

# President's Report 2022







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*A Letter From the Chair of the College Board*

**Zuzana Steen**

Northern Virginia is changing fast. Employers are looking for workforce talent with the knowledge and skills to land running and to keep up. And those employers need a direct line to a source they can trust, a place to find talented and motivated individuals equipped to succeed. NOVA is that source. Many cutting-edge technology companies in our region have directly benefitted from forging a relationship with NOVA. And, of course, students have benefitted from these partnerships as well.

As chair of NOVA's College Board and director of academic and community relations at Micron Technology, I have seen first-hand the positive effect of partnerships between corporations and NOVA. Our students can feel confident they are getting the education they need to land that top-notch job that inspires their passions. And when they hire a NOVA graduate, employers can feel confident that they are getting someone with state-of-the-art training as well as the grit, tenacity and a desire to achieve.

Another thing that employers can count on is that their partnership with NOVA is unique, created with their specific business needs in mind. Through its Business Engagement Center, NOVA works with employers to help them achieve their goals and support efforts to bolster the region's diverse and evolving economy.

I am proud of our students, faculty and staff and of the many opportunities I've had to support them in my various roles, including as College Board Chair since last year. It is an honor to have had a part in forging these critical relationships between Northern Virginia employers and Northern Virginia's community college, NOVA.

Together, we can ensure every student succeeds and every community prospers!

**Zuzana Steen**  
*Micron Technology, Inc.*





## *A Letter From the President*

# **Anne M. Kress**

As we conclude our most recent strategic plan this year, NOVA is at a crossroads: we have a chance to look back at what we have accomplished for our students and for the region while also looking forward to what is on the horizon. When NOVA drafted our 2017-2023 strategic plan, Pathway to the American Dream, we could not have imagined how a global pandemic would shape the present and reshape the future, but our remarkable community of students, faculty and staff faced this unprecedented challenge as they have every other: with a commitment to innovation, excellence, inclusion and each other. Reflecting on the past year, we see the promise of what is possible when we put our students at the center and focus on connecting them to the opportunities that await.

Our students are also at a crossroads—looking out at futures made brighter by their experiences at NOVA. Our students reflect the vibrant diversity that makes our region dynamic and strong. Their paths to our college have rarely been smooth, and their resilience and persistence toward their dreams of college and enriching careers are humbling and inspiring.

As the past few years have shown, we can never be certain of what's ahead. But we do know that high-quality, affordable higher education will continue to provide an essential onramp to prosperity, and NOVA is dedicated to preparing our students for the changing future of work and for the growing complexity of the challenges of the future.

A NOVA education provides our students timeless skills: to be lifelong learners, to be critical thinkers, to be excellent communicators. With those skills, at the next crossroads, they will know that they are prepared to achieve success no matter the road they take.

Their success might be a short-term workforce certificate leading directly to employment or promotion. Or it could be an associate degree opening the door to university transfer and a bachelor's, master's or beyond. With a NOVA education, the horizons are limitless.

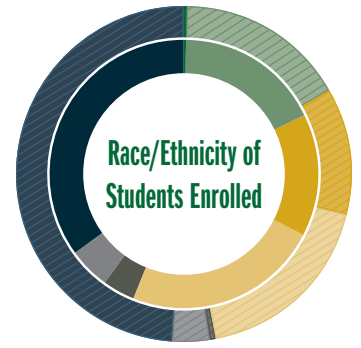
That is why we are Boldly NOVA.

**Anne M. Kress, PhD**  
*President*

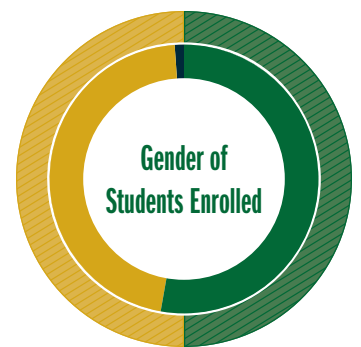




NOVA students are diverse in every possible way. Each student has a unique lived experience and their own definition of success, which is one reason why we offer a wide array of pathways for our students.



College (Fall 2021)	Region (2021)	
0.3%	0.2%	American Indian/Alaska Native
17.6%	16.5%	Asian
14.8%	12.3%	Black/African American
23.5%	18.3%	Hispanic/Latino
4.0%	1.0%	Native Hawaiian/Other Pacific Islander
5.1%	3.6%	Two or More Races
34.8%	49.1%	White



College (Fall 2021)	Region (2021)	
53%	50%	Female
46%	50%	Male
1%	0%	Unspecified

- 20%** first-generation students
- 72%** students enrolled part time
- 4,000+** students using military benefits

**63** two-year degrees      **9** certificates      **44** career studies certificate programs

NOVA's top priority is to ensure every student succeeds by providing the skills they need to attain a self- or family-sustaining career. Through our Business Engagement Center, we partner with employers to ensure our graduates have the skills Northern Virginia companies need.



### Information Technology

NOVA is a leading producer of IT associate degrees and credentials

2,100 new IT jobs annually



### Healthcare

NOVA's Medical Education Campus is the only dedicated medical campus in the VCCS, with a new Nursing Center of Excellence on the way

1,400 new healthcare jobs annually



### Construction and Skilled Trades

The Manassas Campus Skilled Trades Center coming in 2025

600 new construction and trades jobs annually



**Programming & Software Development jobs (Associate Degree)**

Web Developers, User Interface (UI) and User Experience (UX) Designers

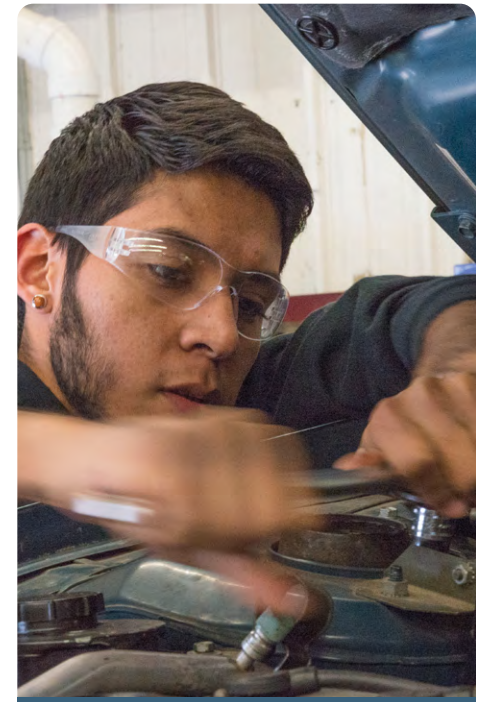
\$87,300 - \$108,200/yr.  
6,013 Postings



**Direct Patient Care jobs (Associate Degree)**

Licensed Practical and Vocational Nurses, Physical Therapist Assistants, Occupational Therapy Assistants, Registered Nurses, Dental Hygienists

\$57,200 - \$90,000/yr.  
15,008 Postings



**Maintenance & Repair jobs (Associate Degree)**

Radio/Cellular Communications Technicians, Fiber Optic/Cable Technicians, Medical Equipment Repair Technicians, Mechanic/Maintenance/Repair Supervisors

\$61,900 - \$84,200/yr.  
1,743 Postings



# NOVA's Data Center Operations Program Coming Soon to Woodbridge

NOVA's Data Center Operations (DCO) program was one of the first in the nation, and it remains the only accredited data center degree program in Virginia.

Since the program was launched in the heart of "data center alley" in 2018, it has served as a pipeline of skilled professionals for the data center community.

Thanks to our dedicated congressional delegation, NOVA was awarded \$5.1M in federally directed spending to expand our currently Loudoun-based DCO program to the Woodbridge Campus in Prince William County. The funding will be used to build a state-of-the-art training facility, which will dramatically increase access to the program within NOVA's most diverse community and support the growing data center market in Northern Virginia.

Construction on the new facility is expected to begin in February 2023 with a target opening date of 2024. Once completed, this new training facility will more than double the capacity of the program and could serve up to an additional 200 students each term.



## NOVA Faculty Member Awarded 2022 Virginia Cybersecurity Educator Award

Dr. Marouane Balmakhtar, Information and Engineering Technologies (IET) professor at the Alexandria Campus, entered the field of education to "bridge the gap between academia and practice." Observing that new graduates were not exactly ready to "hit the ground running," he decided to leverage his professional expertise with his passion for education.

Since then, his skills and approach to teaching have been recognized repeatedly. Balmakhtar was awarded the 2022 Cybersecurity Educator Award for excellence in cybersecurity education by Virginia Cyber Range (a Commonwealth of Virginia initiative with a mission to enhance cybersecurity education for students).

Previously, he received a Global Achievement Award for outstanding contributions to cybersecurity and information security from ISC2, the world's leading cybersecurity professional organization. He was also named VCCS Outstanding Adjunct Faculty for Excellence in Leadership, Teaching and Dedication to Student Success.



*"My favorite things about working and teaching at NOVA are the priceless opportunities to make a difference in my students' lives as a servant leader."*



# FastForward and NOVA Workforce Provide Life-Changing Opportunities

FastForward is Virginia's innovative investment in non-credit programs that lead to industry-recognized credentials and in-demand regional jobs. FastForward makes students' dreams of brighter futures a reality. On average, after completing these short-term programs—which typically run less than four months—students see their wages increase by 36%.



**4,200+**  
have been served at NOVA  
through FastForward since 2016

**36%**  
average wage increase for students who earn  
credentials through a FastForward training

**61%**  
median wage increase for  
healthcare credential earners

## Top Five FastForward Programs in Fall 2022

- ▶ CompTIA A+ Certification
- ▶ Clinical Medical Assistant
- ▶ AWS Cloud Practitioner
- ▶ Commercial Driver's License Class A
- ▶ SHRM Certification Exam Preparation

“For a long time, I wanted to become a nurse, and for different circumstances I was not able to do it. NOVA's workforce program opened an opportunity for me; and our excellent instructor taught us all the tools we needed to highly perform at the workplace. Furthermore, NOVA Workforce got me connected with the Guaranteed Interview Program, and I am already working at a clinic as a medical assistant. I must say that the program has changed my life.”

**Rosa Maldonado**

NOVA Clinical Medical Assistant (CCMA) Graduate, Medical Assistant at Inova Cares Clinic

# Virginia's G3 Program Makes the Impossible Possible

Get a Skill, Get a Job, Get Ahead (G3) is a tuition assistance program for Virginia community college students. Eligible students are automatically considered for a G3 award if they complete the financial aid process and enroll at least half time in one of NOVA's 70 G3 programs.

## Top G3 Degree Programs in 2021-2022

- ▶ A.A.S. Cybersecurity
- ▶ A.A.S. Information Systems Technology
- ▶ A.A.S. Early Childhood Development
- ▶ A.A.S. Information Technology/Cloud Computing
- ▶ A.A.S. Nursing
- ▶ A.A.S. Automotive Technology

Since its launch on July 1, 2021, NOVA has awarded:

**\$3.2 Million** in G3 funding to **1,500** for-credit students

**\$670,000** to **731** students pursuing short-term industry credentials and training

In fall 2022, **55%** of FastForward enrollments were G3 funded



**Jones Opoku Boakye** is an avid learner from Ghana who is set for success as he strives to continue to help those around him. After graduating debt-free in May 2022, he joined Solvere One as an Information Technology Help Desk Technician.

“To me, college is an exciting period full of new opportunities. Of course, there's also the matter of studying, writing papers, reading textbooks and studying for examinations, which takes time, but I know it's for my future. I also take part in the school's extracurricular activities and other programs.

The Federal Pell Grants and G3 Grants have helped me in the process of my education. I can say that I benefitted immensely from these grants. The G3 Grants cover any remaining classes that I will be taking, which I am thankful for.”

Thanks to

**nearly 75%**  
of NOVA Workforce students pay nothing  
for high-demand credentials and licenses



## Preparing NOVA Students for In-Demand Healthcare Careers

Through the Guaranteed Interview program, NOVA connects local employers with students who have successfully completed specific applied degree and non-credit programs, such as the newly launched Therapeutic Massage program.

The hybrid-format Therapeutic Massage program includes both online classes and in-person training sessions in NOVA's state-of-the-art Spa Skills Lab. This gives our students a repertoire of massage techniques (Swedish, deep tissue, etc.) and marketing and business development skills. After completing the program, students are ready to sit for the national exam, apply for a Virginia massage license and meet potential employers.



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**Sara Coleman**  
Massage Therapy Graduate

*“I took the Massage Therapy program through NOVA Workforce. The program was absolutely amazing, and with a knowledgeable teacher, I looked forward to class every day. We were properly prepared for our licensing exam upon completion. The Guaranteed Interview Program even set up interviews for students! I did both interviews and was offered a job at both places. Thank you, NOVA Workforce and the Massage Therapy program, for helping me kickstart one of my dream careers.”*

## Laura Garcia-Moreyra



## Blazing Trails for Women in Auto Tech

A proud alumna of NOVA's Ford ASSET cooperative internship program, Laura Garcia-Moreyra is the head of NOVA's automotive program at the Alexandria Campus.

On any given day, you will find her teaching, setting up labs, assisting adjuncts, recruiting students to the program, advising students, attending advisory meetings, working with industry partners, giving tours to stakeholders or serving on committees.

She tells prospective students who are considering any of NOVA's programs to always work in the field that they are interested in while going to school, noting *“One of the most valuable things work gives you is the assurance that you're going for the right career. If you find your first choice is not for you after all, that's okay. It's easy to switch to something else before you have spent too much time and money pursuing the wrong thing.”*

*“Some of my favorite students are the working adults or former military who already had lucrative careers and degrees in other fields but have found their passion for cars was worth changing careers.”*

While women are entering the auto technology field more and more, 12 years ago it was not as common. Her advice for women interested in the field? *“For women in auto technology, it can be scary to think about potentially being the only woman in a shop environment,”* she said. *“Luckily, NOVA has more than 40 vetted employers who are excited to bring more women into the shop as mechanics and there are a few more women who enroll in our co-op programs every year. Hopefully, in the next ten years, there will be at least one woman in every shop. To get started, all you need is a desire to learn how to fix cars. We help with the rest.”*

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*“I love teaching at NOVA versus teaching at the high school level. We can really dig down into advanced content and have structured labs to drive the information home. It's also great to see younger students transition from being a teen to being a mature, self-sufficient adult.”*





# ADVANCE in the News

Through the ADVANCE program, NOVA and George Mason University have helped students complete their bachelor's degrees in a more timely, cost-efficient manner since the program began in 2018. This fall, PBS NewsHour recognized ADVANCE as an exemplary national model for transfer and joint-admission programs in their Rethinking College series.



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*"My journey at NOVA initially was hard since I pushed myself to work two and sometimes three jobs, as I was taking night classes. I started focusing on the track that counted for both NOVA and Mason through the ADVANCE program. I would urge all students to take advantage of dual admissions and the ADVANCE program."*

**Sinoxolo Favor, ADVANCE Student**



*"First as a low-income NOVA student and now as an ADVANCE coach, it's rewarding to help students see what they are achieving. It's important to acknowledge their successes while also recognizing when times are hard. I am there throughout their journey. This is what makes the coaching relationship really unique."*

**Sabrey Stewart, Assistant Director, ADVANCE**

ADVANCE transfer students save time and money

nearly **\$4,500**  
on tuition and fees

**92%**  
graduate from Mason in less than two years after transferring

## Teamwork

### Makes the Dream Work for Our Students

ADVANCE is just one of many transfer pathways open for NOVA students. NOVA works with many four-year partner institutions to offer **Guaranteed Admission Agreements** and **Articulation Agreements**.

In the last five years, the number of NOVA students transferring to four-year institutions has increased, despite declining enrollments nationwide.

**NOVA Transfers to Virginia Four-Year Institutions  
2016-17 Through 2020-21**

	2016-17		2017-18		2018-19		2019-20		2020-21	
	#	%	#	%	#	%	#	%	#	%
<b>Virginia Public Four-Year Institutions</b>	6,064	88.2	6,816	89.2	7,380	89.8	7,687	90.1	8,490	91.1
<b>Virginia Private, Non-Profit Four-Year Institutions</b>	808	11.8	826	10.8	834	10.2	846	9.9	826	8.9
<b>TOTAL TRANSFERS</b>	<b>6,872</b>	<b>100</b>	<b>7,642</b>	<b>100</b>	<b>8,214</b>	<b>100</b>	<b>8,533</b>	<b>100</b>	<b>9,316</b>	<b>100</b>



**60%**

savings in tuition for NOVA transfer students, on average, compared to most four-year universities



transfer  
scholars  
network

Working in partnership with the Aspen Institute's College Excellence Program, NOVA helped to pilot the Transfer Scholars Network (TSN). This invitation-only virtual platform is designed to connect high-achieving community college students directly to admissions personnel at 13 of the top-ranked colleges and universities in the country.



# Gabrielle Walters

## A Dual Enrollment Grad Calculates Her Savings

Gabrielle Walters and her close friend, Eryn Yarrell, both graduated from NOVA in May 2022 and from Hayfield High School in June. Their high school paths were remarkably similar, and they started classes at separate colleges in the fall.

Gabrielle, at just 16 years old, heard about NOVA's Dual Enrollment (DE) program from Eryn. Through DE, students can take select NOVA classes for free in their high schools and approved students can pay for extra classes on campus or through NOVA Online to accelerate their degree completion.

Gabrielle says she was attracted to the tremendous cost savings, cutting off two years from the traditional four-year college option and finishing her undergrad at a fraction of the price.

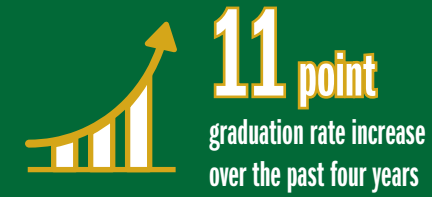
*"The financial benefit is unparalleled," she said. "At NOVA, I managed to take 64 credits for around \$8,000; while at my four-year, the annual in-state tuition would be about \$15,000. I took what would have been \$60,000 at a four-year college down to \$38,000."*

She says NOVA's DE program also prepared her for college. *"I learned how to study properly, how to email professors and how to find and access resources. These are all skills that will undeniably be helpful at my next school."*

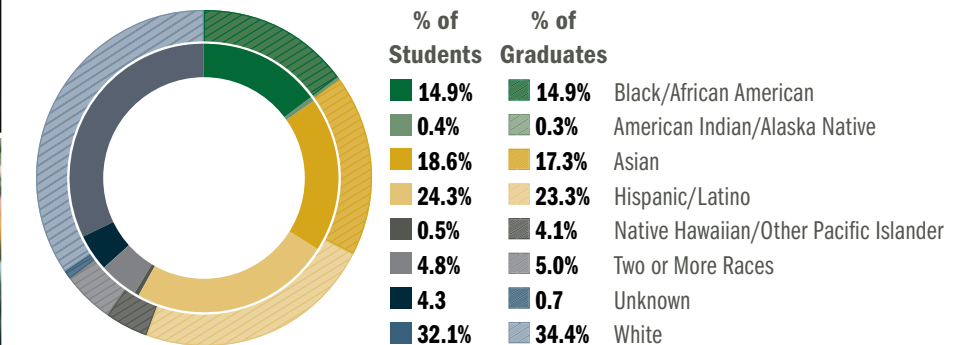
Gabrielle plans to major in psychology—on a premed track to a medical degree in psychiatry—at the University of Minnesota Twin Cities, which has an outstanding psychology program. She is attending on scholarship and brought both her 64 credits from NOVA and credits from a Harvard course she took in the summer. She is still thinking about how to save and accelerate her pathway to medical school.

**DID YOU KNOW?** NOVA's Dual Enrollment Program saves Northern Virginia families more than \$16 million in tuition

# Equity Outcomes, Graduation Rates Rise



NOVA's May 2022 graduates reflected the demographics of our college as a whole, demonstrating equity in achievement and underscoring NOVA's commitment to inclusive excellence.





# Steadfast NOVA Nighthawks

## Use Their Experiences to Help Others



**Yolanda Castillo**

NOVA Criminal Justice Student and Advocate

**NOVA Criminal Justice Student Yolanda Castillo has used her experiences to help lift those around her.** As a Latina, a first-generation college student and an adult-learner, it was hard for Castillo to go back to school, but she is currently a 4.0 student and continually works to better the lives of others. She is a lead advisor in Celebrate Recovery, a community counseling program at her church in Lorton, Virginia. She has been a panelist for the college's Women Helping Women event and encourages her fellow students to reach out for available resources and to not be ashamed of making an effort to better their mental health.

*"After going through all I have gone through, I knew I needed to reach out to others to help them have hope. It's important to let others know they are not alone, and that they don't have to be ashamed of struggling with mental health issues."*

**NOVA's Office of Wellness and Mental Health** provides assistance, resources and support to members of the NOVA community. The college also offers TimelyCare, a free telehealth program that provides 24/7 access to virtual mental healthcare, at any time and from anywhere in the U.S.



For more information, contact the **Office of Wellness and Mental Health** at [wellness@nvcc.edu](mailto:wellness@nvcc.edu).



**Mercy Osei-Hwedie**

NOVA Cybersecurity Student and Generation Hope Student-Parent Fellow

**According to nonprofit Generation Hope, one in five undergraduate students is attending college while caring for dependents,** and despite having higher GPAs than their peers without dependents, they are ten times less likely to graduate due to a systemic lack of support. Understanding that many of our students balance family with school, NOVA is proud to be a member of Generation Hope's inaugural FamilyU cohort, an effort to increase the number of parenting college students who complete their programs and graduate.

**Mercy Osei-Hwedie is a cybersecurity student and a single mom who returned to NOVA after the birth of her son.** As NOVA's first Generation Hope Student-Parent Fellow, Mercy works with NOVA's Office of Strategic Insights (OSI) to assess, identify and implement ways to better serve student-parents and improve overall student outcomes.

*"I went back to NOVA not realizing how hard it was to be a single mom and go to school. I was trying to have a family life and balance work and school. I didn't do as well, initially, but then I found out about Generation Hope and loved that they were advocating for student-parents like myself. Now, I am assisting our OSI team by curating a survey for students, specifically parenting and expecting students."*



# Nighthawk Nests

## Help Address Student Food Insecurity

Food insecurity is a barrier to success that students face in increasing numbers. **According to The Hope Center's #RealCollege survey, 39 percent of students at two-year colleges experience food insecurity, and one-third reported having skipped or cut down on the size of their meals.**

To help those in need, NOVA provides free food and personal care products, including diapers and other infant supplies, through the Nighthawk Nest, a food and personal care pantry with locations on each of our six campuses.

The college has also teamed up with the Capital Area Food Bank (CAFB) to address food insecurity through new, innovative joint programming that includes stocking the Nighthawk Nests with a variety of new items supplied by CAFB and CAFB-funded grants that enable students to obtain prepared meals on campus with their NOVACards.

With funding from M&T Bank and help from DoorDash, NOVA and CAFB also home-deliver pre-boxed groceries and fresh produce to the homes of students enrolled in CCAMPIS, a federal program supporting parenting students and their families. These impactful programs reduce the time and money students must spend on groceries, alleviating one major stressor, and allowing them to focus on their academic success and their mental and physical well-being.

**In the words of a student worker with the Nighthawk Nest:**

*"Food insecurity is not something uncommon, but a lot of students are shy and are unaware of the resources that NOVA has to offer. Seeing that students are able to access our pantry, and how grateful they are for the resource, helps me realize how important it is to have this kind of support in place to help them tackle other financial instability issues."*





# Supporting NOVA Nighthawks Through Unexpected Financial Challenges

NOVA students face daily financial challenges as they strive to reach the stage at graduation: a flat tire or unexpected medical bill; the rising cost of food, gasoline, rent and childcare; the demands of holding down two or three part-time jobs and a college schedule. The students who drop out of NOVA seldom do so for academic reasons. They leave because life gets in the way.

Thanks to the generosity of countless donors, the NOVA Foundation provides critical, financial support (scholarships, emergency grants or both) to remove barriers and help academically successful but financially challenged students complete their studies.

With your continued support, the **NOVA Foundation will help many students like Josseline Cruz-Quevedo (who received an emergency scholarship) stay on their path to academic or career success.** *“It decreased the financial hardship that I would have faced having to pay my classes out of pocket...it has also given me the opportunity to show my daughters, as well as my parents, that parenting students are also recognized, rewarded and can achieve what a regular college student can.”*

NOVA Foundation support kept Josseline on the path to graduation and will impact countless numbers of future students facing similar challenges. With your thoughtful investment, we will continue to remove barriers and provide basic needs to ensure our students’ success. And with continued collaboration, engagement and support, we can work together to ensure every student succeeds, now and into the future.



## NOVA and NOVA Foundation Board Members

### NOVA Board

**Zuzana Steen, Chair**  
City of Manassas, Micron Technology, Inc.

**Ron Gill, Vice Chair**  
City of Manassas Park, Intrado: Life and Safety

**Dr. Raj Chand**  
Fairfax County, Inova Fair Oaks Hospital

**Catherine A. Novelli**  
Fairfax County, Georgetown University

**Rick Pearson**  
Loudoun County, MorganFranklin Consulting, LLC

**John Porter**  
City of Alexandria, Consultant  
for Alexandria City Public Schools

### NOVA Foundation Board

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Loudoun County Economic Development

**Erin Hogan, Vice Chair**  
Bank of America

**Michael Forehand, Board Secretary**  
Inova

**Julia Lafferty, Board Treasurer**  
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**Debi Alexander**  
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**Kristina Bouweiri**  
Reston Limousine

**Andrew Ko**  
Kovexa

**Anne M. Kress**  
President, Northern Virginia Community College

**Esther Lee**  
Refraction

**M. Siddique Sheikh**  
Prince William County,  
U.S. Pakistan International Chamber of Commerce

**Christopher Wade**  
Fairfax County, Cirrus-ERP

**Ambassador Joseph Huggins**  
City of Fairfax, The Huggins Group, LLC

**Margaret Chung**  
Arlington County, Arlington Public Schools

**Carolyn Welch**  
City of Falls Church, Federal Reserve Bank

**Sadia Annona**  
Student Liaison

**Thomas W. Minnick**  
ncgCARE

**John Morgan**  
Rees Broome, PC

**Rosaelena “Rosie” O’Neil**  
Georgetown University

**Kelly Persons, Executive Director**  
NOVA Foundation

**John Porter**  
Consultant for Alexandria City Public Schools

**Mary Power**  
M-Powering Leaders, LLC

**Matt Shank**  
Virginia Foundation for Independent Colleges

**Zuzana Steen**  
Micron Technology, Inc.

**Joe Teipe, Jr.**  
Consultant







Thank you to the NOVA community and those who contributed to this report.