federal procurement. The program consists of a series of seminars to build business foundations and networking events to help businesses open doors and build relationships with purchasers, buyers and prime vendors.

The program is the brainchild of NOVA’s William Gary, Robert Vaughn, Gene Brown, Dave Courter, Bill Forster, Ellen Gray and Toa Do from Business Development Assistance Group (BDAG). The current BOC steering committee includes Chris Applegate, director, Arlington Center and Alexandria Continuing Education and Workforce Development; Courter, director, College Enterprises; Ron Davis, purchasing senior buyer; Do, BDAG; Forster, program coordinator; Gray, program developer; Ed Mellon, director, Purchasing; Chris Tran, program manager BOC; and Vaughn, director, Annandale Continuing Education and Workforce Development.

The Open House Reception for the SWaM Mentoring Program was held in the Forum at the Richard J. Ernst Community Cultural Center from 9:00 a.m. to 11:00 a.m. on September 30. Gray was the Mistress of Ceremony and Applegate gave the welcome remarks to a group of local businesses, participants in the upcoming SWaM Mentoring Program Fall 2008 and representatives from local government agencies.

Successful SWaM alumni from the SWaM Mentoring Program Spring 2008 session, Jim McPheeters (McManis & Monsalve), Alison Miller (Activate Results, LLC) and Juan Botero (Blend in Design), gave updates on their businesses since graduating form the program in June.

Kathryn Dolan from the Virginia Department of Business Assistance, Nasrullah Khan from United Central Bank and author John L. Herman were guest speakers at the reception. As an example of businesses as strategic partners of the BOC, the breakfast reception was sponsored by United Central Bank who has recently signed on to be a mentor for the program.

For more information on the SWaM Mentoring Program, contact Tran at 703-323-3329 or e-mail cttran@nvcc.edu.
The Heating, Ventilating and Air Conditioning program at the Woodbridge Campus recently received more than $6,000 of donated materials and supplies from Sporlan, a manufacturer of air conditioning and refrigeration components. Bob Tanner, a Sporlan representative and member on the HVAC program Advisory Committee, delivered enough components to assist 20 students finish the program.

Woodbridge Campus HVAC program Advisory Committee Member and Sporlan representative Bob Tanner and Dick Wirz (WO).

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Annual College Transfer Fair Great Impact

With more than 50 colleges represented, approximately 400 made contact with and received information regarding transferring to various four-year institutions. This event is part of many various activities geared to assist Woodbridge Campus’ students prepare to transfer and continue their education. This year, students have the opportunity to go “on the road” and visit five different Virginia four-year institutions.
Calliope Receives National Recognition

For the second consecutive year, Calliope, the Annandale Campus student journal of art and literature, won first place in the southern division of the Community College Humanities Association’s annual literary magazine competition. The 2008 contest was highly competitive, with 72 community colleges from across the country submitting their magazines for consideration. The award will be formally presented to Calliope Chair Ray Orkwis in Chattanooga, Tennessee.

After a third place finish in 2006, this marks the third consecutive year that Calliope has received national recognition. The editors are hoping to improve on this success in 2009 and need quality student submissions to make that happen. Faculty and staff can help by identifying talented writers and artists and encouraging them to submit their work. Submission guidelines will be posted to the Calliope Web site at http://www.nvcc.edu/annandale/langlit/eng/calliope.

For more information or to get a copy of last year’s publication, contact Orkwis at rorkwis@nvcc.edu.

Woodbridge’s First Year Experience Convocation a Success

On September 17, the Woodbridge Campus’ Division of Student Services sponsored the first-ever First Year Experience (FYE) Convocation. The FYE is an ongoing program with activities scheduled throughout the semester designed to provide social and academic support to first year students. This year’s program served as a welcome to the Woodbridge Campus learning community and provided information about support services for students.

Special thanks to: Assistant Professor Cathy Behan, Business and Social Science Dean Lisa Donaldson, High School Outreach Coordinator Holly Easterling, FYE Coordinator and Counselor Tanya Ingram, Campus and Community Outreach Specialist Tanya L. Kern, Student Activities Coordinator Tank McCarl, Communication and Humanities Dean Dan Lewis, Executive Assistant Kathy Luker-Matthews, Natural Sciences and Mathematics Dean Tim Seaman, Dean of Students Michael Turner and the Student Ambassadors.

Charlie Errico (WO) speaks with an FYE student during the information session portion of this year’s first Convocation.
Woodbridge Celebrates Hispanic Heritage Month

The Woodbridge Campus have truly enjoyed celebrating Hispanic Heritage Month. On September 23, Francisco Cordero Martínez from the Fairfax County Public School presented “America’s Linguistic Power: An Undeniable Advantage in War and Peace.” He spoke to a group of foreign language and English as a Second Language (ESL) students about the importance of knowing more than one language and how the federal government is promoting with special grants and programs the study of languages.

On October 1, Maria Watson (WO), manager of the Student Computer Lab, gave the presentation “A Click Around the World,” where she gave a virtual tour of Peru using Google Earth. Using technology to present cultural topics was an excellent idea and it was productive for the attendees.

Also on October 1, a dance instructor taught the Woodbridge students how to dance salsa. Everybody had a great time!

The Intercom Wants to Hear from You!

The Intercom is for and by the faculty and staff of NOVA. You are welcome to e-mail your articles and news to intercom@nvcc.edu! The deadline is EACH Friday at 5:00 p.m. for the following week’s edition. For complete submission guidelines, go to: http://www.nvcc.edu/pip/guidelines.htm. Send your news!
A group of eight students from the Annandale Campus volunteered at the Northern Virginia Training Center (NVTC) on September 26 in conjunction with the Office of Student Activities. NVTC is one of five regional residential training centers for individuals with intellectual disabilities operated by the Department of Mental Health, Mental Retardation and Substance Abuse Services, the Commonwealth of Virginia. The campus consists of 12 buildings on 86 acres, and serves approximately two hundred individuals. Individuals reside at the center and participate in both work related activities (such as recycling or mailing letters) and leisure activities (such as bowling, and arts and crafts). Both volunteers and staff assist the residents in accomplishing these goals. Students from NOVA assisted the residents with playing musical chairs, assembling kits for the homeless, bowling, ceramics, arts, crafts and bingo. If you would like to become involved with the Northern Virginia Training Center please contact Maureen Andretta at Maureen.Andretta@nvtc.dmhmrsas.virginia.gov.

The Entertainment 2009 coupon books have arrived and are available in Room 312 of the Brault Building (Annandale Campus). They make a unique holiday gift and are only $25.00 each. The NVCC Educational Foundation receives $5.00 from each book sold. The books contain over 500 discounts for dining, vacations packages, music, theaters and even on-line shopping. You may pay by cash, credit card (VISA or MC only) or check.

For more information, call Michelle Beaini at 703-323-3023 or e-mail mbeaini@nvcc.edu. Entertainment 2009 may be used immediately, so do not delay and buy yours today.
NOVA outreach staff from multiple campuses converged on George Mason University’s Patriot Center for the ALCANZA College Fair on October 7. An expected 1,500 Latino students from the 30 D.C. Metro Area high schools attended the fair and panel discussion. NOVA outreach specialists, along with college/university representatives from across the nation, spoke with students who are beginning the admissions process.

NOVA outreach staff and Pathways counselors discussed the application process and gathered student contact information to better serve the enrollment goals of the College. As the first contact for many new students, the outreach staff continues to focus on the needs of the student and the College.

On September 22, Pathways Counselor Susan Campos, Transfer Counselor Carlita McCombs and Enrollment and Recruitment Specialist Matthew Niziol from the Loudoun Campus Division of Student Services welcomed, recruited and advised many of the more than 9,000 students and parents that attended the Stone Bridge High School College Fair. The Loudoun team came away with a list of students ready to apply and an even larger pool of interested students.

Students - even in eighth grade contemplating college for the first time, seniors completing applications, and NOVA students planning transfer - crowded into three large rooms at Stone Bridge High School. The event was so well attended, according to Stone Bridge staff, that the parking lot was closed three times after reaching capacity. One hundred and ninety four (194) colleges and universities registered to attend.

Students visiting the NOVA Loudoun table discussed the application process, their concerns about transferring, and about specific programs including Vet Tech, Interior Design and the Liberal Arts degrees. Recurring questions from students and parents revolved around: (1) financial aid and the cost of college, (2) guaranteed admissions agreements and fears about credits that will not transfer and (3) college culture and having a full collegial experience.

Students and parents were also invited to the Fall Prospective Student Open House, that was held on the Loudoun Campus on October 15 from 9:00 a.m. to 11:30 a.m. At this event, students also had an opportunity to tour the campus computer labs, counseling center, bookstore, business office, library, classrooms and student lounges. They were also able to speak with current students (who also graduated from Loudoun County Public School) in a panel format, share their experiences, give advice on the transition from high school senior to college freshmen and visit with professors/staff about majors and degree programs.

If you would like to help with future Prospective Student Open House, please contact Niziol at 703-948-7707 or e-mail mniziol@nvcc.edu. The next college fairs will be Fair Oaks Mall on October 19. If you would like to have your program highlighted at any recruitment event please send a copy of your flier and a brief set of “Talking-Points” to Niziol.

Woodbridge Campus Assistant Dean Serves on Organization of American Historians Committee

Congratulations to Assistant Dean and History Professor Charlie Errico (WO) for being selected to serve on the Committee on Teaching of the Organization of American Historians. During his service on this committee, he worked to improve the teaching and understanding of history at all levels of training and in diverse venues.

The Organization of American Historians promotes excellence in the scholarship, teaching and presentation of American history, and it encourages wide discussion of historical questions and equitable treatment of all practitioners of history.
With the possibility of inclement weather, the Woodbridge Campus Office of Student Activities had to postpone the original event date two days for this year’s NOVA Day to September 11. Despite the schedule change, the Woodbridge Campus had a large attendance and students enjoyed the afternoon.

Along with various food vendors and activities, students had the opportunity to play one-on-one basketball on an inflatable court, make wax hands and receive a hand-drawn caricature.

Dean of Students Michael Turner (WO) and Student Activities Coordinator Tank McCarl (WO) pause for a photo opportunity during the excitement and activities of NOVA Day 2008.

High School Outreach Coordinator Holly Easterling (WO) and a student get their hands dipped in colored wax to create a fun hand mold.
**Muslim Student Association Hosts Fast-A-Thon Fundraiser**

Members of Woodbridge Campus’ Muslim Student Association (MSA), faculty, staff and students participated in a day-long fast to raise funds for ACTS, a community organization whose mission is to alleviate hunger, homelessness and domestic violence, and help people achieve self-sufficiency in the Prince William area.

Participants united by “going hungry for a day so someone else won’t have to” by taking an oath on September 24 from 5:45 a.m. until 7:00 p.m. to abstain from any food or beverage. MSA members and other participants received sponsorships and donations from various businesses, fellow students and faculty.

The event culminated with a celebratory traditional dinner and guest speaker.

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**NOVA Well-represented at National Conference**

Sally Cool (WO), Rachel Friend (MA), Karen Kempter (AN) and Mohamed Ibrahim (MEC) attended the National College Testing Association Conference (NCTA) at the Sheraton City Center, Baltimore from September 3 to 6.

The National College Testing Association (NCTA) is an organization of testing professionals in post-secondary institutions and other testing companies. NCTA, focuses on issues relating to test administration, test development, test scoring and assessment.

*Sally Cool co-presented with Frank Potter, ACT, Inc. on “Increase College Readiness through High School Outreach.”*

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**Woodbridge Campus Welcomes New Faculty**

With the fall semester underway, the Woodbridge Campus would like to welcome its new faculty members to the following divisions:

**Business & Social Science**
- Lori Krist, Information Technology
- Susan G. Thompson, History

**Communication & Humanities**
- Christal Edwards, Speech
- Jennifer Richardson, English
- Lisa Smith, English

**Natural Sciences & Mathematics**
- Jennifer Austin, Mathematics
- Christian Bartley, Biology
- Tatyana Kravchuk, Mathematics
- Chris Rhyne, HVAC
- Richard Wirz, HVAC
NOVA Presents “The Crystalline Spectrum: A Journey From Student to Master”

The Tyler Teaching Gallery is hosting one of the largest exhibitions of crystalline glazed pottery to ever be held on an international scale. William Schran, Tyler Gallery director, Alexandria Campus, has brought together more than 50 artists from around the world to exhibit a variety of crystalline techniques and ceramic forms. The exhibition will feature pieces from world renowned artists including: Bill Campbell, Ginny Conrow, Diane Creber, Peter Ilsley, Jamie Kozlowski, Marsha Silverman, Fara Shimbo and John Tilton.

NOVA’s “The Crystalline Spectrum: A Journey From Student to Master” began September 27 and will run through October 22 at the Tyler Teaching Gallery, 3001 North Beauregard Street in Alexandria.

The invitation to participate was extended to a range of artists who possess various levels of expertise and techniques used in the development of crystalline glazes. Techniques represented include but are not limited to: firing at different temperatures from cone six to cone 10, post-reduction firing techniques, inclusion of stains and rare earths as colorants and the effects of several different firing schedules. The gallery visitor will experience the results of these techniques, as well as, the progression of early experimentation to more refined understanding of the integration of the ceramic form and the mastery of crystalline glazes. This is a rare opportunity for the attendees to view and purchase from a large and diverse collection of crystalline glazed pottery.

Schran, curator of the exhibit, explained the reason for this show, “Interest in crystalline glazes has grown dramatically in the past few years. More and more ceramic artisans have begun experimenting with this technically demanding process. In the past ten years, three books and several technical articles have been published on the subject. An international crystalline glaze online discussion forum has just celebrated its second year. I felt it was time to provide an avenue for the emerging and established artists to show off their latest discoveries, techniques and directions in crystalline glazes.”

Science Seminar

Sponsored by the Math, Science Engineering Division (Annandale Campus) and Lyceum

The Science Seminar, titled “Two months of Rock and Road,” will take place on October 17 from 12:00 p.m. to 1:00 p.m. in the CE Forum on the Annandale Campus. The guest speaker will be Callan Bentley (AN), assistant professor of geology. This past summer Bentley drove cross-country in search of geological insights, spectacular scenery and adventure. Join him for a slideshow of images from Kentucky, Montana, Colorado, Kansas, Utah, Nevada and Arizona.

Bentley went to the College of William and Mary for his undergraduate degree. After several years of outdoor education and classroom teaching, he earned a master's in geology at the University of Maryland. He is currently finishing a second master's in science education at Montana State University.

All students, staff and faculty are cordially invited.

Alexandria Campus and George Mason Join for a Fall Concert

On October 17 at 8:00 p.m. in the Schlesinger Concert Hall, the 75 member Alexandria Campus Concert Band, (Director Wendy Matthews and Founding Director Robert Petrella) with the George Mason University Wind Symphony (Director Mark Camphouse) will present their first joint Fall Concert. There is a $5 donation at the door.
NOVA Community Chorus with Washington Metropolitan Philharmonic

NOVA Community Chorus (Mark Whitmire, director) will be joined by the Washington Metropolitan Philharmonic to present Symphony No. 2: Hymn of Praise by Felix Mendelssohn. There will be two performances: October 19 at 3:00 p.m. at the Bishop Ireton High School (201 Cambridge Road in Alexandria, Virginia) and October 26 at 3:00 p.m. at the Church of the Epiphany (1317 G Street N.W., Washington, District of Columbia).

In addition to the 95-member chorus and full orchestra, the concerts feature soloists Therese LaGoe (soprano), Shellie Grant (soprano) and Jon Lackey (tenor). Also on the program is a new work, “Raven Rock,” by John Beall, the 2008 WMPO Composition Competition Finalist. No tickets are required. Donations are requested. For further information, call 703-845-6097 or e-mail mwhitmire@nvcc.edu.

Annandale Campus Sharon Tindall Exhibition

The Annandale Campus Liberal Arts Division presents an exhibition of traditional quilts, quilted wall hangings and multimedia art by Sharon Tindall. The show began October 5 and will run through October 20 in the Verizon Gallery in the Ernst Building.

See other event flyers in the attachment section.
Human Resources Certificate in Supervisory Training Program

Human Resources (HR) is now accepting registration requests from supervisory personnel who want to participate in the HR Certificate in Supervisory Training program. The next cohort begins **October 21**. Space is limited. Please do not delay if you are interested. Additional information and directions for how to register are in the attachment section.

Honors Hour at Alexandria

The Honors Program at the Alexandria Campus is pleased to announce that Robin Wright, of The Washington Post, will be the next Honors Hour speaker. Wright has written extensively about the Middle East. The author of “Dreams and Shadows: The Future of the Middle East and Sacred Rage: The Wrath of Militant Islam,” she has also published articles in the New Yorker, the Atlantic Monthly and the New York Times.

Wright will appear at **2:00 p.m. on October 21** on the Alexandria Campus in **Room 196 of the Bisdorf Building**. Her topic will be “The Future of the Middle East.” Everyone is invited.

Annandale Campus Faculty Showcase Concerts

The Annandale Players, members of the applied music faculty on the Annandale campus, will perform a chamber concert on **October 21 at 7:30 p.m. in the Ernst Community Center Theatre**. Admission is free.

Among the performers will be Sonya Suhnhee Kim (piano), Rosemarie Houghton (soprano), Linda Capusciarz (cello) and Julie Hahn (piano). This faculty showcase concert will feature solo and ensemble works by Bach, Mozart, Granados, Brahms and other composers.

On **November 11 at 12:00 p.m. in the Ernst Theatre**, Kim will give a solo recital including works by Schubert, Liszt and Beethoven. She performs annually in Vienna, Austria, and recently, she played at the U.S. State Department in Washington, District of Columbia. Admission is free.

For more information about these concerts, sponsored by the Annandale Division of Liberal Arts, please call 703-323-3114. See flyer in the attachment section.

NOVA Hosts Seminars for Your Future Financial Needs

Great West Services, the service provider for the Commonwealth of Virginia’s Deferred Compensation Plan, will conduct a regional education enrollment seminar for all interested employees on **October 22** at the Manassas Campus. For further information on times and dates see the attachment section.

Faculty Focus Financial Literacy

Worried about your pension and investment plans? Finance professor **Larry Edwards** will be conducting a seminar to help you understand your financial present and future. This seminar will take place on **November 7 from 1:30 p.m. to 3:00 p.m. in the CE Forum, Annandale Campus**. We appreciate registration, CETL@nvcc.edu. This workshop is sponsored by NOVA’s Center for Excellence in Teaching and Learning.
Summer International Professional Development:
The Environmental Impact of Economic Growth in Brazil

This International Faculty Development Seminar held from June 1 to 10 in Sao Paulo and Paraty, Brazil was an exercise in absorbing contrasts- from the bustling city of millions of inhabitants to the last vestiges of the pristine Atlantic rainforest in the southermmost part of Rio de Janeiro state. Although Professor Laura Franklin’s (AN) roots are Brazilian and she is fluent in Portuguese, her family ties are much farther north, closer to the very different Amazon region. The seminar greatly increased her knowledge base on BRIC country economics, ever-controversial environmental issues and the changing role of Brazil today.

The first week was largely devoted to a vast variety of pre-planned lectures and field trips. Some topics discussed included:

- Ecology and Politics in Brazil
- Education and Sustainable Development
- Challenges of Modern Brazilian Politics
- Development and Environmental Impacts in Brazil
- Social Movements in Brazil: Landless People and their Struggles
- Issues of the Brazilian Native Indians
- New Resources for Alternative Energy: The Case of Ethanol
- Urban Expansion, Population Growth and Quality of Life in Brazil
- Poverty and Development in Brazil
- Challenges in Brazilian Education

The seminar was hosted by the Assessoria de Relações Internacionais (International Relations Commission) of the Pontifícia Universidade Católica de São Paulo (PUC). PUC, founded in 1946, has 22,000 students and 2,000 professors and is considered among the best universities in Brazil. It is well-known for its Paulo Freire Chair, one of the decisive factors in her section of this seminar. The PUC organizers went out of their way to bring participants in close contact with leading experts in their respective fields. For example, the noted economist, Ladislau Dowbor, appeared so in his comfort zone as he lectured on complex issues and referenced his three hour discussion with President Lula the previous day. The expert on the current emergent economy was a senior macroeconomist from the prestigious Bradesco Bank. It was ironic that the title of his talk spoke of the “Challenges of the Economy,” but his message was optimistic with Brazil on the move with the Chinese, Russians and Indians.

“Touring was fantastic,” Franklin notes. Her group was hardly settled in their modern business hotel when we were whisked off on a bus to a settlement of the Landless Movement or Movimento sem Terra with a group of The Council on International Educational Exchange (CIEE) students studying at the PUC. The student mission was to talk to the farmers about their settlements and their sustainable agricultural projects. The students were asked to translate these interviews for the faculty visitors. Fortunate for Franklin’s student guide, because she spoke Portuguese it allowed them to talk about his (the student’s) study abroad experience, which seemed to be first rate. To reach the MST, they climbed unpaved rocky roads to three-room homes of settlers who were proud to speak of their hard work. They learned that this type of visit was atypical, mostly because the MST do not always trust outsiders. Reasons include security issues and the sometime negative depictions in the press. Yet because the MST members were treated with great respect by the mostly American CIEE students, they were very generous with their time and in sharing their

Continued on page 16
community life with the program participants. This visit was an eye-opener for Franklin because it allowed her to see the kind of authentic experiences NOVA students might have on a similar CIEE trip. They were well-informed in advance by their teachers, they had been in Brazil long enough to communicate appropriately with the MST and all Portuguese speakers. They also absorbed the Brazilian culture in which they were immersed.

The other part of this visit was to Paraty, an historic, marvelously preserved colonial city in the south of Rio state. Franklin discusses the detail in her blog, where she talks about her experience in the Saco de Mamangua, the gateway to the Atlantic rain forest:

“It seems like an eternity since my wonderful time in Paraty, Brasil in the southeast of Rio de Janeiro last month. There I visited the Saco do Mamangua, clearly one of the most beautiful places that I have been in 50+ years. So what if I capsized my canoe in the mangrove, all my valuables were safely in another canoe with paddlers with skills. All I had to do was not move (or breathe) and I made it safely to shore in Paraty Mirim. Will never forget the hospitality of Dona Gracinha, the little barquinhos (boats) made of caxeta wood that I brought home with me, and the utter beauty of the Atlantic rainforest where beautiful orchids with their roots extending into the air were attached to the trees. I saw pioneer vegetation growing timidly on land being reforested.

I hope to be able to find the book by Paulo Nogara, our biologist in residence from the tour, who paddled our canoe like some practiced gondolier. His love for this country was so evident. He was an excellent teacher who raised our awareness of both the beauty and the fragility of our surroundings. In retrospect, it was a great exercise in self-control to surrender to the movement of the boat. I finally “got it”, Type A as I am. Mentally, I can still go back to the peace of the setting sun in the beautiful sunset of Paraty Mirim.

The little painted caicara boat that I brought home from that day is sitting on my dining room table today. It helps me go back there in my mind. When I think about the locomotion involved in it all- bus, boat, hike, canoe and the plane ride home, the barquinho gave me a real workout then and now a lot of peace.”

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Open Enrollment for Disability Income Plan - NOW!

October is the open-enrollment month for the College’s UNUM Disability Income Plan. During this month, eligible College employees can enroll for the first time or change their protected earnings percentage, e.g., from 50 percent to 40 percent or vice versa or to the lower rate of 25 percent.

Eligible employees are salaried employees who are not participants in the Virginia Sickness & Disability Plan. Enrollments during the open-enrollment month are not subject to any medical review and coverage becomes effective January 1, 2009. Premiums for the coverage are paid by the employee and do not have a pretax option.

Further information on this plan can be found on our NOVA Human Resources Web page. To obtain the UNUM enrollment form and calculate monthly premium costs, please use the following Web site http://w3.unum.com/enroll/VCCS. All forms should be returned to the Human Resources Office.
Virginia Community College System
Chancellor's Commonwealth Professorship and Faculty Fellowship

Opportunities are available for NOVA full-time faculty to apply for two major programs sponsored by the Virginia Community College System (VCCS): the Chancellor’s Commonwealth Professorship and the Chancellor’s Faculty Fellowship.

- The **Chancellor’s Commonwealth Professorship** provides reassigned time, summer stipends and funding for reimbursable expenses over two years for faculty to pursue self-directed projects. Up to three individuals may be designated Chancellor's Commonwealth Professors each year.

- The **Chancellor’s Faculty Fellowship** provides support to faculty pursuing doctoral degrees. The Chancellor's Faculty Fellowship is awarded annually to up to three professional educators in the VCCS.

- Detailed information for the Chancellor’s Commonwealth Professorship and Faculty Fellowship is available online at: [http://www.vccs.edu/FacultyStaff/ProfessionalDevelopment/Scholarships/tabid/387/Default.aspx](http://www.vccs.edu/FacultyStaff/ProfessionalDevelopment/Scholarships/tabid/387/Default.aspx).

Applications for NOVA faculty are processed through the Awards Committee. Those interested in pursuing either opportunity for the next academic year should submit the required materials to George Gonchar, chair of the Awards Committee, at gggonchar@nvcc.edu by November 10.

-A Word to the Wise-
Disability Services: Testing Accommodations

One of the most frequent accommodations provided to students with a variety of disabilities is some form of testing accommodation. Arrangement of services and support may be needed, and a range of models may be used, from testing done within the disability services office to testing overseen by a free-standing testing center, to testing accommodations provided directly by faculty. Members of the Disability Services Leadership Team and Learning Resource Services will be hosting an audio conference on **November 18 from 2:00 p.m. to 3:30 p.m.** on the Annandale Campus with funding support from the Office for Training and Development to learn more about appropriate testing accommodations. This interactive audio conference will discuss the assignment of accommodation for testing, the relative merits of various testing models and organizational features of a functional and credible testing accommodations program.

**Seating is limited with preference for attendees from Disability Support Services and Learning Resource Services.** If you would like to participate in this audio conference, please e-mail Carol Sweetser at csweetser@nvcc.edu to reserve your seat.

Do you have a question regarding working with students with disabilities? If so, e-mail Sweetser, special assistant for College-Wide Disability Services. Anonymity will be respected, but please provide your Campus. Check out future editions of *Intercom* for answers.
Standards of Conduct Training

Standards of Conduct training is scheduled for college employees. It will be led by Marleen McCabe, associate director of human resources for employee relations. All who supervise or manage classified staff would benefit from this workshop. This class pertains to the state's progressive disciplinary process. A key learning objective is to enable supervisors to assess the appropriate course of action to take when addressing performance and conduct issues with their employees.

Please see the attachment section for the workshop schedule, additional information and registration procedures.

NVCC Educational Foundation Grant Funding Available
APPLY NOW!

The Board of Directors of the NVCC Educational Foundation has allocated $50,000 for the 2008-2009 academic year for program grants. These grants will help meet some unbudgeted needs. Last year the Foundation funded 29 grant proposals totaling $50,000 and representing each of the six campuses. Previous grant recipients must file a follow-up report with the Foundation Office before the December 19 deadline to be eligible for the 2008-2009 awards program. The NVCC Program Committee will meet at the end of January to make its selections. The deadline for submitting NVCC Educational Foundation program grants is December 19:

Proposals should include:
• A narrative description of the project (two typed pages maximum).
• Two printed copies.
• Method(s) of evaluation.
• Availability of other sources required (space facilities, equipment, computer time, clerical assistance, etc.)
• Whether this grant is the sole basis of funding or have other sources been secured.
• Budgetary details on how the grant will be spent.
• How this grant will benefit the Campus and/or College as a whole, and how will this proposal benefit students.
• Approval of the appropriate division chair/supervisor or provost, where applicable.
• Information technology requests must be approved by the Vice President for Information Technology.

The maximum grant is $2,500. Travel, release time and equipment are eligible for funding, but release time will not be available until the fall 2009 semester.

Please submit applications to Michelle Beaini, NVCC Educational Foundation, Brault Building, Room 312 or call 703-323-3023 for additional information.

Virginia Optional Retirement Plan  Open Enrollment

October is Optional Retirement Plan (ORP) Open Enrollment for faculty members who are participants in the Commonwealth of Virginia Optional Retirement Plan for Higher Education (ORPHE). Please find more information in the attachment section detailing the ORP open enrollment procedures and deadline.
Northern Virginia Community College
Annandale Campus Music Program

Presents

A Faculty Showcase Concert
by The Annandale Players

TUESDAY, OCTOBER 21, 2008
7:30 p.m. Ernst Center Theatre
8333 Little River Turnpike, Annandale

Solo & Chamber works by J. S. Bach, W.A. Mozart,
Enrique Granados, Johannes Brahms and more

Featuring
Dr. Sonya Suhnhee Kim, Piano/Artistic Director
Professors Rosemarie Houghton, Soprano,
Linda Capusciarz, Cello, and
Julie Hahn, Piano

Admission Free

Garage Parking $1.00 per hour
Information: 703.323.3114
Mark Plotkin is a political commentator and analyst for WTOP Radio and is heard each Friday morning on The Politics Program with Mark Plotkin. Mr. Plotkin came to WTOP after ten years on the air at American University's NPR affiliate WAMU. He was present at the 1968 Democratic convention in Chicago and has been involved in politics and political reportage ever since.

FREE FOR CAMPUS AND COMMUNITY
NOVA-LOUDOUN CAMPUS - 1000 BYRD HIGHWAY - STERLING, VIRGINIA

TUESDAY, OCTOBER 28
2 PM WADDELL THEATER
DID YOU KNOW???

Your spouse and children receive **FREE EDUCATION** if you are 100% disabled from combat.

*Up to age 29 for children. No age limit on spouse!*

**GET THE INFO!!!**

**MILITARY APPRECIATION DAY**

**ARMY**  **NAVY**  **AIR FORCE**  **MARINES**  **COAST GUARD**  **ARMY NATIONAL GUARD**  **AIR NATIONAL GUARD**

03 Nov 2008
11:00 - 3:00

**Questions?**
Diane Malone
(703)878-5748

**Refreshments**
ALL branches of service!!!

Information regarding
Vocational Rehabilitation Services

DAV (Veterans Advocate)

VFW (Veterans Advocate)

CONAP

State Veterans Representative to talk about Military Survivors Education Benefits Program

Financial Aid Representative
NOVA Manassas Symphony Orchestra

James Villani  Music Director

Symphonic Elegance

November 8, 2008 — 8:00 PM

Overture to La Gazza Ladra – G. Rossini

Dances from a New England Album, 1856 – W. Bergsma  Guest Conductor, Michelle Rupert

Cello Concerto No. 1 in C – F. Haydn
Guest Soloist, Heleen Du Plessis

Symphony No. 8 in G Major – A. Dvorák

Grace United Methodist Church
9750 Wellington Road, Manassas

Cello soloist Heleen Du Plessis will perform Haydn's Cello Concerto No. 1 in C. Ms. Du Plessis is a well-known performer in her native South Africa and has appeared as a soloist and in ensembles worldwide.

Adults: $10  Seniors: $5
Students & Children: Free
For information:
Phone 703-257-6500 x47737

Tickets are available at the door the evening of the concert. To purchase single concert tickets or season tickets in advance, please e-mail: tickets@manassassymphony.org

Be sure to visit the Art Beat Gallery display in the lobby before and after the concert and during intermission. Artwork will be available for purchase.

Member of and partially funded by the PWC Park Authority Arts Council
Reception following concert sponsored by Lockheed Martin

WWW.MANASSASSYMPHONY.ORG
Northern Virginia Community College offers a Speakers Bureau as a community service to help meet the cultural and educational needs of residents and organizations in the College’s service area. The NOVA Speakers Directory lists faculty and staff who are willing to share their expertise at meetings of civic and professional associations, non-profit organizations, school groups, government agencies, and other community gatherings in the Northern Virginia area. Participating in the NOVA Speakers Bureau is a great way to gain positive exposure for both yourself and the College!

Name: ___________________________ Campus: ___________________________

Title: ___________________________ Department: ___________________________

Office phone: ___________ (Not for publication) Home phone: ___________ (Not for publication) Email: ___________ (Not for publication)

Degrees or area(s) of expertise __________________________________________________________

Indicate primary areas(s) of interest or specialization under which you wish to be listed in our directory (e.g., career development, health and fitness, women’s issues, management, finance, etc.):

___________________________________________________________________________

___________________________________________________________________________

List specific topics about which you are willing to speak, or a short description:

___________________________________________________________________________

___________________________________________________________________________

Additional information:

___________________________________________________________________________

___________________________________________________________________________

NOVA maintains the Speakers Bureau as a free service to the community. Please remember that when you agree to be a speaker for Northern Virginia Community College, you have a responsibility to make yourself reasonably accessible to our local groups who request your services. You do however, have complete control over which requests you choose to accept. We appreciate and value your willingness to participate in this worthy College cause, and encourage all of our administrators, faculty and staff with special skills and interests to share them with our local civic organizations!

Return to Public Information and Publications in Room 210 – Brault Building, Annandale.

For more information call 703-323-3196.
October is Open Enrollment for Faculty members who are participants of the Optional Retirement Plan for Higher Education (ORP). The two providers available to Plan participants are Fidelity Investments and TIAA-CREF. For information on the providers visit their Web sites at http://www.fidelity.com/atwork and http://www.tiaa-cref.org. For information on the Plan investments available through each provider, obtain an enrollment package from your Human Resource office.

To change providers during Open Enrollment, please complete the Provider Change Form and the enrollment and beneficiary forms for the provider you have chosen (unless you have an existing account with that provider). These forms may be requested from your Human Resources office and must be completed and returned to the attention of Janice Cottingham in HR by the last business day in October. Be sure the applicable Plan Number appears at the top of your enrollment form.

<table>
<thead>
<tr>
<th>Provider</th>
<th>Plan Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fidelity Investments</td>
<td>89755</td>
</tr>
<tr>
<td>TIAA-CREF</td>
<td>101850</td>
</tr>
</tbody>
</table>

In making your selection you should be aware of the difference in fee structure for the two providers. You should review the prospectuses for the funds you are considering for more information about short-term trading fees or investment restrictions.

- Fidelity – In addition to the management fees associated with each investment, Fidelity will charge a $12.00 per year administrative fee. This fee may be waived as assets under management grow.

- TIAA-CREF – No administrative fee is charged. The only expenses to participants are those associated with the investments.

The change of provider you make during Open Enrollment will be effective for ORP contributions sent to the provider on your behalf on or after January 1.

Remember - in order for a provider change to take place, your signed Provider Change form and Enrollment and Beneficiary forms for your new provider must be received by your Human Resource office by close of business on the last business day in October.

Please contact Janice Cottingham (jcottingham@nvcc.edu) in Human Resources with any questions.
Standards of Conduct: Using the Progressive Disciplinary Process to Influence Change in Performance.

Sponsored by: NOVA Human Resources Department

**Audience:** Any supervisor or manager (faculty and classified staff) who manages classified staff.

**Facilitator:** Marleen McCabe, Ph.D.
Associate Director Employee Relations

**Workshop Objectives:** By the end of this workshop, participants will be able to...

- **Identify** the steps in the Progressive Disciplinary Process.
- **Identify** the applicable violation category(ies) according to policy.
- **Assess** the most appropriate course of action to take when addressing performance and conduct issues.
- **Identify** at which stage in the coaching/disciplinary process managers want to and need to contact HR for assistance.
- **Clarify** the need for “due process.”

Pre-registration is needed for effective planning purposes.

All registrations will be acknowledged by return e-mail. Room location will be provided in your registration acknowledgement. Please e-mail registration:

**TO:** hrdtraining@nvcc.edu
**CC:** (your supervisor, if required by that individual)
**SUBJECT:** Standards of Conduct at NOVA
**BODY:** Please list session time you plan to attend

<table>
<thead>
<tr>
<th>NOVA Campus</th>
<th>Date and Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annandale</td>
<td>Wednesday, October 22nd</td>
</tr>
<tr>
<td></td>
<td>9:00 A.M. – 11:00 PM. or 1:00 P.M. – 3:00 P.M.</td>
</tr>
</tbody>
</table>
New York City Trip
November 7-9

Sponsored by the Annandale Office of Student Activities & Adventure Unlimited

Look at What’s Included!
Round-trip motor coach transportation
Two nights hotel accommodations in NJ
2 Buffet breakfasts at the hotel
2 Dinners: Dinner at the Hard Rock Café, Medieval Times Dinner & Tournament
Free time for sightseeing and shopping
Admission to Top of the Rock
Radio City Music Hall Tour
Narrate boat cruise around Manhattan
Ferry ride to the Statue of Liberty and Ellis Island
All taxes and meal gratuities

Contact: Jessie Zahorian, Counselor for Student Activities/Events, 703-323-3484, jzahorian@nvcc.edu, or CF 226/228.

Payment is due in full by Friday, October 3th. Payment is due in full to reserve your space! Same sex rooms only. Friends may attend. Come to the Office of Student Activities CF 226/228 to reserve your space.

Price per person includes everything listed above depending how many people are in each room:

Quad (4 adults per room) $339 PER PERSON
Triple (3 adults per room) $369 PER PERSON
Double (2 adults per room) $389 PER PERSON

Make Checks payable to Northern Virginia Community College. Credit Cards are accepted as well. The bus departs at 10:00 a.m. on Friday, November 7th in front of the Cultural Center.
The Supervisory Training Certificate Program is being offered to NOVA employees with people management responsibility. The following details will guide you through the process of registering for the program, and answer questions you may have relative to eligibility, time, requirements, etc. Please remember that all candidates must have the approval and endorsement of their supervisors in order to attend the program.

The Certificate Program consists of nine modules, the first 5 are presented as a series.
Module 1 – The Keys to Successful Supervision at NOVA
Module 2 – Human Relations and Effective Communications
Module 3 – You the Manager and Leader
Module 4 – Leading
Module 5 – Mistakes to Avoid

Module 6 – Preventing Sexual Harassment
Module 7 – Preventing Employment Discrimination
Module 8 – Conducting the NVCC Performance Appraisal
Module 9 – How to Hire the Best People

Supervisory Training Certificate Program - Frequently Asked Questions

Q: Is the certificate program just for Supervisors or can anyone attend? A: You must be a Supervisor to be eligible for this certification. To receive the supervisory training program certificate all nine modules must be completed. Modules 1-5 are for Supervisors only. Modules 6, 7, 8 and 9 are open to any employee of the college.

Q: How is the supervisory program laid out? A: The entire program includes nine separate modules. Modules 1-5 are presented as a series and are facilitated by Workforce Development/Continuing Education - Annandale. Employees who are accepted into the certificate program must commit to completing each of the five modules in the series. Modules 6 and 7 are online self study. Modules 8 and 9 are instructor lead workshops.

Q: How much time is involved? A: The five session series will meet from 9 A.M. – 4 P.M. once a week for five consecutive weeks. This semester, our course kicks-off Tuesday, October 21, 2008 and will convene in an Annandale, Virginia location to be announced. Modules 6 and 7 will be self – paced and will take about an hour and half to complete. Modules 8 and 9 are about 2 hours in length and will be conducted by members of the HR department at various campuses, with dates and times to be announced.

Q: Is there any cost to me involved? A: HR Professional Development is paying all costs.

Q: How do employees register for the certificate program? A: This registration is for the 5 module series only. Registration for the other modules will occur at a later date.
(1) Send an e-mail to: HRDtraining@nvcc.edu
(2) Cc: Your Immediate Supervisor;
(3) List the campus and department/division for which you work. Briefly describe your NOVA supervisory experience mentioning the number and level of employees under your supervision. Remember to include a statement that verifies you have approval and endorsement of your supervisor to attend all five course sessions.
Q: What are the learning objectives and what will be covered in each module? A: Participants will understand the roles and responsibilities of managers and leaders; develop skills in communication, leadership, managing, organizing, and controlling operations; understand the importance of sharing the vision and mission of the organization; learn the importance of human resource management functions; understand the importance of EEO law and its implications to all organizations; develop an understanding of budget responsibilities; develop skills in human relations.

Tuesday, October 21, 2007 The Keys to Successful Supervision at NVCC
The skills, knowledge, and abilities of a manager
Organizational vision and mission
Transitioning to the management position
Productivity through people
Foundations of supervision
Creating a productive work environment

Tuesday, October 28, 2007 Human Relations and Effective Communications
Effective team building
Communicating your message
Dealing with problem employees
Staffing
Delegation
Performance appraisal

Tuesday, November 4, 2007 You the Manager and Leader
Using knowledge power
Learning to concentrate
Goals and planning
Ideas and opportunities
Setting Priorities
Time management
Making decisions

Tuesday, November 11, 2007 Leading
Managers vs. leaders
Entrepreneurship
Change management
Attitudes towards change
Management burnout
Revisit vision and mission

Tuesday, November 18, 2007 Mistakes in Supervision to Avoid
Failing to understand people
Failing to listen to others
Failing to communicate what you mean
Leading is not just management
Failing to develop employees
Too soft or too hard?

Q: Who should I contact if I have additional questions about this program? A: If by e-mail, send your questions to HRDTraining@nvcc.edu. By telephone, call Kathy Weiner in the Professional Development Unit 703-323-4247.
Seminars to Help You Prepare for Your Future Financial Needs

Virginia Retirement System (VRS) will be conducting preretirement educational seminars in the NOVA area.

1. **Tuesday, September 16, 2008**: Annandale campus, Ernst Community Cultural Center.
   - **8:00 a.m. to 12:00 p.m.**: are for employees to develop early in employment history the value of a pension plan and associated benefits such as life insurance and long-term care.
   - **1:00 p.m. – 4:00 p.m.**: GCS are referred to as Group Counseling Sessions aimed at the employee who is seriously thinking of retirement within the next five years. Employees and spouses are encourage to attend these sessions.
   - The registration site form is found on the VRS website, [www.varetiere.org](http://www.varetiere.org), under planning for retirement. The local number to call for registration details is 703 323-3281.

2. **Wednesday, October 22, 2008**: Manassas Campus in the Colgan Theater.
   Virginia Retirement System in conjunction with Great- West Services will conduct a Regional Enrollment/Educational seminar on the Commonwealth of Virginia’s Deferred Compensation Plan. This plan is commonly referred to as the 457 plan. With few exceptions, all employees are eligible to participate in saving additionally for retirement using the pretax benefits of the plan.
   - The presentation is broken down in three sessions focusing on Plan Features & Benefits, Successful Account Management and Understanding Distribution Options.
   - The seminar begins at 9:00 a.m.
   - Employees may attend one, two or three of the presentations with no Pre-registration required. For further information, check the plan’s Web site, [www.vadcp.com](http://www.vadcp.com).