

Administrative Council Retreat
August 14, 2020
9:00am-4:00pm

Members Present: Vice President Dimkova, Vice President Gabriel, Dr. Haggray, Dr. Hilbert, Dr. Hill, Dr. Knights, President Kress, Dr. Leidig, Dr. Lynch, Vice President Partridge, Dr. Robertson, Vice President Sachs, Vice President Villagran-Glover

Standing Guests: Ms. Charlotte Calobrisi, Associate Vice President of Human Resources, Ms. Corinne Hurst, Executive Office Manager, Mr. Dana Kauffman, Director of Government Affairs and Community Relations, Ms. Lindsay Mills, Executive Assistant and Recorder

Achieving the Dream Visit Debrief

The Administrative Council shared their collective feedback regarding the Achieving the Dream session held on August 13, 2020. The session had four main objectives which were reviewed and analyzed were:

- Establish common understanding of student success
- Develop better understanding of practitioner inquiry model
- Understand the value of data close to practice
- Identify opportunities to apply practitioner inquiry in implementation

Some takeaways included, but are not limited to, shifting one's mindset from a deficit mind-set to an asset mindset, upholding accountability standards and what worked and was not successful at other colleges. Dr. Kress shared a conversation she had with a previous colleague in which he inquired, "What is the biggest room in any house?" After thinking through the literal question, she responded with incorrect answers. He explained, "The biggest room in any house is the room for improvement." This statement resonated with her and she expressed how relevant it was in the current circumstances NOVA faces. AtD will be providing the Administrative Council the full summary as well as the presentation used during the visit.

Icebreaker

Dr. Kress led the Administrative Council through an icebreaker activity to hear more about their positive experiences in high school and/or college. Several of the responses created a commonality which was the confidence building faculty members with real life experience who made their class engaging and memorable. Dr. Kress identified this as being one of the best things NOVA can provide to its students: phenomenal faculty who commit to providing excellent learning experiences for their students.

NOVA's 5E's

Dr. Kress introduced what she has coined “NOVA’s 5E’s” as the pillars for which NOVA will use for a successful and focused future. They are as follows:

- Equity
- Empathy
- Excellence
- Evidence
- Economic and Social Mobility

She went on to state every student has the right to succeed. By referencing these “5E’s” consistently and intentionally, NOVA can ensure each student receives the very best it has to offer.

Collective Forward-Thinking Exercise

After Thursday’s discussion with AtD and referencing NOVA’s work during and post-pandemic, Dr. Kress requested that the Administrative Council bring forward their thoughts and feedback surrounding the following:

- A one sentence definition of student success
- One thing about NOVA we must keep and never change
- One thing about NOVA we must change
- One position/role at NOVA that the pandemic has caused us to reimagine/rethink
- One position/role that is not currently at NOVA but is needed

Members were extremely thoughtful and explanatory with their feedback which helped to create a proactive discussion surrounding NOVA’s present day-to-day functionality and efficacy while also thinking of what the future will, or should, look like moving forward.

Common Read Discussion

Prior to the retreat, the Administrative Council participated in a common read. *From Equity Talk to Equity Walk: Expanding Practitioner Knowledge for Racial Justice in Higher Education* (Tia Brown McNair, Estela Mara Bensimon and Lindsey Malcom-Piqueux, 2020) was distributed to the leadership team and a follow-up discussion occurred.

Dr. Kress began by referencing pages 16, 17, 61, 69, 70 and 83 and narrowed the discussion in on high impact practices, data coaches and data distribution, a ‘co-create’ mindset and the ever-present question, as Dr. Julie Leidig highlighted, “Why do we exist and who do we serve?”

An action plan was created to identify a group of champions, to include senior faculty from various divisions at each campus, to ask for their opinions and valuable insight regarding course and discipline data at the College. This data, as well as the data collected from the climate survey, will be compared and analyzed.

Other Business

Dr. Kress and Ms. Calobrisi will need time to review the suggestions put forward by Administrative Council regarding the positions that NOVA needs and those that need to be reimagined in light of ongoing remote services. Dr. Kress stated that in light of budget concerns and in the context of our commitment to our existing workforce, NOVA will make internal hires a priority so long as a diverse search pool can be established.

The Administrative Council unanimously, and electronically, approved the Office Hours for Students Policy distributed by Dr. Molly Lynch which applies to all full-time and adjunct teaching faculty. The Policy can be located on the College Policies webpage.

Upcoming Meetings

August 25: Virtual, 10:30am – 12:30pm
September 8: Virtual, 10:30am-12:30pm
September 22: Virtual, 10:30am-12:30pm
October 6: TBD, 10:30am-12:30pm
October 20: TBD, 10:30am-12:30pm
November 10: TBD, 9:30am-11:30am
November 24: TBD, 9:30am-11:30am
December 1: TBD, 9:30am-11:30am
December 15: TBD, 9:30am-11:30am