

CVCC Opportunity 2027

Message from the President



CVCC is committed to promoting student success by eliminating the barriers created by systemic racism, gender inequalities, and socioeconomic status. From instruction to financial aid to integrated student supports, the college fosters equity among all students, especially those who have traditionally been relegated to the shadows of society.

The facts are undeniable and disturbing: students of color are less likely to enroll at CVCC, less likely to succeed, and less likely to graduate. Responding to this reality—and framed within the historical context of COVID-19, the economic crisis, and racial injustice—CVCC has taken a stand to promote a culture of diversity, equity, and inclusion that benefits all those who seek a higher education and a better life. Our mandate is clear: we must do even more to help those who need our help the most.

The VCCS’s mission statement asserts, “We give everyone the opportunity to learn and develop the right skills so lives and communities are strengthened.” At CVCC, we bring those words to life every day—with the accent on “everyone”—so that no one is ever again left behind, so that everyone has both the access and the means to achieve their dreams and aspirations.

John S. Capps

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Central Virginia Community College is one of 23 state-supported two-year community colleges that comprise the Virginia Community College System in Virginia. CVCC operates under the policies established by the State Board for Community Colleges and the CVCC Local Advisory Board. Established in 1966, it is the mission of the college to be an accessible, public, two-year higher education institution. The College was first accredited by the Southern Association of Colleges and Schools (SACSCOC) in 1969, and reaffirmed in 1973, 1984, 1994, 2005 and 2015.

CVCC is located in Lynchburg, Virginia with a population of 80,569 (U.S. Census Bureau, 2019) and serves the region of Central Virginia which consists of the City of Lynchburg and the counties of Amherst, Appomattox, Bedford and Campbell. The regional population is 256,455. CVCC is the only public institution of higher education (IHE) within 60 miles from the main campus and is the only public IHE physically located within the area it serves.

CVCC Mission

Central Virginia Community College is an accessible, comprehensive, public, two-year, higher education institution that is dedicated to:

- Providing open, flexible, affordable, quality learning opportunities for personal growth and the acquisition of knowledge and skills necessary for productive and meaningful life,
- Providing general education, transfer, applied science, certificate, and diploma programs,
- Determining and addressing the training needs of business, industry, and government to benefit the service area,
- Supporting workforce and economic development through participation in regional organizations and training for new and/or expanding businesses.
- Providing support services for education, training, technology infrastructure, and workforce development.

CVCC Statement on Diversity, Equity, and Inclusion

Central Virginia Community College is committed to advancing diversity, equity, and inclusion for all members of the college community. We strive to foster a culture that:

Embraces diversity in its student body, staff, faculty, and the surrounding community.

Provides resources and supports for all students to promote equity in success.

Incorporates inclusion to support and engage all individuals in the learning process to help them succeed.

Opportunity 2027

Virginia's State Board for Community Colleges has adopted *Opportunity 2027*, a Strategic Plan that will guide Virginia's Community Colleges over the next six years. The plan went into effect July 1, 2021, and has this over-arching goal:

Virginia's Community Colleges will achieve equity in access, learning outcomes, and success for students from every race, ethnicity, gender, and socioeconomic group

Equity is defined by the VCCS as:

"The existence of an environment in which policies, practices, and beliefs are grounded in the principle of fairness and that acknowledges structural racism, gender disparities, and systemic poverty, while honoring the diversity of humanity. This environment explicitly prioritizes the success of all students to ensure that they have the necessary resources to fulfil their college and career goals."

In support of the [VCCS Opportunity 2027 Strategic Plan](#), CVCC has identified and adapted measures of success, goals, and strategies that align with institutional priorities and VCCS initiatives as follows:

Goals and Strategies

Goal 1 Teaching and Learning – CVCC will provide all students with access to high impact practices that support educational excellence and equity in student success through the development of a world-class cadre of diverse employees focused on equity-minded principles and practices.

Goal 1 Teaching and Learning Strategies

1. Evaluate existing faculty professional development programs with an eye towards providing professional development that focuses on equity-based, high-impact teaching and learning practices.
2. Increase program cohesion through full implementation of guided pathways, including intentional redesign of the Student Development (SDV) courses.
3. Revise transfer programs to include major pathway maps designed to make transfer seamless and efficient.
4. Implement stackable credentials, work-based learning, and capstone courses to ensure students' readiness to enter the workforce.
5. Fully utilize Navigate to create program pathways that inform students of milestones in their progress.
6. Review hiring process to ensure candidates understand equity focus.
7. Evaluate and improve faculty recruitment and retention efforts to ensure hiring reflects demographics of college community.

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8. Provide state of the art classrooms, facilities and technologies that are inclusive and support learning for all students.

Goal 2 Student Supports – CVCC will provide all students with a culture of care that responds to the needs of our diverse student population and supports and inspires educational and career success.

Goal 2 Student Supports Strategies

1. Provide faculty and staff with disaggregated data and professional development in cross-cultural understanding to assist in identifying and supporting student needs.
2. Provide students with connections to programs and community resources that address non-academic barriers to success by expanding the use of Single Stop.
3. Foster an environment that recognizes the value of diversity and prioritizes equitable outcomes for students.
4. Support equity in student success through comprehensive academic advising and student support services.
5. Fully utilize Ad Astra Platinum Analytics and Ad Astra Schedule to build schedules that ensure students can get the courses they need when they need them.

Goal 3 Workforce Credentials – CVCC will provide all students with the knowledge, skills, credentials, and degrees that enable them to thrive in dynamic and emerging 21st century careers shaped by the future of work.

Goal 3 Workforce Credentials Strategies

1. Build academic schedules to prioritize the needs of adult working students and expand access to underrepresented groups.
2. Increase the number of workforce and industry recognized credentials with a focus on underrepresented students.
3. Partner with community organizations to provide educational opportunities and training to students in underserved areas within the CVCC service region.
4. Engage in partnerships with advisory and steering committees to promote diversity and inclusivity in educational programs and workforce experience.
5. Provide work-based learning to allow all students opportunities to gain workforce experience and wages while enrolled in educational programs.
6. Connect students with industry to promote job placement opportunities for all students.

Goal 4 Affordability – CVCC will provide all students with access to affordable college educations.

Goal 4 Affordability Strategies

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1. Increase financial resources and support for all students.
2. Publish all-inclusive pricing that reflects full cost of education, including materials and certification exams.
3. Identify high-demand, high-cost programs with low enrollment of historically minoritized populations and develop strategies to promote program expansion and equitable enrollment representation.

Measurable Outcomes

The first-biennium success of CVCC's Opportunity 2027 will be measured using the Completion by Design key performance indicators that measure student progress and success. These research-supported indicators also align with the VCCS performance-based funding model distribution measures which are Connection, Entry, Progression and Completion. In line with the goals of Opportunity 2027, these performance metrics will be evaluated with a focus on equity.

Increase Equity in Access by:

1. Increasing CVCC fall admissions applications for credit programs.
2. Increasing CVCC fall admissions applications enrollment yield for credit programs.
3. Increasing annual enrollment in Fast Forward Programs.

Increase Equity in Learning Outcomes by:

1. Increasing the number of first time-in-college (FTIC) students who earn 12 college credits with a GPA of 2.0 or higher in their first year of enrollment.
2. Increasing the number of first time-in-college (FTIC) students who successfully complete gateway math and English in the first academic year.

Increase Equity in Success by:

1. Increasing fall-to-spring retention of FTIC full-time credit students.
2. Increasing fall-to-spring retention of FTIC part-time credit students.
3. Increasing fall-to-fall retention of FTIC full-time credit students.
4. Increasing fall-to-fall retention of FTIC part-time credit students.
5. Increasing the number of industry certifications and licensures, credit degrees, certificates and fast forward certifications awarded in an academic year.
6. Increasing the annual associate degrees, diplomas, certificates, and career studies certificates awarded to students from underserved populations (USPs).
7. Increasing the number of students who annually transfer with 16 or more credit hours.