2008 Fall Convocation: The Path to Achieving the Dream

President Robert G. Templin, Jr. speaking at the 2008 Fall Convocation.  
Photo by Kevin Mattingly

At this year’s Fall Convocation on August 21, the emphasis centered around NOVA’s strides toward Achieving the Dream (AtD) – for students, faculty and staff. President Robert G. Templin, Jr. gave his fall address and charge to the faculty. In keeping with tradition, the convocation was an opportunity to recognize the exceptional accomplishments of NOVA faculty and staff.

NOVA also welcomed the expertise of Valencia Community College’s Julie Phelps, AtD project director and mathematics professor, and Terry Carles, East Campus Learning in Community (LinC) coordinator and student success professor. Their presentation provided a road map to closing the achievement gap for students. Through data analysis, strategic planning, informed and participatory implementation, Phelps and Carles explained how...
Valencia has reached new heights in student success. In outlining three of their college’s identifiable gaps in achievement – between under prepared and college-ready students, between racial and ethnic groups and between math course success rates and rates of other disciplines – the pair provided insight as to how they got closer to the “dream.” They gave examples on how Valencia has addressed these challenges. Some of those included having targeted courses, providing supplemental learning (SL) in which trained peer students who have successfully completed a course are paired with students as mentors and providing LinC opportunities, where two courses are combined and students enroll in both classes as faculty collaborate to provide integrated outcomes. They also noted the importance of new student orientation in which deadlines are stressed as “real,” and the concept of “Start Right,” where in students are not allowed to add classes after the first class has met.

It was truly an exceptional day for all who attended, and it inspired NOVA faculty and staff to continue to enrich the lives of students and “achieve the dream” through increased student success.
President Templin Appoints New Vice President of Financial and Administrative Services

Following a national search, this week President Robert G. Templin Jr. named Miguel Angel Garcia as the vice president of financial and administrative services. Garcia will begin his new position on October 1.

“We are pleased to have Mr. Garcia join NOVA,” Templin said. “With his strong background in higher education and finance, we expect Miguel to make a positive impact on our organization right from the beginning.”

Garcia is an accomplished financial executive with more than 15 years of experience in higher education, banking, real estate, bond servicing and credit unions. He comes to NOVA from The Polytechnic University of Puerto Rico in San Juan, where he was vice president of finance and administration for six years, responsible for the fiscal management of all university units and services. With a strong background in reengineering practices, he revamped the administrative and financial functions and was instrumental in the purchase and implementation of an enterprise resource planning (ERP) system, resulting in a financial surplus. He started his higher education experience as a professor and lecturer at the School of Management.

Reflecting on his experience, Garcia said, “I made a successful transition from the corporate culture to higher education due to a personal motivation of representing an industry that empowers determined people to achieve their life goals through education. At Polytechnic University of Puerto Rico, a majority of graduating students are first generation university graduates. My personal background identifies me immensely with these students as I am a first generation university graduate after my parents immigrated to the United States during the fifties to pursue the American dream.”

The vice president of financial and administrative services is the College’s chief financial officer. He reports directly to the president and is a member of the College’s Administrative Council. The position is responsible for operational excellence and efficiency and serves as the primary support to the College’s leadership in identifying, obtaining and allocating the resources needed to achieve NOVA’s mission and the goals of the College’s strategic plan, “NOVA 2015: Gateway to the American Dream.”

“I welcome the opportunity to be part of NOVA’s strategic vision, a philosophy that reflects the growing multi-cultural population in Northern Virginia,” Garcia said. “My strong financial management background in reengineering, banking, bond servicing, real estate development and multi-campus administration in higher edu-

Continued to page 4
Electronic Substitution Request and Graduation Application

Electronic versions of two NOVA forms, the substitution request (NVCC 125-32) and the graduation application (NVCC 125-64), have replaced the current paper forms. The new electronic forms will eliminate the delays and frustrations that were too often part of the old process. Faculty and students should begin using the new electronic versions immediately.

Advisors can now initiate a substitution request by completing an electronic form that will go directly to the approving deans and, if approved, to the Central Records Office (CRO). After submitting the request, advisors will receive an e-mail with a link to a tracking screen so that they can follow the progress of the request. Deans will receive an e-mail directing them to the request; they are asked to act on substitution requests within three days after receiving the notification. Substitutions are posted to the student’s record on the next business day after they are received in the CRO. Once posted, they can be seen in the student’s Degree Progress Report.

Advisors should submit substitution requests as early as possible in the student’s program to help students choose their NOVA classes wisely.

The new graduation application will be initiated by students and will also go directly to the CRO. When students submit the form, they will receive an immediate confirmation that they can print for their records. The information will be stored in a database that ensures that we have accurate information about potential graduates. The database will be used to prepare the Commencement program and to communicate with students. Students are strongly encouraged to meet with their advisors before applying and advisors will be copied on all CRO communication to the student.

Graduation application deadlines are October 1 for fall graduation, March 1 for spring graduation and June 1 for summer graduation.

The graduation application and FAQs are available at http://www.nvcc.edu/current-students/graduation/index.html. Navigation from the home page is under “Current Students” and then click “Graduation.”

The substitution request and FAQs are available at http://www.nvcc.edu/faculty-and-staff/policies--forms/course-substitution/index.html. Navigation from the home page is under “Faculty and Staff,” then click “Academic Advising” and then “Course Substitution.”

Both forms can also be found in the online forms library at http://www.nvcc.edu/forms/.

Wanted! A Few Good Speakers

NOVA is looking for a few good speakers for inclusion in the next edition of the Speakers Directory. If you have a personal or professional interest in any subject, ranging from Arabic to zoology, Cajun cooking to quilting - we want to hear from you!

Our speakers serve as roving ambassadors for the College, presenting short programs at meetings of local educational, service or cultural organizations. Everyone is welcome to become a part of NOVA’s Speakers Bureau - faculty, administrators and classified staff. All you need to do is submit the form in the attachment section.

For more information, contact Katrina Baskfield or Lynne McCormack at 703-323-3196.
“I’m a college student, now!” Just saying it gets the heart pumping faster. More than 400 students attended the Loudoun Campus’ seven New Student Orientations (NSO). New students and parents were guided through a full day of activities facilitated by NOVA staff and faculty, including campus tours, academic advising and registration of classes, student-to-student panel discussions, a mock class and a networking lunch.

The New Student Orientations were designed to provide consistent, accurate and timely academic and enrollment information to students actively completing enrollment tasks, while creating an enjoyable and welcoming environment. Student Orientation Assistants (OA’s) leading tour groups introduced students and parents to Campus Offices, the Bookstore, Counseling, the Library, Campus Police, the Waddell Art Gallery and Information Services. Meeting staff in their offices was an effective way to connect “campus people with campus places,” which is a part of the Loudoun Student Services philosophy.

In student evaluations, 69 percent of student respondents

Continued on page 6

Pictured above: New students and parents eagerly sit and listen to the endless possibilities at NOVA.

Dean of Students Kirk A. Nooks talks with students and parents about finding the right path at NOVA Loudoun and their commitment to student success.
identified themselves as “Not Ready” to begin at NOVA Loudoun before attending New Student Orientation. 92 percent of student respondents identified themselves as “Ready” to “Very Ready” to begin at NOVA Loudoun after attending New Student Orientation. 91 percent of student respondents stated they had a clear understanding of their academic goals at NOVA Loudoun in the fall semester and 83 percent of student respondents stated they were confident that they registered for courses that met their academic goals.

Dean of Student Services Kirk A. Nooks energized students and parents alike with his high intensity welcome address. Nooks encouraged students to get involved in student clubs, choose friends carefully and stay true to their academic goals while others place roadblocks before them. “I liked the Dean’s speech. It was both fun and helpful, and dare I say, inspiring,” wrote one student. Another student commented, “Orientation at NOVA was great! I got the hands on experience on the Campus and all. I feel much better about coming to NOVA now; I can’t wait until classes begin.”

Students attending NSO were taught how to find information related to financial aid, degree programs, the Family Educational Rights and Privacy Act (FERPA), transferring and tutoring. They were encouraged to get involved via a panel discussion by current students, staff and faculty. The student panel impressed on students the need to be academically successful and personally engaged to have a true college experience.

In an on-going endeavor to improve student leadership at Loudoun, OA’s were given responsibilities in all aspects of the NSO. OA’s presented scholarship/financial aid information during group advising sessions, supported students as they registered for classes in My NOVA, led campus tours, staffed registration tables and provided outreach during phone and e-mail campaigns. OA’s were the backbone of the NSO program at the Loudoun Campus. “The OA’s were just outstanding! I think students are inured to hearing advice from adults. Our message was a lot more compelling from people in their own peer group,” commented Counselor Stuart Bowen. When asked about her favorite aspect of NSO, OA Arfa Dhillon said, “teamwork, no matter how large the crowds or what tasks needed to be done we were a team and worked together.”

Loudoun’s seven New Student Orientation sessions were designed and facilitated by Enrollment Specialist Matthew Niziol and Student Activities Coordinator Tiffney Laing. Orientations began at 8:30 a.m. and concluded at 2:30 p.m. Students registered online for orientations that spanned three months from June through August. Direct hands-on support to students and parents came from Student Services Specialists, Counselors as well as the Coordinator of the Student Services Center Renee McLaurin, Director of Testing Donna Carlton, Financial Aid Advisor Clint Young and Mathematics Faculty Jane Serbousek, as well as Jennifer Reynolds (Library), Zoe Sowers (Computer Labs), Heidi Phelps, Joe Proctor and Jimmy Cooper (Buildings & Grounds) and many other staff and faculty.

Thanks to all for making seven Loudoun Campus New Student Orientations possible and a huge success.
NOVA Adjunct Faculty Receives Presidential Award

Matt Reres, an adjunct faculty who has taught business law at the Manassas Campus for 30 years, has once again received the rank of Presidential Distinguished Executive, the highest civilian award for a senior executive in the federal government. The award, conferred by the President at the White on only the top one percent of all senior executives, honored Reres for his service as the deputy general counsel (Ethics & Fiscal), Office of the Army General Counsel, Pentagon. The honor came with a lump-sum payment of 35 percent of base pay. Reres was recognized for his achievements as the final legal authority in the Army for the more than 175 billion dollars in annual appropriations that supported Army programs and America’s soldiers executing land combat operations as well as for leading an ethics program that applied to more than 1.2 million uniformed and civilian employees serving worldwide. Reres was previously honored as a Distinguished Executive in 2002 and as a Meritorious Executive in 1996.

In addition to his civilian career, Reres served on active duty and the Army Reserves as a judge advocate officer. After 31 years of service, he retired with the rank of colonel. Among his military decorations, Reres received the Legion of Merit, the U.S. Army Meritorious Service Medal, the Army Commendation Medal, the Army Achievement Medal and the Good Conduct Medal.

Congratulations on this outstanding accomplishment.

Mirrors Reflect Artist’s Bright Outlook

“Mirror, Mirror on the Wall,” currently on exhibit at the Manassas Campus, features artwork by student Marian Jackson who painted a variety of themes on wooden frames surrounding mirrors. The designs are done with acrylic paint and ink.

“The technique I use involves etching, painting on the glass and painting directly on the wood,” Jackson said.

Each creation focuses on one motif that could be almost anything from angels to animals, cartoon characters or musical instruments. When asked which mirror is the “fairest of all,” Jackson replied, “My favorite themes are things that bring happiness either through the subject or the bright colors.”

Randy Michener will host a reception for Marian Jackson’s art exhibit on September 10 at 11:30 a.m. in the Colgan Hall exhibit space.
On August 16, 42 new adjunct faculty members participated in the Annandale Campus New Adjunct Faculty Orientation and the various workshops that followed. This program is offered twice a year (August and January) and is designed to give new Annandale faculty a chance to meet each other, get acquainted with NOVA and prepare for the upcoming semester. Thanks to all who participated to make this a fantastic success.

Pictured above: New Annandale Campus adjunct faculty.
Photo by Judith Gustafson

Pictured right: Business faculty Rick Tittmann talks with new Annandale adjunct faculty.
Photo by Judith Gustafson
On August 27, the Woodbridge Campus Open Computer Lab (OCL) opened its doors to a newly renovated lab. Now with ample space, students enjoy the benefits of more than 70 new computers, five printers and a flat panel television for updates and information.

*Pictured top: OCL Supervisor Sally Cool and OCL Manager Maria Watson host the Open House.*

*Pictured bottom right: Woodbridge Campus students.*
Annual McDiarmid Building Third Floor Block Party

Staff and faculty with offices on the third floor of the McDiarmid Building on the Annandale Campus have a tradition of getting together for a Third Floor Block Party at the start of each semester. The party is a potluck celebration and an opportunity for faculty and staff from each of the four divisions and student services to meet one another and to visit.

Philip Tirpak, a new full-time communication faculty member (Liberal Arts), talking with Lisa O’Quinn, credit program developer (Business and Public Services).

Joey Horobetz, English (Languages and Literature) talks with Don Goral, mathematics (Math, Science and Engineering).

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!
NOVA/VCCS Collaborative Course Wins International Award

MERLOT 101 Online, born in NOVA’s Technology Applications Center (TAC), has won the MERLOT Innovation Award. The Innovative Use of MERLOT Award is given to an individual, department or program that demonstrates novel, comprehensive or creative usage and/or application of MERLOT materials and services. This year’s winner is the Virginia Community College System (VCCS) MERLOT Team - Laura Franklin (AL), William Paquette (Tidewater Community College), Marty Zahn and Idana Hamilton (Southwest Virginia Community College). Through the faculty development course, MERLOT 101 Online, authored by Franklin and delivered from NOVA, the VCCS team has provided professional development to hundreds of VCCS faculty across the Commonwealth for several years. Franklin, who delivers the course through Blackboard, is the lead while the other members of the VCCS MERLOT Team participate in the course as guest expert users. MERLOT 101 is a unique, three week online course that assists faculty in building a collection of online learning materials relevant to their disciplines while engaging them in actively using and contributing to MERLOT. During the course of the class, it becomes a learning community for the faculty who participate. The VCCS MERLOT Team all come in virtually and help the participants become proficient MERLOT users online. The Technology Applications Center will offer MERLOT 101 online again this fall beginning October 8. Sign up on the TAC site at http://tac.nvcc.edu/tactraining/fa08.

LexisNexis - Ready and Waiting

NOVA Libraries have subscribed to LexisNexis for just over a year. Have you used LexisNexis yet? Maybe you are not sure what LexisNexis is and what great things you can do with it. LexisNexis is one of the most powerful and comprehensive databases available in higher education, and includes access to major U.S. and international newspapers, legal information like federal and state cases, federal code, international law from Canada and the European Union, business information like U.S. Securities and Exchange Commission (SEC) filings, company profiles, investment information, as well as a full range of biographical data from sources like Who’s Who. So what can you use LexisNexis for? Track the market performance of parts of your financial portfolio, read what French and Spanish writers think of Barack Obama from papers like Le Figaro and El Pais, search landlord-tenant case law to see if you can sue your landlord for those bugs in the kitchen, check the state code to see if you can tell your neighbors the statute requires them to shush after 10:00 p.m., read the text of the recent Supreme Court case striking down the D.C. gun laws, read Governor Tim Kaine’s Who’s Who entry, catch up on news stories from The Roanoke Times to prepare for your Peer Group and more. Ideal for LGL, ADJ, BUS, MKT, ACC, ENG and PLS classes. Questions? Contact your Campus Library: http://www.nvcc.edu/Library/campuslibraries.htm.
Alexandria Campus Library staff have been planning how the space left vacant by units moving to Phase III could be converted to much-needed additional library space for students. In fall 2007 the library staff conducted surveys and focus groups to gather student input about possible uses for the re-purposed space. Student feedback was assembled to create a plan for the creative reuse of library space. The Library was able to open five Group Study Rooms, create a Reading Room featuring comfortable seating adjacent to the Popular Reading and the Periodicals collection, as well as form a study room with wired carrels for laptop use. Library staff also moved into new or expanded offices to provide needed processing and work space, as well as consultation areas for the librarians. Student reaction so far has been positive. One student said “it sounds like a Library in here now!” Another student happily pleaded, “Please buy more of these chairs.” The Alexandria Campus Library celebrates these first steps to enhanced student spaces and services. To read more and view pictures, visit the Library blog: http://alexandrialibrary.blogspot.com/. 

Photo by Jeremy Huntsinger
Sixty-six new faculty hired last August and January were invited to attend the third and final New Faculty Orientation session held August 22. Included in the presentations were talks from President Robert G. Templin, Jr. and Executive Vice President John Dever. Faculty participated in sessions ranging from how to get promoted, win grants, participate in faculty learning communities, develop blogs, wikis and podcasts, respond to students with mental health issues and balance work and life.

Participants’ evaluations included the following, “Orientation III was the best. We were a bit more prepared and seasoned than [the] last two orientations,” “I loved this session. It is a perfect start to the school year” and “Bob Templin’s attitude, ideas and initiatives make me even prouder to be a NOVA employee.”

Copies of presentations and handouts are available on the CETL Web site, http://www.nvcc.edu/CETL.
Faculty from the Mid-Atlantic region gathered together on August 19 at the Alexandria Campus to discuss practical ways to integrate civic responsibility into the curriculum. Facilitators were Gail Robinson, program director for Service Learning, American Association of Community Colleges (AACC), and Emily Morrison, director of the ISCOPE Program at The George Washington University. Participants focused on using service learning to promote civic engagement and to increase meaningful involvement between colleges and communities. Participants had lively discussions about higher education’s role in promoting citizenship and distinguishing charity and social justice.

This workshop was made possible for Achieving the Dream institutions through AACC’s Community Colleges Broadening Horizons through the Service Learning initiative. NOVA’s Center for Excellence in Teaching and Learning co-sponsored the event. Many thanks to Frances Villagran-Glover (AL), interim dean of students, for hosting the group.
Annandale Campus Staff Featured in Jet Magazine

Mynora Joyce Bryant (AN), coordinator of counseling, is featured in the recent Jet Magazine article titled “Sigma Gamma Rho Celebrates 52nd International Boule.” Bryant is featured as the immediate past international grand basileus (president) of the historic sorority. To learn more about getting a copy, go online to http://www.ebonyjet.com/.

NOVA Represented at National Career Development Association

Pathway Counselor Ellen Fancher-Ruiz (AN) and Career Coach/Parent Educator Louise Berns Robinson (CS) represented NOVA at the National Career Development Association (NCDA) Global Conference on July 9 in Washington, D.C. They presented a session titled “Providing Career Support for Teens and Parents from Single-Parent and Immigrant Households.” They discussed their research related to the topic and described ways parents and counselors can foster the career and academic development of adolescents. They also highlighted two innovative NOVA partnerships - the Career Coach Parent Education Program and the Pathway to the Baccalaureate Program.
Annandale Campus Library Teams Up with Dr. Seuss to Welcome Students

As part of the Annandale Campus Week of Welcome Decorating Contest, the Annandale Campus Library mounted an exhibit called “Oh the Places You’ll Go – At the Annandale Library!!” Library staff mined their home bookshelves for their favorite Dr. Seuss stories and used them as jumping off points to create an exhibit highlighting college success strategies and supporting the first-year student. The exhibit includes selected items from the Annandale Library’s rich collection of print and multimedia materials that concentrate on fostering student success, developing critical thinking skills and making the most out of the college experience. All of this is done with a whimsical Seuss-ian touch, using different stories to illustrate various aspects of college level research.

“Too Many Daves” reflects on the challenge of narrowing a research topic (Mrs. McCave had 23 sons and she named them all Dave.). “Green Eggs and Ham” is tweaked to address students’ aversion to citations (I do not like to cite my work; I do not like it, Sam I Am.). “Oh the Thinks You Can Think!” helps students consider different words that a database may use to describe their topic (Oh the thinks you can think up if only you try!).

The exhibit, which won the contest’s grand prize, will be on display through the end of September. It was coordinated by Librarian Elizabeth Dellavedova but was truly a collaborative team project involving all of the library’s staff. Come by and check it out – let the good Dr. enliven your research and awaken those brain cells in that delightfully silly Seuss style!
NOVA Community Chorus Performs in the Leipzig International Choral Festival

Members of the NOVA Community Chorus (AL), directed by Mark Whitmire, participated in Leipzig International Choral Festival in July. They performed at several prestigious venues, including the Gewandhaus (Mendelssohn’s concert hall) and St. Nicholas Church (where Bach conducted his B Minor Mass). You can here recordings of three performances at www.novachorus.org and click on “Reports from Leipzig International Choral Festival.”

National Wildlife Foundation Honors the Woodbridge Campus

Many of the Woodbridge Campus community have enjoyed the beautiful waterfront view. Over the summer, it became a National Wildlife Foundation Certified Community Wildlife Habitat Site. Part of this certification recognizes NOVA’s commitment to creating a place where people, flora and fauna can co-exist and thrive.

The Jane N. Taylor Arboretum has undergone recent renovations and upgrades. It will eventually include a walking path, butterfly garden and sitting area. This past spring, Taylor held a garden party for a group of faculty, staff and students to plant new native trees and other plants.
India Rediscovered: A Summer Well Spent

For four weeks during July, Bev Blois, Meena Nayak and David Whipple took part in the National Endowment for the Humanities (NEH) institute "Past and Present in the Study of India's History and Culture." The institute was conceived and designed by Blois, Nayak, Charlie Evans, Dan Ehnbom (University of Virginia art historian) and David Berry (executive director of Community College Humanities Association), and was funded by the NEH as one of its 12 summer institutes for 2008. Twenty-four college and university professors from across the U.S. (including Whipple) were competitively selected for a four-week experience, in India, designed to enhance the credibility and confidence of instructors teaching undergraduate survey courses that include material about India (for instance world history, world literature, art history, religion and philosophy). The institute convened in Shimla, summer capital of India under the British, for two weeks and New Delhi for an additional two weeks (with a side trip to the Taj Mahal, Agra). Guest scholars presenting seminars included renowned authorities such as Romila Thapar (early India), Ashgar Ali Engineer (Muslim India) and documentary filmmaker Kumar Shahani. While in Shimla, the institute group was honored by a visit from the governor (chief minister) of the state of Himachal Pradesh, himself a former university lecturer. The institute ran smoothly and has received highly positive reviews from participants. This was the first-ever undertaking for the NEH in Asia and, while still overcoming jet lag, Blois and Nayak are already contemplating a second proposal to the NEH for summer 2010.
To celebrate the beginning of the new Associate of Applied Science (A.A.S) in Biotechnology, the Manassas Campus hosted a summer workshop for local high school teachers on July 29 and 30. Fifteen high school teachers attended the event, representing 12 high schools from Prince William, Loudoun and Fairfax Counties. The workshop focused on DNA fingerprinting, a technique used in forensics, paternity testing and genetic studies of diseases such as cancer. During the workshop, led by Biotechnology Outreach Coordinator La Gomez, the teachers participated in lab activities including extracting their own DNA, performing a PCR reaction and running their samples on a DNA analyzer. Attendees received information on NOVA’s Biotechnology program as well as opportunities to bring information about the program to the schools through presentations and workshops. Due to the success of this event and high demand for such teacher-training opportunities, the College Biotechnology Committee is currently planning similar events for the future. For more information on the Biotechnology program, please contact Gomez at igomez@nvcc.edu.
The Loudoun Campus has setup multiple kiosks which use new technology from nComputing which uses virtualization software and hardware that can be simultaneously shared by multiple users. Each user’s monitor, keyboard and mouse connect to the shared PC through a small and very durable nComputing access device. The access device itself has no CPU, memory or moving parts - so it is rugged, durable and easy to deploy and maintain. The result is the lowest possible cost for computing access. Instead of inserting a computer in the kiosks, Loudoun is using a small nComputing device no bigger than a cigar box. You also have to take into account the “green” aspect, which helps save energy over using a constantly running PC.

Kevin Kelley (LO), information technology manager, says the kiosks have a small nComputing access device that allows each client to connect to a single server using terminal server licenses. One server can manage 30 virtual desktops. Kelley mentioned that he is converting the English computer lab into 20 virtual clients. Each workstation will have a keyboard, a monitor and a mouse (but no computer) and be connected to a server using the network which will result in a big savings cost and easier IT support since all are connected to just one computer. Kelley also said he has setup six Internet only thin client workstations in the Library. The Loudoun Campus now has over 30 thin clients, which means money saved from not having to buy 30 computers.

Please see the ATTACHMENT SECTION for various campus events and announcements!
Do Not Miss the Final Weekend of “BARE: A Pop Opera”

As announced in May 2008, NOVA Loudoun Campus College Community Theater (CCT) has joined forces with 2nd Flight Productions, forming CCT with 2nd Flight Theatre Company! The company will present three shows for the 2008-2009 season, beginning with the Northern Virginia and Washington D.C. area premiere of “Bare: A Pop Opera” written by Jon Hartmere and Damon Intrabartolo, music by Intrabartolo, lyrics by Hartmere and directed by Debbie Niezgoda.

The show is set in a Catholic boarding high school, following a group of friends during their senior year. Roommates Jason and Peter (played by Dan Plehal and Ryan Khatcheressian, respectively) have been closet lovers for years, but Peter wants to come out despite Jason’s apprehension and the well-known social stigma associated with homosexuality.

Dan Plehal, a senior at William and Mary College studying theatre, says “Jason, like other characters in “Bare,” is a multifaceted role whose experiences [for] some audience members might not be easily relatable, but with Debbie Niezgoda's direction, we hope to challenge the audience's perception and sympathy, allowing every viewer to find aspects of each character with [which] they can identify." Although this is Plehal’s first experience performing onstage with CCT with 2nd Flight, he feels as though he’s “already part of the existing community and has never been part of a group with such talent and camaraderie.”

Washington Area Theatre Community Honors (WATCH) award winner Khatcheressian, playing opposite Plehal as Peter, is well-known to local audiences. He says, "... the audience will fall in love with [Peter] immediately, his vulnerability and his strong acceptance [of] his personal identity are constant sources of inspiration for the demanding vocal requirements."

Ask someone to explain the plot of “Bare” and you will hear nearly every school cliché in the book: teen pregnancy, drug use and homosexuality - almost the entire canon. Yet it has an enormous cult following (just check Google or Facebook), and it is being performed in an increasing number of venues across the country. So how did such a seemingly clichéd show generate such a loyal and passionate following? In three words? Characters and music. Be in the know and get your tickets now (cash/check at the door and online ticketing orders coming soon).

To reserve media/press tickets or to schedule an interview with the production team or cast members, please contact Leah Aspell, assistant producer and communication director for CCT with 2nd Flight Theatre Company, at leahaspell@gmail.com.

Student Exhibit Documenting the New Northern Virginia Project

Student photographs from the Documenting the New Northern Virginia project are on exhibit until September 10 at the Verizon Gallery on the Annandale Campus. Students photographed the changing physical and cultural landscape of Northern Virginia and considered the purpose and practice of documentary photography. These photographs are the result of four documentary photography classes on the Woodbridge and Alexandria Campuses during the 2007-2008 academic year. Thirty-nine students have photographs in this exhibition. The classes were taught by Gail Rebhan, Charles Kogod and Page Carr. The reception is September 5 from 5:30 p.m. to 7:00 p.m.

The project included course work, guest speakers of local and national prominence, student exhibitions and a Web site. One speaker, Sally Stein, is scheduled for September 23 at 7:00 p.m. at the Woodbridge Campus. We plan to extend the project with a book produced by students, traveling exhibitions and a permanent archive of the work.

For more information, you can view the Web site at www.nvcc.edu/woodbridge/documentnewnv/.
Writing Behavior-Based Evaluation Comments for Classified Employees

The Human Resources Department will offer several workshops for any supervisor or manager (faculty and classified) who manages classified staff. To register, e-mail hrtraining@nvcc.edu and cc: your supervisor, if required, and include: “Writing Behavior-Based Evaluation Comments” in the subject line.

Sessions will take place on each campus. To view the session dates and details, please see the flyer in the attachment section.

Congressman Tom Davis to Speak at Constitution Day Event

You are invited to a Constitution Day event on September 15 at 12:30 p.m. in the CE Forum (AN). Congressman Tom Davis will be the guest speaker.

Since January 2007, Davis has served as the ranking member on the House Committee on Oversight and Government Reform. In this capacity, he has continued to work hard for the nation and the region, securing the passage of critical legislation and making further progress on prior initiatives. Most notably, Davis’ legislation reauthorized the D.C. College Access Act for five years. The enactment of this bill continues the D.C. College Access Program and includes full funding by the Bush Administration for the D.C. Tuition Assistance Grant Program.


Retirement Education Seminars and Group Counseling Sessions

On September 16, the Virginia Retirement System will be hosting a Retirement Education Seminar (RES) from 8:00 a.m. to 12:00 p.m. and a Group Counseling Session (GCS) from 1:00 p.m. to 4:00 p.m. Both events will occur on the Annandale Campus in the Ernst Cultural Center Forum.

For more information on RES and GCS go to http://www.varetire.org/Members/RetPlanning/Index.asp. To register and to view the Annandale Campus map, go to http://www.varetire.org/Members/RetPlanning/Schedule.asp.

Faculty Benefits Orientation: Retirement, Deferred Compensation & More!

Human Resources will host presentations and answer questions about retirement plans, deferred compensation and more. This Benefits Orientations will take place on September 17 and 19 at 9:00 a.m., 1:00 p.m. and 4:00 p.m. All sessions are in the large Boardroom of the Brault Building on the Annandale Campus. Contact Erin Couch at ecouch@nvcc.edu or 703-323-4276 to confirm the date and time you plan to attend.
NOVA Hosts Seminars for Your Future Financial Needs

The Virginia Retirement System will be conducting a pre-retirement educational seminar in the NOVA area. The seminar will be held on the Annandale Campus on September 16.

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.

Entertainment Books Are Here!

The 2009 Entertainment (coupon) Books have arrived! They make a unique holiday gift. The books are available in room 312 of the Brault Building and are $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. The 2009 Entertainment Books may be used immediately, so do not delay – buy yours today.

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 2007 grant recipients must file a follow-up report with the Foundation Office before the December 19 deadline to be eligible for 2008-2009 awards program. The NVCC Foundation 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.
HOT TOPICS

-A Word to the Wise-
Using Videos in Class

The use of multisensory or audiovisual materials in the classroom has many advantages. Audiovisuals can reinforce newly introduced materials and concepts. For many students who have difficulty maintaining concentration, audiovisual materials may increase attentiveness. However, watching videos or DVDs can be frustrating for some students. With a little advance preparation, you can ensure that all students have equal access to these teaching resources.

When possible, order your materials with closed-captioning. While this may cost a little bit more, it aids students who may have auditory processing deficits or those who are deaf or hard of hearing. If it is not possible to get your video closed captioned, try to request a script for the video. The script can reinforce the spoken word for students with auditory processing deficits and the deaf or hard of hearing. Another good practice is to order two videos and place one in the library on reserve for viewing. For students with visual impairments or auditory deficits, a second viewing may assist in picking up key components that may have been missed the first time.

The dialog in videos or DVDs tends to move at a smooth and rapid pace. If you are working with deaf interpreters in the classroom, allowing the interpreter to preview the video prior to it being shown in class allows the interpreter to familiarize him/herself with the vocabulary and the intent of the video. This concept of making all materials as accessible as possible for all people is referred to as Universal Design. We will talk more about Universal Design in upcoming articles.

Do you have a question regarding working with students with disabilities? E-mail Carol Sweetser, special assistant for College-Wide Disability Support Services, at csweetser@nvcc.edu. Anonymity will be respected but please provide your campus. Check out the following edition of the Intercom for answers.

New Rules Regarding NOVA Faculty and Staff Parking at George Mason University

This announcement was received from George Mason University (GMU) regarding use of NOVA Faculty/Staff Permits in GMU faculty/staff lots.

There are new rules regarding the use of NOVA A or C Faculty Permit in Mason Lots. Beginning with the fall 2008 semester, vehicles parking in Mason faculty/staff and general lots with a NOVA A or C faculty permit needs to come to Mason’s Parking Services Office to be issued a complimentary hangtag permit valid in faculty/staff and general lots. To issue the Mason permit a NOVA faculty/staff ID must be shown.

When parking in Mason lots, a vehicle will need to display their complimentary hangtag permit along with having their NOVA sticker displayed. If either is missing, this will be considered invalid and the vehicle may be cited accordingly.

If you have any questions, contact Mason Parking Services at parking@gmu.edu or 703-993-2710.
Safety News: Emergency/ Preparation/Response

As we start up our fall semester, please make the time to review your emergency response, evacuation and stay-in-place plans. Please have your students and co-workers participate in an evacuation drill (in case of fires, etc.) and a stay-in-place, shelter drill (in case of a severe storm, disruptive student or employee, etc.). A few minutes spent reviewing and practicing proper procedures now can prevent panic and confusion in the event of an actual emergency. This is especially important for those of us who are moving to new buildings or building additions.

Please update your office emergency kit, as appropriate, which should include water, non-perishable food items, first aid supplies and a change of clothes. Update your home and vehicle emergency plans as well.

If departments have any hazardous waste, please remember to contact your campus environmental coordinator who periodically processes requests for hazardous waste pick ups.

Slips, trips and falls still haunt us. Our biggest challenge in reducing safety incidents. Be careful. Enjoy the fall as we continue to side step hurricanes and tornadoes, however, please do not take a break from general safety practices and preparedness!

The Intercom Wants to Hear from You!

Tell us about what your division has accomplished, articles you have published, obstacles conquered and insight uncovered! Share it with your peers and other Intercom readers. Remember the deadline is EACH Friday at 5:00 p.m. for the following week’s edition.

A few reminders:
- E-mail your submissions from your NOVA e-mail account to intercom@nvcc.edu in a Word or Publisher file.
- Please remember to send photos as an attached jpeg (make sure they are good quality or they cannot be used).
- Include captions for photos in your submission text.
- Make sure to denote what acronyms mean.
- Make sure you have the correct listing of titles and campus affiliations (AN, AL, LO, WO, MA or MEC) for staff or faculty.
For complete submission guidelines, go to: http://www.nvcc.edu/pip/guidelines.htm. Send your news!
NOVA DAY
Tuesday, September 9th
11:00 - 3:00 P.M.
Outdoor CF Plaza

Free Food!
Music!
Entertainment!
Vendor Tables!

Gladiator Joust!
Adult Moon Bounce!
Jump shot Basketball!

GET INVOLVED
FIND OUT MORE ABOUT CLUBS AND ORGANIZATIONS!

NOVA
Northern Virginia Community College
Annandale Campus
Writing Behavior-Based Evaluation Comments
for the Classified Employee Performance Review

**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...
Distinguish fact from opinion when assessing performance.
Prepare statements that recognize and reinforce desired behavior.
Prepare statements that establish goals and measures for needed improvement.

Pre-registration is needed for effective planning purposes.
Please E-mail your registration information...

**TO:** hrdtraining@nvcc.edu
**CC:** (your supervisor, if required by that individual)
**SUBJECT:** Writing Behavior Based Evaluation Comments
**BODY:** Please list your campus, division/unit, and session you plan to attend

<table>
<thead>
<tr>
<th>NOVA Campus</th>
<th>Date and Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manassas</td>
<td>Tuesday, Sept 9th 9 a.m. – 12 noon or Tuesday, Sept 9th 1 p.m. – 4:00 p.m.</td>
</tr>
<tr>
<td>Woodbridge</td>
<td>Wednesday, Sept 10th 9 a.m. – 12 noon or Wednesday, Sept 10th 1 p.m. – 4:00 p.m.</td>
</tr>
<tr>
<td>Loudoun</td>
<td>Thursday, Sept 11th 9 a.m. – 12 noon or Thursday, Sept 11th 1 p.m. – 4:00 p.m.</td>
</tr>
<tr>
<td>Annandale</td>
<td>Tuesday, Sept 16th 9 a.m. – 12 noon or Tuesday, Sept 16th 1 p.m. – 4:00 p.m.</td>
</tr>
<tr>
<td>MEC</td>
<td>Wednesday, Sept 17th 9 a.m. – 12 noon or Wednesday, Sept 17th 1 p.m. – 4:00 p.m.</td>
</tr>
<tr>
<td>Alexandria</td>
<td>Thursday, Sept 18th 9 a.m. – 12 noon or Thursday, Sept 18th 1 p.m. – 4:00 p.m.</td>
</tr>
</tbody>
</table>

All registrations will be acknowledged by return E-mail. Room location will be provided in your registration acknowledgement.
BARE
A POP OPERA

AUGUST
22, 23, 24, 29, 30, & 31st

SEPTEMBER
4, 5, 6th

THURSDAY, FRIDAY AND SATURDAY AT 8:00 P.M.
SUNDAY AT 7:00 P.M.
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: ____________________ Home phone: ____________________________
(Not for publication) (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 – Brautl Building, Annandale.

For more information call 703-323-3196.
Caving/Camping Trip
Saturday, September 13 - Sunday, September 14

Cost of trip: $35

Cost includes transportation, food except for lunch on Saturday, extra batteries, and the cost of the camp site. The caves are located in Franklin, WV and trip will be led by geology professor Callan Bentley. The van departs at 8:00 a.m. sharp on Saturday, September 13th and returns on Sunday, September 14th at approximately 7:00 p.m. THERE ARE NO REFUNDS! This is a camping trip. If you have a tent we ask that you bring it.

What you need to bring:

- Extra clothes
- Toiletry items, towel, and shower supplies
- Sleeping bag & pillow
- Tent if you have one
- A bagged lunch for Saturday
- Two flashlights (we will provide headlamps and hard hats)
- Sleeping pad (foam or inflatable; for under your sleeping bag)
- Appropriate shoes for caving (boots or sneakers)
- Clothes that can be muddied and comfortable in 55º F

For more information, please contact Jessie Zahorian at 703-323-3484 or jzahorian@nvcc.edu. Money must be paid to reserve your spot—seating is limited. You must also sign a liability waiver, a medical release form, and an appropriate behavior contract. All these forms can be obtained from the Annandale Office of Student Activities.
What is the Northern Virginia Training Center?

A center to help people with intellectual disabilities LIVE LIFE! Residents of the center participate in community service projects, arts and crafts, and other such projects. Volunteers assist the disabled in accomplishing these goals.

How do I get involved?

The Annandale Office of Student Activities will be taking a van full of students over to the Northern Virginia Training Center on Friday, September 26th. Sign up at the Annandale Office of Student Activities. We will leave from the office at 9:30 a.m. and arrive back to campus at approximately 3:30 p.m.

What to bring:

- A bagged lunch
- Wear comfortable clothing

Help Others!
Enhance Your Transfer Resume!
Earn Community Service
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.
   - **8:00a.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.varetire.org](http://www.varetire.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).