Members Present: Dr. Buchanan, Acting Provost Calobrisi, Vice President Dimkova, Dr. Foxworth, Vice President Gabriel, Dr. Hill, Dr. Leidig, Dr. Loochtan, Dr. Ramsammy, Dr. Sachs, and Acting President Schiavelli.

Guests: Ms. Diana Cline, Budget Director and Mr. Dana Kauffman, Director of Government Affairs

Dr. Schiavelli welcomed Ms. Charlotte Calobrisi, Acting Provost of the Annandale campus.

Enrollment Report

Dr. Gabriel distributed the enrollment report which showed the college in negative territory at -2.9 percent, but less than the VCCS average of -3.34. Two campuses again contributed with positive enrollment: Loudoun (3.2%) and Manassas (3.2%). Dr. Gabriel indicated there is a declining market in high school graduates and NOVA has been fortunate for the past several years as a result of growth and graduation rates at the Loudoun County high schools. He explained that enrollment is now predicted to be flat and for that reason retention is increasingly important.

State Budget Update

Dr. Schiavelli and Vice President Dimkova reported that the FHY2016 General Assembly fund reduction was adjusted to 2.2 percent (from the original 4.0 percent). Targeted areas for funding include:

- **Compensation:** Funding is provided for a 2.0% average increase for faculty, 2.0% for classified salary increases plus $65 per year of service for employees with 5 years or more of service up to 30 years.
- **Financial Aid:** Student aid of $1,075,000 for non-credit students and $1,200,000 for credit instruction for students pursuing industry-based credentials.
- **Workforce Development:** Redirecting 1.1 million dollars in existing federal WIA Act funding toward industry-sanctioned non-credit credentials

Student Success Investments

This topic was tabled until the next meeting.
Funding Model Discussion

Dr. Gabriel distributed the VCCS Performance-Based Funding model for student success and explained the metrics that constitute performance.

Next year 4% of the budget must be dedicated to student success and Dr. Gabriel laid out the discussion of success measures. The directive from VCCS stated that it measures should be fair and not create competition among the colleges. NOVA has been doing well with completion by using the Achieving the Dream model.

The methodology includes the following three main areas:

- **Connection/Entry**: The number and percentage of developmental math who successfully complete with a C or better within 6 semesters and college level math with a C or better within 3 semesters and developmental and college level English with a C or better within 3 semesters.

- **Progress**: Progression performance funding measures for Fall 2012 first time in college (FTIC) students who earn 12 college-level credits with a cumulative GPA of 2.0 by the end of Spring 2012 and the number of Fall 2012 FTIC students who earn 24 college-level credits with a cumulative GPA of 2.0 by the end of Spring 2014. Retention measures are calculated for full and part-time 2013 FTIC students enrolled in Spring and Fall of 2014.

- **Completion**: Awards performance measures that include the total number of awards each year to under-served students and to non-under-served students. Transfer performance funding measures that include the total number of students that transfer within one year of leaving the college with 12 or more credit hours, an earned associate's degree or transfer with 12 or more credits and earn a bachelor's degree within 6 years.

Dr. Schiavelli called for the plan to be finalized by March 27 and to begin thinking farther ahead which has not been the practice in the past. He reported that 2,547 students taking classes at NOVA this semester have already completed the requirements for graduation – one reason the focus on completion and progression is so important.

Adjunct Budget Discussion Continued

Budget Director Ms. Diana Cline distributed the FY 2015 Adjunct and Special Payments Projection to June 30, 2015, which includes adjunct, overload and summer pay for faculty and special pay and acting pay. Projected amounts are 30 million for adjunct faculty and $93,000 in acting and special pays. The next round of numbers will include enrollment data.

Because of the complexity and variation in the adjunct budgets, Dr. Schiavelli called for a common methodology for fiscal year 2016.
Non-Instructional Days

Dr. Hill proposed revisiting the issue of non-instructional days in the context of exploring how to make the best use of these two days. Council members engaged in a protracted discussion on how to best approach and utilize these days for the benefit of faculty with the need for a cultural change in the philosophy about how these days have been viewed in the past and could be utilized in the future.

Dr. Schiavelli asked that the Provosts engage in discussions with their academic deans to develop proposals and discuss them with the faculty at their campuses for final decisions on the issue in early April.

Presidential Search Schedule

Dr. Schiavelli reported the schedule change for one of the candidate interviews due to the impending bad weather. Mr. Kauffman explained that the schedule includes a number of different panels made up of a cross section of college employees and he will provide suggested questions to each panel in order to create a level of consistency. The panel results will be compiled and sent to the Board when the interviews are completed.

Campus open forums will be part of the process and if faculty cannot make their own campus forum, they are welcome to attend another campus open forum.

Dr. Schiavelli summed up the conversation by saying that the goal for the college is to gather information to advise the Board. Dr. Gabriel offered to develop a web form for those who would like to provide further candidate input.