

Office of Institutional
Effectiveness and
Student Success



Indicators of Institutional Effectiveness 2017-18

April 2019

PATHWAY TO THE AMERICAN DREAM NOVA'S STRATEGIC PLAN 2017-2023

THE NOVA COMMITMENT

As its primary contributions to meeting the needs of the Commonwealth of Virginia, the Northern Virginia Community College pledges to advance the social and economic mobility of its students while producing an educated citizenry for the 21st Century.

THE STRATEGIC PLAN GOALS AND OBJECTIVES

To deliver on this commitment NOVA will focus its creativity and talent, its effort and energy, and its resources and persistence, on achieving three overarching goals—success, achievement, and prosperity. **It will strive to enable Every Student to Succeed, Every Program to Achieve, and Every Community to Prosper.**

To advance the completion agenda described above, thereby promoting students' success and enhancing their social mobility, ensuring that programs achieve, and producing an educated citizenry for the 21st Century, the following goals and objectives are adopted:

GOAL 1: Every Student Succeeds

- **Objective 1:** Develop a College-wide approach to advising that ensures all students are advised and have access to support throughout their time at NOVA
- **Objective 2:** Implement VIP-PASS System as the foundational technology based on NOVA Informed Pathways for student self-advising, assignment and coordination of advisors, and course registration

GOAL 2: Every Program Achieves

- **Objective 3:** Develop comprehensive, fully integrated Informed Pathways for every program to ensure seamless transitions from high school and other entry points to NOVA, and from NOVA to four-year transfer institutions or the workforce
- **Objective 4:** Develop effective processes and protocols for programmatic College-wide collective decisions that include consistent, accountable leadership and oversight of each academic program with designated “owners,” active advisory committees, clear student learning outcomes and assessments, and program reviews in all modalities of instruction
- **Objective 5:** Align NOVA's organizational structures, position descriptions, and expectations for accountability with its overarching mission to support student engagement, learning, success and institutional effectiveness

GOAL 3: Every Community Prospers

- **Objective 6:** Enhance the prosperity of every community in Northern Virginia by refocusing and prioritizing NOVA's workforce development efforts
- **Objective 7:** Further develop NOVA's IT and Cybersecurity programs to support regional job demand and position NOVA as the leading IT community college in the nation
- **Objective 8:** Re-envision workforce strategies and integrate workforce development into a NOVA core focus
- **Objective 9:** Plan to expand the breadth and reach of NOVA's healthcare and biotechnology programs, and prioritize future programs to support regional economic development goals

Northern Virginia Community College

Indicators of Institutional Effectiveness 2017–18

Report No. 12-19

Office of Institutional Effectiveness and Student Success

April 2019

NORTHERN VIRGINIA COMMUNITY COLLEGE

Office of Institutional Effectiveness and Student Success

The purpose of the Office of Institutional Effectiveness and Student Success is to conduct analytical studies and provide information in support of institutional planning, policy formulation, and decision making. In addition, the Office provides leadership and support in research-related activities to members of the NOVA community engaged in planning and evaluating the institution's success in accomplishing its mission.

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Indicators of Institutional Effectiveness

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Student Access

Indicator 1. Annual Headcount and FTES by Campus: 2015-16 to 2017-18

Campus	2015-16		2016-17		2017-18	
	Headcount	FTES	Headcount	FTES	Headcount	FTES
Alexandria	16,490	6,443	15,345	5,676	14,766	5,465
Annandale	20,901	11,621	20,190	11,103	19,337	10,289
Loudoun	14,164	5,844	14,845	6,012	15,752	6,188
Manassas	10,703	4,217	10,558	4,265	10,737	4,316
Medical Education	2,868	991	2,798	926	2,546	878
Woodbridge	10,732	4,902	10,547	4,707	10,519	4,821
College	75,858	34,016	74,283	32,689	73,657	31,957

Note: Unduplicated headcount. Analysis performed using EMPLID. Due to rounding, campus FTES may not Sum to College total.

Source: OIR Census files

Indicator 2. Fall Headcount and FTES by Campus: Fall 2016 to Fall 2018

Campus	Fall 2016		Fall 2017		Fall 2018	
	Headcount	FTES	Headcount	FTES	Headcount	FTES
Alexandria	9,800	4,854	9,547	4,755	9,445	4,703
Annandale	13,594	9,808	13,193	9,234	12,425	8,810
Loudoun	10,772	5,566	11,766	5,777	12,026	5,881
Manassas	7,285	3,869	7,389	4,007	7,779	3,926
Medical Education	2,003	784	1,909	758	1,708	673
Woodbridge	7,381	4,184	7,386	4,371	7,546	4,413
College	50,835	29,065	51,190	28,902	50,929	28,406

Note: Due to rounding, campus FTES may not sum to College total.

Source: OIR Census files

**Indicator 3. Location/Venue Annual FTES:
2015-16 to 2017-18**

Location/Venue	2015-16	2016-17	2017-18
Alexandria	5,385	4,737	4,525
Annandale	9,512	9,085	8,431
Loudoun	3,960	4,160	4,269
Manassas	3,827	3,796	3,839
Medical Education	735	683	676
Reston Center	398	361	318
Signal Hill	425	394	566
Woodbridge	3,643	3,500	3,638
NOVA Online	6,131	5,974	5,696
College	34,016	32,689	31,957

Note: Due to rounding, location/venue FTES may not sum to College total.
Source: OIR Census files

**Indicator 4. NOVA Online (ELI) Annual FTES by Campus:
2015-16 to 2017-18**

Campus	2015-16	2016-17	2017-18
Alexandria	1,058	940	940
Annandale	2,109	2,018	1,858
Loudoun	1,060	1,098	1,035
Manassas	390	469	477
Medical Education	255	242	202
Woodbridge	1,259	1,207	1,183
College	6,131	5,974	5,696

Note: Due to rounding, campus FTES may not sum to College total.
Source: OIR Census files

Indicator 5A.**Contract Dual Enrollment Headcount: 2015-16 to 2017-18**

Campus	2015-16			2016-17			2017-18		
	Summer 2015	Fall 2015	Spring 2016	Summer 2016	Fall 2016	Spring 2017	Summer 2017	Fall 2017	Spring 2018
Alexandria	86	567	1,016	62	603	1,183	48	751	1,337
Annandale	1	313	521	12	602	831	0	711	995
Loudoun	0	1,836	1,941	0	2,839	2,892	1	3,634	3,683
Manassas	0	567	661	0	612	783	86	928	1,178
Medical Education	10	82	373	23	107	384	0	102	515
Woodbridge	6	141	183	6	255	375	0	519	744
College*	103	3,466	4,588	103	4,941	6,297	135	6,571	8,302

*College headcount is unduplicated. The figure will normally be less than the sum of the campus totals due to students registered at multiple campuses.

Note: Excludes adult dual enrollment students. Source: OIR Census files

Indicator 5B.**NOVA Dual Enrollment Headcount: 2015-16 to 2017-18**

Campus	2015-16			2016-17			2017-18		
	Summer 2015	Fall 2015	Spring 2016	Summer 2016	Fall 2016	Spring 2017	Summer 2017	Fall 2017	Spring 2018
Alexandria	56	46	42	34	49	47	52	51	57
Annandale	153	178	167	146	147	145	124	174	171
Loudoun	100	138	136	93	151	131	81	137	147
Manassas	60	75	56	30	88	78	42	81	75
Medical Education	22	2	8	6	6	2	6	4	2
Woodbridge	31	56	63	29	52	46	33	64	57
College*	368	444	408	306	423	387	291	454	429

*College headcount is unduplicated. The figure will normally be less than the sum of the campus totals due to students registered at multiple campuses.

Note: Excludes adult dual enrollment students. Source: OIR Census files

Indicator 5C.**College-Wide Dual Enrollment Headcount: 2015-16 to 2017-18**

Enrollment	2015-16			2016-17			2017-18		
	Summer 2015	Fall 2015	Spring 2016	Summer 2016	Fall 2016	Spring 2017	Summer 2017	Fall 2017	Spring 2018
Contract Dual	103	3,466	4,588	103	4,941	6,297	135	6,571	8,302
NOVA Dual	368	444	408	306	423	387	291	454	429
College*	470	3,893	4,976	408	5,343	6,664	425	6,989	8,690

*College headcount is unduplicated. The figure will normally be less than the sum of Contract Dual and NOVA Dual due to students registered in both types of dual enrollment courses.

Note: Excludes adult dual enrollment students.

Source: OIR Census files

Indicator 6.**Draw Rate from NOVA's Service Area by School Division: Fall 2015 to Fall 2017**

Division	# of HS Graduates 2014-15	Fall 2015 at NOVA		# of HS Graduates 2015-16	Fall 2016 at NOVA		# of HS Graduates 2016-17	Fall 2017 at NOVA	
		#	%		#	%		#	%
Alexandria City	703	168	23.9	728	174	23.9	767	168	21.9
Arlington County	1,438	256	17.8	1,489	253	17.0	1,453	248	17.1
Fairfax County	12,934	2,762	21.4	13,289	2,816	21.2	13,150	2,481	18.9
Falls Church City	168	17	10.1	187	15	8.0	199	25	12.6
Loudoun County	4,639	1,012	21.8	5,023	991	19.7	5,528	1,043	18.9
Manassas City	455	122	26.8	457	107	23.4	478	104	21.8
Manassas Park City	185	65	35.1	218	56	25.7	230	64	27.8
Prince William County	5,769	1,568	27.2	5,852	1,550	26.5	6,022	1,549	25.7
Total	26,291	5,970	22.7	27,243	5,962	21.9	27,827	5,682	20.4

Note: The draw rate represents the rate at which recent graduates from public high schools in the Northern Virginia area attended NOVA in the fall term following graduation from high school.

Source: OIR Census files and Virginia Department of Education High School Graduates and Completers Report: <http://www.doe.virginia.gov>

**Indicator 7. Continuing Education (Non-Credit) Enrollment*
by Campus: 2015-16 to 2017-18**

Campus	2015–16	2016–17	2017–18
Alexandria	2,954	2,473	1,922
Annandale	5,911	4,988	3,841
Loudoun	3,431	3,330	2,212
Manassas	1,954	868	204
Medical Education	1,196	1,312	699
Woodbridge	1,376	1,988	1,584
Custom Contracts**	1,869	2,328	448
College Total	18,691	17,287	10,910
CEUs Generated***	72,793	61,109	46,492

*Duplicated enrollment based on semester (summer, fall, spring) excluding non-training enrollments.

**Custom contracts are taught at the client venue. As of fiscal year 2012, contracts are listed as non-campus-based.

***Total number of Continuing Education Units generated (College-wide). CEU generated = CEU Taught x Number of CE Students Enrolled

Note: NOVA Workforce does not operate “campus-based.” Non-credit programs are considered and planned as “One NOVA and One NOVA Workforce.” Enrollments for the NOVA Reston Center are included under Loudoun

Source: NOVA Workforce. Data is revised and updated as of 4/8/2019.

**Indicator 8. Continuing Education/Workforce Development
Revenue: FY 2015-16 to FY 2017-18**

	FY 2015–16	FY 2016–17	FY 2017–18
College	\$10,014,683	\$9,053,002	\$7,300,108

Source: Budget Office, NOVA

Indicator 9.**Number of Students Completing a FAFSA: 2015-16 to 2017-18**

Campus	2015-16			2016-17			2017-18		
	Enrolled	Number Completed FAFSA	Percent Completed FAFSA	Enrolled	Number Completed FAFSA	Percent Completed FAFSA	Enrolled	Number Completed FAFSA	Percent Completed FAFSA
Alexandria	16,490	10,088	61.2	15,345	9,208	60.0	14,766	9,149	62.0
Annandale	20,901	10,528	50.4	20,190	9,964	49.4	19,337	9,927	51.3
Loudoun	14,164	6,332	44.7	14,845	6,176	41.6	15,752	6,554	41.6
Manassas	10,703	5,872	54.9	10,558	5,537	52.4	10,737	5,778	53.8
Medical Education	2,868	2,629	91.7	2,798	2,290	81.8	2,546	2,220	87.2
Woodbridge	10,732	8,144	75.9	10,547	7,686	72.9	10,519	7,806	74.2
College	75,858	43,593	57.5	74,283	40,861	55.0	73,657	41,434	56.3

Source: Financial Aid Office, NOVA

Indicator 10.**Number of Students* with Financial Aid Awards: 2015-16 to 2017-18**

Campus	2015-16			2016-17			2017-18		
	Enrolled	Number Awarded Aid	Percent Awarded Aid	Enrolled	Number Awarded Aid	Percent Awarded Aid	Enrolled	Number Awarded Aid	Percent Awarded Aid
Alexandria	16,490	5,034	30.5	15,345	4,484	29.2	14,766	4,324	29.3
Annandale	20,901	5,493	26.3	20,190	5,168	25.6	19,337	4,849	25.1
Loudoun	14,164	3,186	22.5	14,845	3,137	21.1	15,752	3,282	20.8
Manassas	10,703	2,973	27.8	10,558	2,878	27.3	10,737	2,847	26.5
Medical Education	2,868	1,347	47.0	2,798	1,125	40.2	2,546	1,104	43.4
Woodbridge	10,732	3,970	37.0	10,547	3,827	36.3	10,519	3,695	35.1
College	75,858	22,003	29.0	74,283	20,619	27.8	73,657	20,101	27.3

*Unduplicated headcount. Includes need- and non-need-based aid.

Source: Financial Aid Office, NOVA

Student Success

Indicator 11A. Fall-to-Spring Persistence of First-Time in College* Full-Time Associate/Certificate-Seeking Students by Campus: Fall 2015 Cohort to Fall 2017 Cohort

Campus	Fall 2015 Cohort (%)	Fall 2016 Cohort (%)	Fall 2017 Cohort (%)
Alexandria	89.9	86.4	84.8
Annandale	92.1	90.8	90.3
Loudoun	88.6	86.7	87.2
Manassas	88.7	89.1	90.6
Medical Education	84.4	88.0	92.1
Woodbridge	87.7	89.0	89.1
College	89.8	88.8	88.8

*First-time in college refers to students who first enrolled at NOVA in the fall semester.

Note: Fall-to-spring persistence indicates a student re-enrolled in the following spring semester, graduated from NOVA following the first fall semester of enrollment, or transferred out of NOVA and attended a four-year institution during either the first fall semester or the following spring semester. The campus listed is initial fall home campus. Students who returned to NOVA did not necessarily return to the listed campus.

Source: OIR Census files and National Student Clearinghouse

Indicator 11B. Fall-to-Fall Persistence of First-Time in College* Full-Time Associate/Certificate-Seeking Students by Campus: Fall 2015 Cohort to Fall 2017 Cohort

Campus	Fall 2015 Cohort (%)	Fall 2016 Cohort (%)	Fall 2017 Cohort (%)
Alexandria	72.0	74.1	69.4
Annandale	80.3	80.4	79.5
Loudoun	75.2	76.7	71.6
Manassas	75.7	77.5	76.7
Medical Education	64.4	58.0	68.4
Woodbridge	71.0	73.1	72.6
College	75.7	76.9	74.8

*First-time in college refers to students who first enrolled at NOVA in the fall semester.

Note: Fall-to-fall persistence indicates a student re-enrolled in the following fall semester, graduated from NOVA prior to the following fall semester, or transferred out of NOVA and attended a four-year institution prior to or during the following fall semester.

Campus listed is initial fall home campus. Students who returned to NOVA did not necessarily return to the listed campus.

Source: OIR Census files and National Student Clearinghouse

**Indicator 12. Number of NOVA Graduates* by Campus:
2015-16 to 2017-18**

Campus	2015-16	2016-17	2017-18
Alexandria	1,238	1,141	1,058
Annandale	2,021	1,903	1,758
Loudoun	1,076	1,053	1,070
Manassas	1,010	963	936
Medical Education	607	538	549
Woodbridge	987	1,071	976
College	6,939	6,669	6,347

*Unduplicated headcount.
Source: OIR Census files

Faculty and Staff

Indicator 13. Faculty and Staff at NOVA: 2015-16 to 2017-18

Personnel	2015-16	2016-17	2017-18	% Change 2015-16 to 2017-18
Twelve-Month Administrative Faculty	103	104	107	3.9
Professional Faculty	143	114	98	-31.5
Nine-Month Faculty	688	656	638	-7.3
Temporary Faculty	2,269	2,008	1,937	-14.6
Classified Staff	918	866	804	-12.4
Total	4,121	3,748	3,584	-13.0

Source: Human Resources, NOVA

Indicator 14. Nine-Month Teaching Faculty Diversity: October 2015 to October 2017

Campus	October 2015 Minority Faculty (%)	October 2016 Minority Faculty (%)	October 2017 Minority Faculty (%)
Alexandria	33.3	30.7	30.0
Annandale	32.0	29.4	29.9
Loudoun	26.0	23.6	22.9
Manassas	36.6	30.9	33.8
Medical Education	29.5	23.3	24.5
Woodbridge	33.3	32.2	31.7
Campus Average	31.8	28.4	28.8

Note: Minority status is based on self-reported primary race and does not include Caucasian.

Source: Human Resources, NOVA

VCCS – System-Wide Indicators

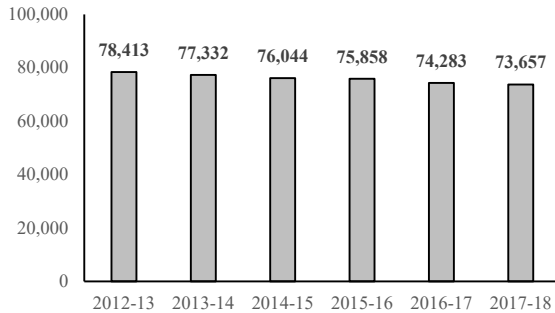
Indicator 15.

NOVA Annual Enrollment: 2012-13 to 2017-18

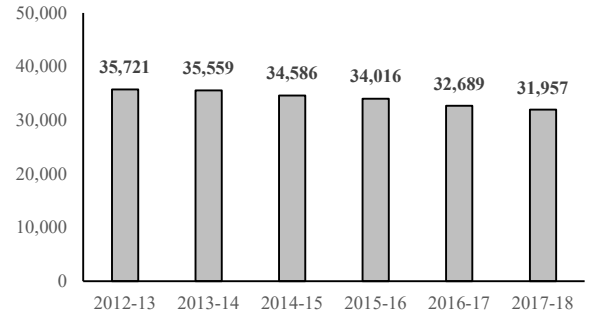
Enrollment	2012-2013	2013-2014	% Change	2014-2015	% Change	2015-2016	% Change	2016-2017	% Change	2017-2018	% Change	6-Yr % Change
Headcount	78,413	77,332	-1.4	76,044	-1.7	75,858	-0.2	74,283	-2.1	73,657	-0.8	-6.1
FTES	35,721	35,559	-0.5	34,586	-2.7	34,016	-1.6	32,689	-3.9	31,957	-2.2	-10.5

Source: VCCS Enrollment Data: <http://www.vccs.edu/about/where-we-are/impact/vccs-annual-enrollment/>

NOVA Annual Enrollment: Headcount



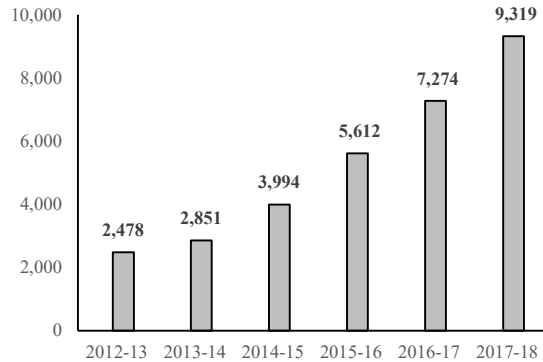
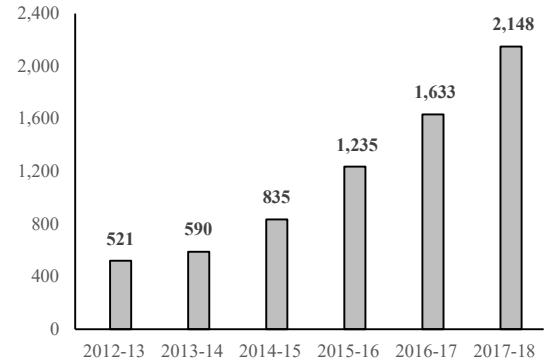
NOVA Annual Enrollment: FTES



Indicator 16.**NOVA Dual Enrollment: 2012-13 to 2017-18**

Enrollment	2012-2013	2013-2014	% Change	2014-2015	% Change	2015-2016	% Change	2016-2017	% Change	2017-2018	% Change	6-Yr % Change
Headcount	2,478	2,851	15.1	3,994	40.1	5,612	40.5	7,274	29.6	9,319	28.1	276.1
FTES	521	590	13.2	835	41.5	1,235	47.9	1,633	32.2	2,148	31.5	312.3

Source: VCCS, Academic Services and Research Department

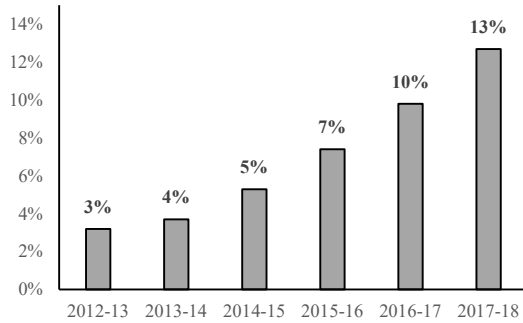
NOVA Dual Enrollment: Headcount**NOVA Dual Enrollment: FTES**

Indicator 17. NOVA Dual Enrollment as Percentage of Total Enrollment: 2012-13 to 2017-18

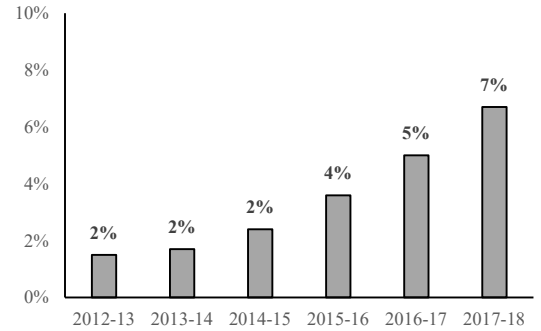
Enrollment	2012-2013 (%)	2013-2014 (%)	2014-2015 (%)	2015-2016 (%)	2016-2017 (%)	2017-2018 (%)	6-Yr % Change
Headcount	3.2	3.7	5.3	7.4	9.8	12.7	9.5
FTES	1.5	1.7	2.4	3.6	5.0	6.7	5.3

Source: VCCS, Academic Services and Research Department

NOVA Dual Enrollment as Percentage of Total Enrollment: Headcount



NOVA Dual Enrollment as Percentage of Total Enrollment: FTES



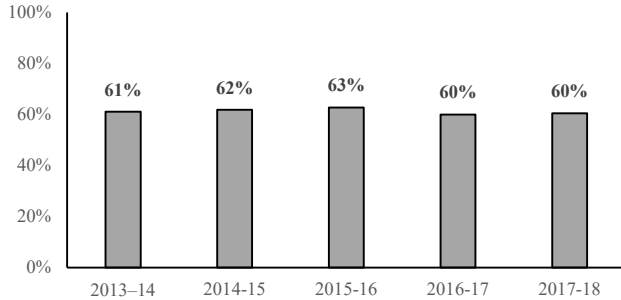
Indicator 18.

NOVA Transfer Program Graduates: 2013-14 to 2017-18*

Academic Year	Number of Graduates	Number Transferred	% of Graduates who Transferred	Change in % of Graduates who Transferred
2013-14	4,535	2,770	61.1	-
2014-15	4,627	2,864	61.9	0.8
2015-16	4,766	2,993	62.8	0.9
2016-17	4,397	2,638	60.0	-2.8
2017-18	4,352	2,631	60.5	0.5
5-Year Change in % of Graduates Transferred 2013-14 to 2017-18				-0.6

Source: VCCS, Academic Services and Research Department

NOVA Percentage of Transfer Program Graduates Who Transferred



*These data will not match previously released reports. The methodology for calculating the number of transfer program graduates changed. Students who are concurrently enrolled with the VCCS and four-year institutions are excluded. In addition, the percentage of transfer program graduates who transferred was determined using data from National Student Clearinghouse. In past reports, data from both National Student Clearinghouse and SCHEV were used to determine the transfer rate.

Indicator 19.

NOVA Graduation Rates: Fall 2011 Cohort to Fall 2015 Cohort

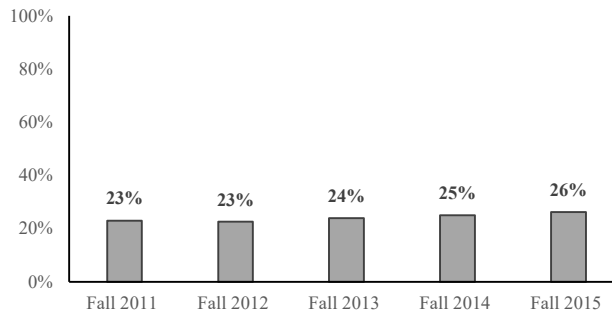
Graduation	Fall 2011	Fall 2012	Fall 2013	Fall 2014*	Fall 2015
Number of Students	4,848	5,137	5,819	5,815	5,881
Graduates with Associate Degree	1,057	1,108	1,318	1,358	1,456
Graduates with Certificate Award	58	50	71	98	87
Total Graduates	1,115	1,158	1,389	1,456	1,543
Graduation Rate	23.0%	22.5%	23.9%	25.0%	26.2%

*Fall 2014 cohort is the revised cohort as reported on the IPEDS Graduation Rates Survey.

Note: Cohort is first-time, full-time, program-placed students. Graduation rates are based on 150% of time. Fall 2011 through Fall 2014 cohort graduation rates revised 4/23/2019.

Source: IPEDS Graduation Rates Survey

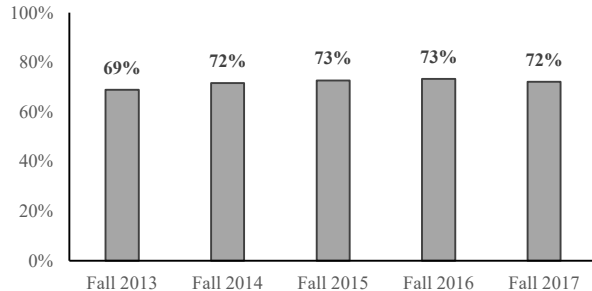
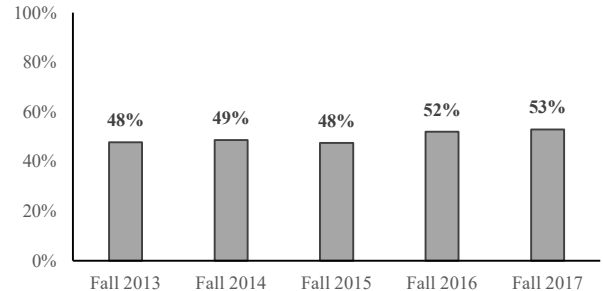
NOVA Graduation Rates for Fall Cohorts



Indicator 20.**NOVA Retention Rates by Enrollment Status: Fall 2013 Cohort to Fall 2017 Cohort**

Retention	Fall 2013 Cohort		Fall 2014 Cohort		Fall 2015 Cohort		Fall 2016 Cohort		Fall 2017 Cohort	
	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT
Cohort	5,819	3,309	5,818	3,323	5,881	3,449	5,793	3,091	5,505	3,114
Re-enrolled	3,987	1,560	4,139	1,607	4,246	1,624	4,216	1,597	3,936	1,639
Graduated	27	20	29	12	28	15	29	10	38	8
Total	4,014	1,580	4,168	1,619	4,274	1,639	4,245	1,607	3,974	1,647
Retention Rate	69.0%	47.7%	71.6%	48.7%	72.7%	47.5%	73.3%	52.0%	72.2%	52.9%

Note: Fall cohort includes students who attended college for the first time in the fall term, students who attended college for the first time in the prior summer term and enrolled in the fall term, and students who entered with advanced standing (college credits or postsecondary formal award earned before graduation from high school). Retention rates are the percentage of first-time associate/certificate-seeking students from the previous fall who either re-enrolled or successfully completed their program by the subsequent fall. Fall 2013 through Fall 2016 cohort retention rates revised 4/23/2019. Source: IPEDS Fall Enrollment Survey. Fall 2017 data is preliminary OIR data.

NOVA Retention Rates of Full-Time Students**NOVA Retention Rates of Part-Time Students**

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