



Laurel Ridge Community College Board Meeting

Minutes

Laurel Ridge Community College Board

September 4, 2025; 12 PM

Laurel Ridge Community College, Middletown Campus, Corron Community Development Center, Carl & Emily Thompson Conference Center

Attendance

Present:

Members: Kim Blosser, Renard Carlos, Chris Coutts, Joyce D'Urso, JoAnn Ellwood, Will Fairhurst, Krista Farris, Ben Freakley, Ashley Hansen, Liv Heggoy, Paul Johnson, Andrew Keller, Brandon Monk, William (Clay) Perry, Brian Sours, Maryam Tabatabai, Cory Thompson, Johanna Weiss, Jim Wells

Absent:

Members: Jeanian Clark, Ed Daley, Brad Hodgson

- I. Call to Order
(Presenters: Ben Freakley, College Board Chair)
- II. Approval of Meeting Minutes, June 5, 2025
(Presenters: Ben Freakley, College Board Chair)

 [Laurel Ridge Community College Board Meeting Minutes - June 2025.pdf](#)

Motion:

Motion to approve College Board Meeting Minutes, June 5, 2025.

Motion moved by Brandon Monk and motion seconded by Will Fairhurst. Motion carried unanimously.

- III. New Business
 - A. Laurel Ridge Institutional Priorities AY 2025-26
(Presenters: Kim Blosser, President)

Laurel Ridge President Kim Blosser reviewed the attached Laurel Ridge institutional priorities for 2025-26 with board members. This was an information item and required no further action.

 [College Board Recommendation Form - Institutional Priorities AY 2025-26.pdf](#)

- B. Recommendation to approve Laurel Ridge Community College Local Board Annual Goals AY 2025-26
(Presenters: Ben Freakley, College Board Chair)

 [College Board Recommendation Form - Laurel Ridge Local Board Annual Goals AY 2025-26.pdf](#)

Motion:

Motion to approve Laurel Ridge Community College Local Board Annual Goals AY 2025-26

Motion moved by Renard Carlos and motion seconded by Will Fairhurst. Motion carried unanimously.

- C. Recommendation to approve Curriculum Advisory Committees AY 2025-26
(Presenters: Johanna Weiss, Vice President, Academic and Student Affairs)

 [8.20.2025.College Board Recommendation Form - 2025 CAC List.pdf](#)

Motion:

Motion to approve Curriculum Advisory Committees AY 2025-26

Motion moved by Paul Johnson and motion seconded by Renard Carlos. Motion carried unanimously.

- D. State Funding and College Budgeting Process
(Presenters: Cory Thompson, Vice President, Finance and Administrative Services)

Cory Thompson presented an overview of the state and local college operations budgeting process. This was an information item and required no further action.

 [Budget Overview 2025.pdf](#)

- E. College Board Budget FY 2024 quarterly update
(Presenters: Cory Thompson, Vice President, Finance and Administrative Services)

Cory Thompson reviewed with board members the attached College Board Budget quarterly update including local contributions and expenses as of the fourth quarter of fiscal year 2025. This was an information item and required no further action.

 [FY25 Q4 REPORT COLLEGE BOARD BUDGET 9.4.25.pdf](#)

- F. Recommendation to approve College Board Budget FY 2027
(Presenters: Cory Thompson, Vice President, Finance and Administrative Services)

 [Action Item College Board Budget Fiscal Year 2027 Proposed Budget.pdf](#)

Motion:

Motion to approve College Board Budget FY 2027.

Motion moved by William (Clay) Perry and motion seconded by Maryam Tabatabai. Motion carried unanimously.

- IV. Report of the College Board Chair
(Presenters: Ben Freakley, College Board Chair)

College Board Chair Ben Freakley encouraged board members to attend the upcoming groundbreaking ceremony for the college's Power Line Worker Program, scheduled for October 16 at the Middletown Campus. He emphasized the importance of board member presence at such events to demonstrate support for workforce development initiatives. Chair Freakley also shared insights from his recent participation in the VCCS Chancellor's Retreat, where he joined other Laurel Ridge leadership members. During the retreat, State Board Chair Eric Wooten delivered a compelling message advocating for a unified, one-system approach across Virginia's community colleges. WooTen stressed the need for universal codes of conduct and a statewide effort to accelerate opportunity, with a bold goal of awarding 300,000 meaningful credentials by 2030.

While these goals were widely supported, Chair Freakley noted that they are not yet fully funded. He highlighted several areas in need of increased financial support, including new technology systems, the FastForward program, and dual enrollment initiatives. He urged Local College Board members to take an active role in advocating for additional funding from local legislators to ensure the success of these strategic priorities.

V. Report of the Laurel Ridge Educational Foundation Board Representative
(Presenters: Brian Sours, College Board member, Page County)

Brian Sours provided an update from the September Foundation Board meeting, highlighting several key discussions and presentations. Student Ryan Resulaj shared his experience as a psychology major, expressing deep appreciation for the scholarship he received through the Foundation and the positive impact it has had on his academic journey.

The Foundation Board also began discussions around potential nominees for the 2026 Chancellor's Award for Excellence in Philanthropy, recognizing individuals or organizations that have made significant contributions to the college.

Steve Patterson presented an overview of the infrastructure development for the Power Line Worker Program, which is currently being constructed on Foundation-owned property at the Middletown Campus. Additionally, the Board reviewed necessary easements at the Fauquier Campus to support drainage and provide access to the Trades Building, also located on Foundation property.

A significant topic of discussion involved the potential transfer of ownership of the Student Union Building at the Middletown Campus from the Foundation to the college. This transfer would enable the college to access capital funds for future capital projects, enhancing its ability to invest in long-term infrastructure and programmatic growth.

VI. Reports of the College
(Presenters: Kim Blosser, President, Jeanian Clark, Vice President, Workforce Solutions, Chris Coutts, Vice President, Communications and Planning, Johanna Weiss, Vice President, Academic and Student Affairs, Cory Thompson, Vice President, Finance and Administrative Services, JoAnn Ellwood, Associate Vice President, Human Resources, Liv Heggoy, Associate Vice President, Development)

 [2025.09.04 College Board - Reports of the College.pdf](#)

- VII. College Board Calendar of Meetings and Engagements
(Presenters: Ben Freakley, College Board Chair)

 [College Board Calendar of Meetings and Engagements - September 2025.pdf](#)

- VIII. Adjournment
(Presenters: Ben Freakley, College Board Chair)

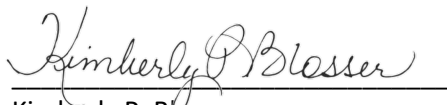
Motion:

Motion to adjourn meeting at 1:22 pm.

Motion moved by Krista Farris and motion seconded by Renard Carlos.

Motion carried unanimously.

SUBMITTED BY:



Kimberly P. Blosser

President, Laurel Ridge Community College;

Secretary, Laurel Ridge Community College Board

APPROVED BY:



Benjamin C. Freakley

Chair, Laurel Ridge Community College Board

Copy + Attachments to: All College Board Members and College Senior Leadership members.

Copy of Approved Laurel Ridge Community College Board Minutes – June 5, 2025, filed with Dr. David Doré, Chancellor, Virginia Community College System.

LAUREL RIDGE COMMUNITY COLLEGE
RECOMMENDATION FOR COLLEGE BOARD

TO: Laurel Ridge Community College Board
FROM: Kimberly Blosser, President
DATE: August 27, 2025
SUBJECT: Item Recommendation for College Board Agenda

The following item is recommended for the Agenda of the next College Board meeting:

Information Item: or Action Item:

Item Title for Agenda (be specific): **Institutional Priorities AY 2025-26**

Initiating Administrator’s Recommendation (If funding is involved, please indicate appropriate budget line item number and title.) [Click or tap here to enter text.](#)

Each year, colleges develop Institutional Priorities for the academic year that are aligned with the college’s strategic plan goals and the Chancellor’s goals for the system. Those priorities are shared with the Local College Board in the fall, and the results are then shared in the spring as part of the local board’s role in the presidential evaluation process.

The Chancellor’s goals for the VCCS are developed on a similar schedule, align with the VCCS Strategic Plan, Accelerate Opportunity 2030, and are approved by the State Board for Community Colleges. Those goals include college-level metrics, and the results are part of the President’s evaluation process.

Attachments (List supporting documents): [Click or tap here to enter text.](#)

1. Laurel Ridge Institutional Priorities AY 2025-26
2. VCCS Chancellor’s Goals AY 2025-26
3. Accelerate Opportunity AY 2025 Presidential Evaluation Targets and Actuals – Laurel Ridge



INSTITUTIONAL PRIORITIES

— 2025-26 —

A College-Wide Enrollment Growth Strategy



Why is this a priority?

Growing college enrollment has been identified as a key priority in several goals of *Engage 2027*. Since the pandemic, enrollment in short-term, non-credit training programs has increased each year while credit enrollment has remained largely flat overall with a few semesters experiencing minimal gains. With credit tuition revenue accounting for nearly half of the college's overall budget, it is important to ensure that small, consistent increases in credit enrollment are achieved while still maintaining increases in non-credit enrollment.

Additionally, a comprehensive look at who the college is serving, gaps in enrollment in areas of our service region, how the structure of our classes and services impacts enrollment, as well as other enrollment factors, is needed.

Strategies to address this priority

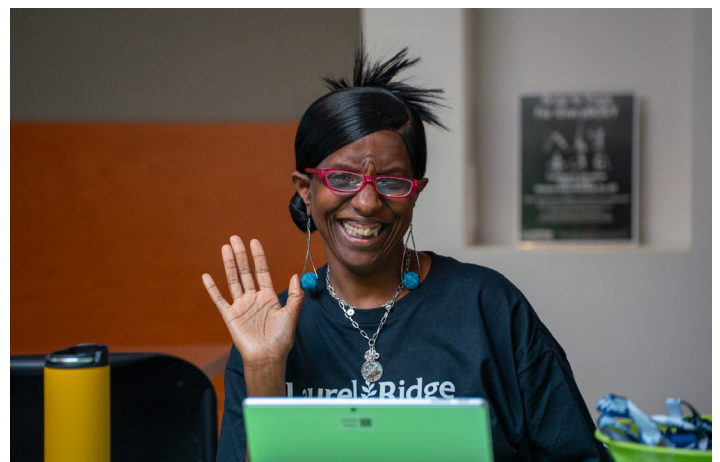
- Engage in a comprehensive enrollment assessment
- Develop an enrollment strategy plan
- Establish an executive enrollment team to oversee the development and execution of the enrollment strategy plan
- Reassess the outreach function at the college
- Determine if there are barriers impacting student enrollment

Outcomes expected

- ➔ An Enrollment Strategic Plan will be developed
- ➔ Goals for each area of enrollment strategic plan will be established
- ➔ Metrics for each goal will be identified and reported on each year
- ➔ A new outreach plan will be derived from the overall Enrollment Plan
- ➔ The college's annual marketing plan will focus on the goals for each year of the plan

Aligns with Engage 2027

- ➔ Goal 1: Remove barriers to the student onboarding experience to ensure students can seamlessly advance from interest to enrollment.
- ➔ Goal 2: Increase inquiries/applications to the college and net enrollment yield.
- ➔ Goal 4: Increase the number of high school dual enrollment students who smoothly transition to workforce and degree programs.
- ➔ Goal 7: Structure class schedules, activities, and facilities with consideration of the needs of underserved and underrepresented student populations.



2

Our Adult Learner Population

Why is this a priority?

Colleges and universities nationwide are preparing for the ‘enrollment cliff’, a projected 6% decline in the 15- to 19-year-old population between 2021 and 2032. Thankfully in our service region, the overall population is expected to increase by 4.7%, which will result in a smaller decline in that age group by 2032. Data does suggest, however, that the country may see an even steeper decline in the 15- to 19-year-old population beginning in 2040, with some estimates as high as a 21% decline.

Regardless of the ‘enrollment cliff’, there is a much larger population of 25 years and older individuals who do not have a degree, and those populations are increasing in our region. For example, between 2020 and 2030, projected population growth by age range is:

Age Range	% Change
15-19	-2.6%
20-24	1.4%
25-29	9.2%
30-34	13.2%
35-39	16.2%
40-44	20.4%
45-49	5.9%
50-54	-14.8%
55-59	-21.5%

Also, for the 25 years and older age range, 38% have earned an associate, bachelor’s, or graduate/professional degree. Of those remaining, 20% have some college/no degree, 33% a high school graduate or equivalent, and 10% are not high school graduates. In raw numbers, that means nearly 122,000 individuals in our service region have some college/no degree or a high school diploma or equivalent.

In order to position the college for the future, we will focus more of our efforts on ensuring we are structured to meet the needs of our adult population.



Strategies to address this priority

- The college will assess our adult student population and identify gaps in enrollment
- Leadership will review best practices in both recruiting and retaining adult students
- Student support services will assess services that support adult student learners

Outcomes expected

- ➔ Specific outreach goals will be established for adult learners
- ➔ Specific enrollment goals will be established for adult learners
- ➔ A comprehensive assessment of class schedules will be conducted to determine alignment with adult student needs

Aligns with Engage 2027

- ➔ Goal 7: Structure class schedules, activities, and facilities with consideration of the needs of underserved and underrepresented student populations.
- ➔ Goal 15: Elevate the college’s role as the region’s first-choice education and training provider, well-positioned to strengthen the economic and educational position of the students and communities we serve.

3

High Performance and Innovation

Why is this a priority?

In 2024-25, several college employees participated in a year-long AAC&U Institute on AI, Pedagogy, and the Curriculum. Additionally, the VCCS engaged with Gartner Consulting to establish a taskforce of faculty and staff from around the VCCS (several from Laurel Ridge) to develop a Strategic Plan for Artificial Intelligence. The culminating strategic vision stated: “As a transformative leader in education and workforce development, the Virginia Community College System (VCCS) will embrace the ethical use of AI to reduce barriers and enhance student learning, enable faculty and staff, foster collaborative industry partnerships, and increase operational efficiency to empower our students (and staff) with the knowledge and skills relevant to their futures.”

The evolution of AI tools will not only significantly change our work environment but is currently impacting teaching and learning. AI Guidelines for the college will need to be adopted, and professional development will be needed for all faculty dealing with the changing learning environment and for staff as they engage in more efficient work practices and address evolving tasks.

Strategies to address this priority

- Form a college-wide AI workgroup
- Launch a college-wide introduction to AI at All College Day
- Share lessons learned from the 24-25 VCCS AI Taskforce with the college community
- Engage with the VCCS in the establishment of an AI Learning Community



Outcomes expected

- ➔ A new AI workgroup will be established, which will work toward operationalizing AI
- ➔ A classroom AI policy will be adopted
- ➔ A safe, responsible, ethical use statement will be developed
- ➔ Multiple professional development sessions will be held throughout the year for all employees
- ➔ An AI Learning Community will be established that will collaborate with other VCCS colleges

Aligns with Engage 2027

- ➔ Goal 10: Enhance and expand learner-centered, high impact teaching practice.

Proposed Chancellor’s 2025 – 2026 Goals

Accelerate Opportunity 2025-2026 Goals	Definition and Comparisons for Evaluations	Presidents’ Role	Proposed Target Value
<p>Overarching goal: Award 300,000 cumulative meaningful credentials by 2030 across all regions through accelerated access and success for every student.</p>	<p><u>Definition:</u> Degrees, diplomas, certificates, career studies certificates awarded, and FastForward credentials reported during specified time period</p> <p><u>Comparison for Evaluation:</u></p> <ul style="list-style-type: none"> • AY 2024-25 Presidential Target vs AY 2024-25 Actual • AY 2025-26 Presidential Target vs Actual • Progress toward AY 2025-26 Annual Target 	Direct contributors with college-specific numeric targets	<i>TBD</i>
1.2 Increase the percentage of FastForward completers to 95% annually by 2030	<p><u>DRAFT Definitions:</u> Percentage of enrolled students in all FastForward courses who receive a passing grade (A, B, C, S) during specified terms</p> <p><u>Comparisons for Evaluation</u></p> <ul style="list-style-type: none"> • AY 2025-26 Presidential Target vs Actual • Progress toward AY 2025-26 Annual Target 	Direct contributors with college-specific numeric targets	<i>TBD</i>
2.4 Increase the annual number of working-age adults enrolled by 14,000 by 2030.	<p><u>Definitions:</u> Total unduplicated headcount of students enrolled in credit and FastForward courses between the ages of 25 and 65 during specified terms</p> <p><u>Comparisons for Evaluation</u></p> <ul style="list-style-type: none"> • AY 2024-25 Presidential Target vs AY 2024-25 Actual • AY 2025-26 Presidential Target vs Actual • Progress toward AY 2025-26 Annual Target 	Direct contributors with college-specific numeric targets	<i>TBD</i>
3.1 Increase the number of full-time faculty engaged in professional development opportunities to broaden understanding of relevant emerging topics for student success by 50% by 2030.	<p><u>DRAFT Definitions:</u> Unduplicated headcount of full-time faculty based on the IPEDS definition who participate in a professional development activity that meets the approved definition within an academic year. Definitions of approved professional development activities must be developed.</p> <p><u>Comparison for Evaluation</u></p> <p>Document a baseline participation rate for full-time faculty in at least one approved professional development opportunity on emerging topics for student success.</p> <p>Achieve a participation rate equal to at least 10% progress toward the 50% increase goal over the baseline.</p> <p>Measure of Success:</p> <p>Verified baseline and participation records submitted.</p>	Direct contributors with college-specific numeric targets	<i>TBD</i>

	Demonstrated increase in participation above baseline consistent with 10% of the 2030 target.		
3.3. All courses required by the Passport and UCGS will be available online asynchronously every semester by 2030	<p>DRAFT Definition: Number of Passport and required UCGS courses are available as asynchronous online sections during a specified time period.</p> <p>Comparison for Evaluation Ensure at least 50% of Passport and required UCGS courses are available as enrolled asynchronous online sections during Fall 2025 or Spring 2026; Submit a documented inventory identifying which required courses remain unavailable online and/or asynchronous to inform planning for subsequent years.</p>	Direct contributors with college-specific numeric targets	TBD

*identified as a goal that requires additional state funding

Accelerate Opportunity 2025-2026 Goals		Presidents' Role + Lead SO Staff	Proposed Expected Outcome
4.3 All front-line support staff will participate in at least one professional development opportunity on financial resources to equip them to be able to respond accurately to most student inquiries by 2030.	<p>DRAFT Comparison for Evaluation</p> <p>Each college will identify and document front-line support staff positions consistent with system definitions; Each college will submit a plan for ensuring future participation of staff in those positions in qualifying professional development by 2030.</p> <p>VCCS system office will develop or procure shared professional development opportunities that align with the defined content areas and make them available to colleges for implementation starting in FY 2025–26.</p>	<p>Presidents: Directly responsible for ensuring staff engage in training</p> <p>Lead SO staff:</p>	TBD
One System 2025-2026 Goals		Presidents' Role + Lead SO Staff	Proposed Expected Outcome
Culture of Care: Create consistent student dual enrollment experience by aligning pricing for dual enrollment programs beyond those covered by CCRV legislation (executed in 2025, making select courses available at no cost) and execute by fall of 2026. Assess college-level services and support for dual enrollment learners with the intention of creating greater consistency.		<p>Presidents: Contribute to the aligned pricing structure and provide info on existing services.</p> <p>Lead SO staff: Felicia</p>	TBD
Culture of Care: Create consistent adult learner experience by professionally developing faculty on andragogy and assessing college-level services and supports for adult learners with the intention of creating greater consistency.		<p>Presidents: Contribute to design of PD, ensure faculty participation in PD, and provide info on existing support</p>	TBD

	Lead SO staff: Felicia	
Enhanced financial management: Provide a single budgeting system for the VCCS to allow for better decision-making, greater transparency, and improved efficiency by identifying systemwide requirements, issuing a request for proposals, and evaluating solutions	Presidents: Contribute to requirements, support RFP and eval. Lead SO staff: Will	TBD
Establish a consistent systemwide approach to campus safety and emergency preparedness by evaluating prior audit recommendations, aligning with best practices, and documenting decision-making. Prioritize unresolved findings from the 2022 and 2024 systemwide reports to demonstrate due diligence. Support all VCCS colleges through strategic oversight, resource sharing, and the implementation of foundational training and protocols.	Presidents: contribute via intuitional accountability and team member committee participation Lead SO staff: Tommy	TBD



AY 2025 Presidential Evaluation Targets and Actuals

Click College Name Below and Use Dropdown to Select Your College.						
Laurel Ridge					as of 03/27/25	
Previous Annual Target	Previous Annual Actual*	Current Annual College Target**	Approved Evaluation Target***	Evaluation Actual		
AY 2023-24	AY 2023-24	AY 2024-25	July-December 2024	July-December 2024		
Goal	Overarching Goal					
0	300,000 cumulative degrees, diplomas, certificates and credentials by 2030.	1,656	2,459	1,656	828	1,182
Objective 1	Developing Virginia's Talent					
1.4	Increase VCCS annual graduates in regionally high demand fields employed by 6,000 by 2030.	746	740	807	404	522
1.5	Increase graduates entering industries with the highest job growth in Virginia to 40% by 2030.	849	711	895	447	724
Objective 2	Reaching More Virginians					
2.1	Increase cumulative enrollment in regionally aligned high demand fields by 20,000 students by 2030.	529	276	600	300	359
2.2	Increase the annual number of students enrolled in FastForward by 20% by 2030.	832	986	855	428	689
2.4	Increase the annual number of working age adults enrolled by 14,000 by 2030.	1,683	1,771	1,750	875	1,551

Previous Year Targets are based on data from the previous year's Summer, Fall and Spring for credit and/or July 1-June 30 for Fast Forward.

* Previous Annual Actual is based on data from the previous year's Summer, Fall and Spring for credit and/or July 1-June 30 for Fast Forward.

** Annual College Targets are based on data from Summer, Fall and Spring for credit and/or July 1-June 30 for Fast Forward.

*** Approved Evaluation Targets are calculated as half of annual targets.

Glossary Word

Definition

- Annual number of Fast Forward students** - Unduplicated headcount of students enrolled in FastForward courses beginning between July 1 and June 30 of a given year.
- Cumulative meaningful post-secondary credentials** - Total number of degrees, certificates, CSCs, diplomas awarded, and FastForward credentials earned between July 1, 2021-June 30, 2030.
- Industries with the highest job growth in Virginia** - Number of VCCS graduates or credentialers who are employed within one year in NAICS coded industries with the highest job growth in Virginia as identified in the 2023 Six-Year Plan Fact Packs based on the first three digits of NAICS code. For 2023-2025 these are the industry NAICS codes: 492, 813, 524, 812, 713, 624, 561, 622, 611, 541, 621, or 722
- Regionally aligned high demand fields** - Programs identified as high demand based on labor market data by GO Virginia region as part of VCCS 2024 Workforce Expansion Initiative. (https://docs.google.com/spreadsheets/d/1q8e_8gb9negEuxsJVr-GsytyXvu6ln_PdBel4WZAuQ/edit?usp=sharing)
- Working age adults** - Unduplicated headcount of students who are between 25 and 65 years of age enrolled in credit courses in Summer, Fall and Spring or in FastForward courses beginning between July 1 and June 30 of a given year.

Timing for Metrics

- 1.4 - Graduates in defined regionally identified high demand fields who graduated in Summer 2024, Fall 2024 or received credentials between July - December 2024
- 1.5 - Graduates from Summer 2023, Fall 2023 or Spring 2024 received credentials between July 2023- June 2024 who are matched in the VEC wage record data within one year of graduation and who is employed by an employer with one of the following first three digits of NAICS codes: 492, 813, 524, 812, 713, 624, 561, 622, 611, 541, 621, or 722. Fall 2023 and Spring 2024 graduates do not have four quarters of employment data due to timing constraints.

LAUREL RIDGE COMMUNITY COLLEGE
RECOMMENDATION FOR COLLEGE BOARD

TO: Laurel Ridge Community College Board
FROM: Kimberly Blosser, President
DATE: August 27, 2025
SUBJECT: Item Recommendation for College Board Agenda

The following item is recommended for the Agenda of the next College Board meeting:

Information Item: or Action Item:

Item Title for Agenda (be specific): **Laurel Ridge Community College Local Board Annual Goals AY 2025-26**

Initiating Administrator’s Recommendation (If funding is involved, please indicate appropriate budget line item number and title.) [Click or tap here to enter text.](#)

At the June 2025 College Board meeting, a discussion was held regarding the annual board self-assessment survey and the intention of the survey results to be used to set board goals for the following academic year.

Ten board members responded to the survey. The complete survey results are attached. In summary, the results show that board members are satisfied with their participation on the Laurel Ridge College Board and feel they understand their role as a board member. Board members understand their board responsibilities and their role in relationship with the college. All comments and responses were largely positive, with two themes emerging as opportunities for further board development. Those two themes were: (1) a better understanding of the overall college budget and the landscape of community college funding at the state level; and (2) ways in which board members can be more engaged in their communities and with the college to advocate for the college and its programs.

To that end, the proposed Local College Board Goals for AY 2025-26 are:

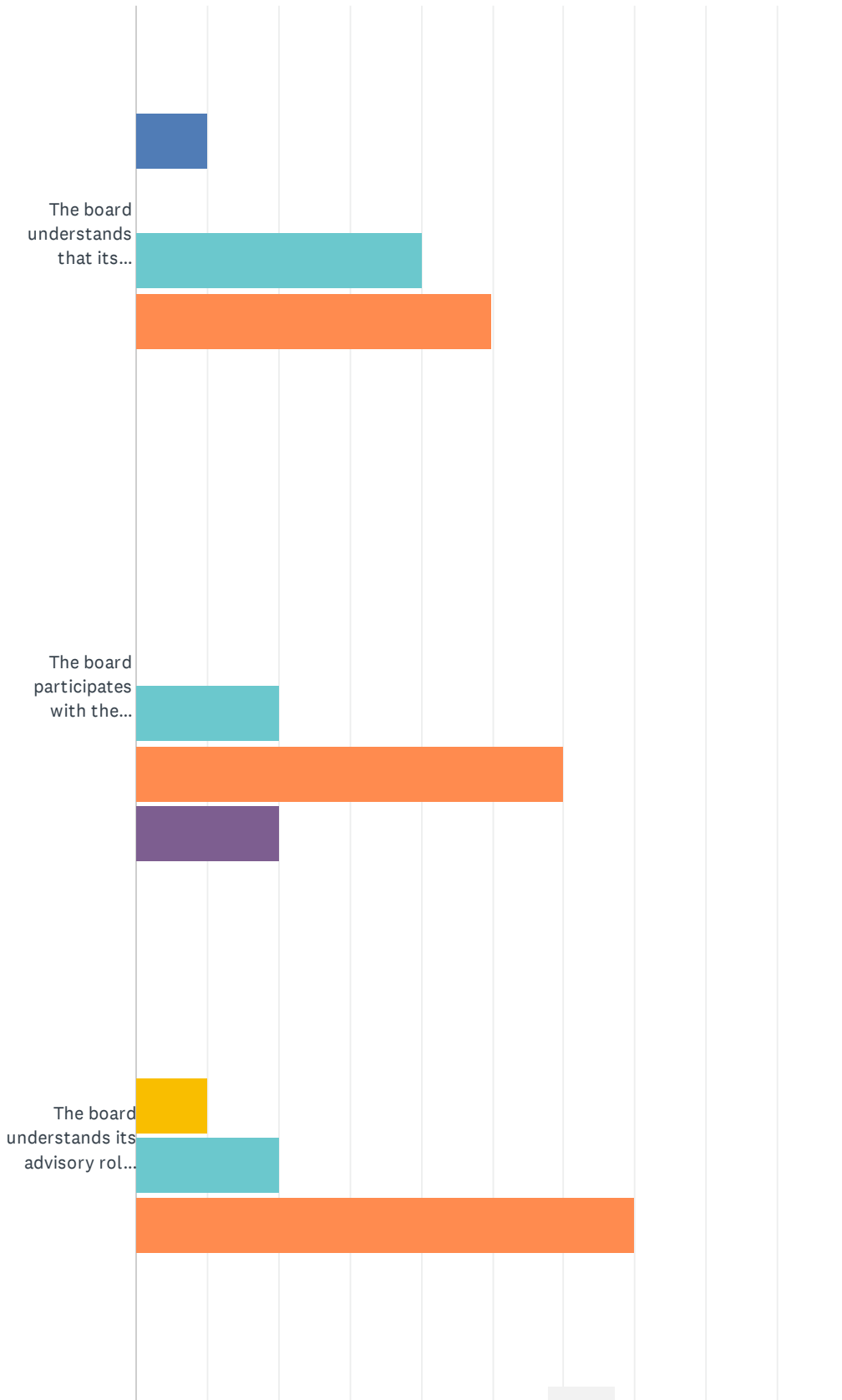
- Goal 1: Engage in a deeper understanding of the overall College Budget and state funding for community colleges in Virginia
- Goal 2: Identify ways for board members to be advocates for the college

Attachments (List supporting documents): [Click or tap here to enter text.](#)

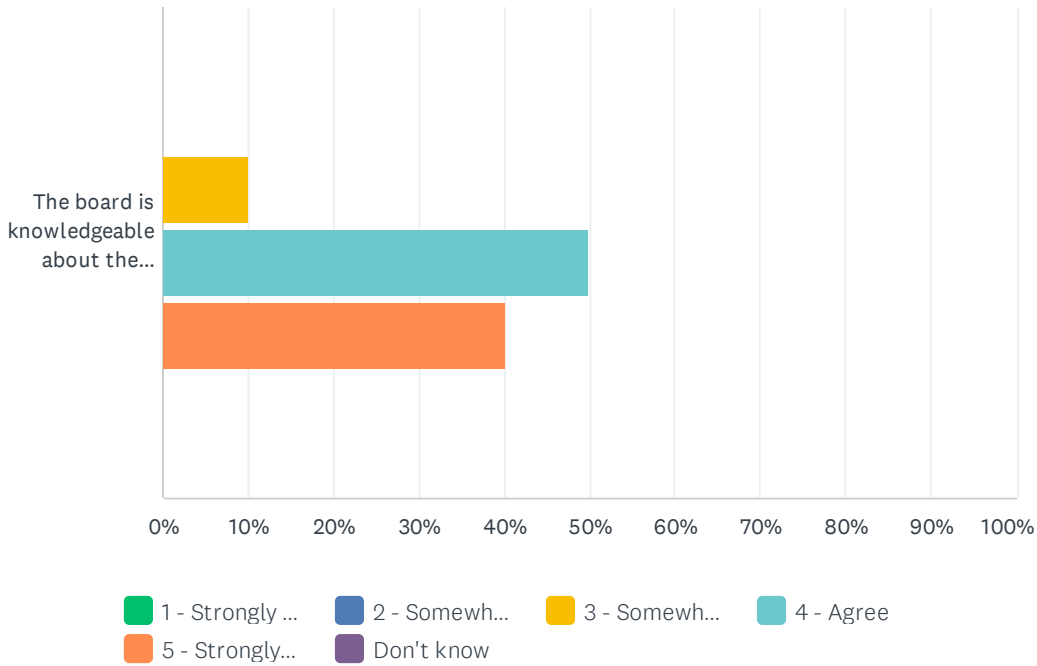
1. Laurel Ridge Community College Local Board Self-Assessment Survey – June 2025

Q1 Board Roles

Answered: 10 Skipped: 0



Laurel Ridge Community College 2025 Board Self-Assessment



	1 - STRONGLY DISAGREE	2 - SOMEWHAT DISAGREE	3 - SOMEWHAT AGREE	4 - AGREE	5 - STRONGLY AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
The board understands that its primary function is to serve as a channel of communication between the State Board and the governing bodies of the local political subdivisions.	0.00% 0	10.00% 1	0.00% 0	40.00% 4	50.00% 5	0.00% 0	10	4.30
The board participates with the chancellor and the State Board in the selection, evaluation, and removal of the president of the college in accordance with procedures adopted by the State Board.	0.00% 0	0.00% 0	0.00% 0	20.00% 2	60.00% 6	20.00% 2	10	4.75
The board understands its advisory role and the roles of the president, administration, and staff.	0.00% 0	0.00% 0	10.00% 1	20.00% 2	70.00% 7	0.00% 0	10	4.60
The board is knowledgeable about the college's educational programs and services.	0.00% 0	0.00% 0	10.00% 1	50.00% 5	40.00% 4	0.00% 0	10	4.30

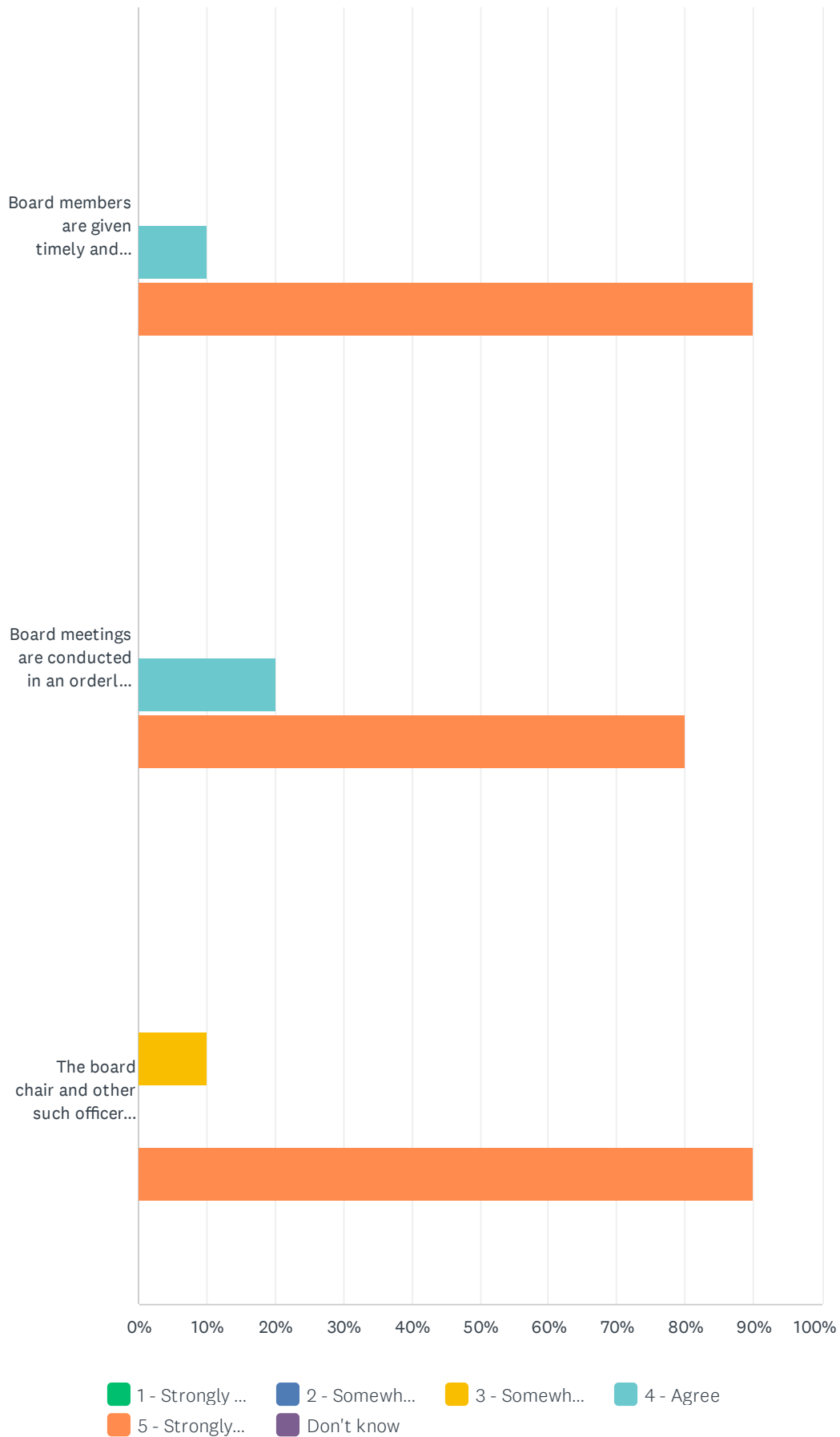
Laurel Ridge Community College 2025 Board Self-Assessment

#	COMMENTS	DATE
1	I am comfortable that our board is aware of our role in the chain of command within the Commonwealth. Our board is also knowledgeable about our programs, but there are so many programs offered at Laurel Ridge that I am sure we don't know them all.	6/23/2025 1:52 PM
2	It might be good to inform the public of the Board's full function/role to prevent misinterpretation of authority of the local board	6/10/2025 4:16 PM

Q2 Board Organization and Leadership

Answered: 10 Skipped: 0

Laurel Ridge Community College 2025 Board Self-Assessment



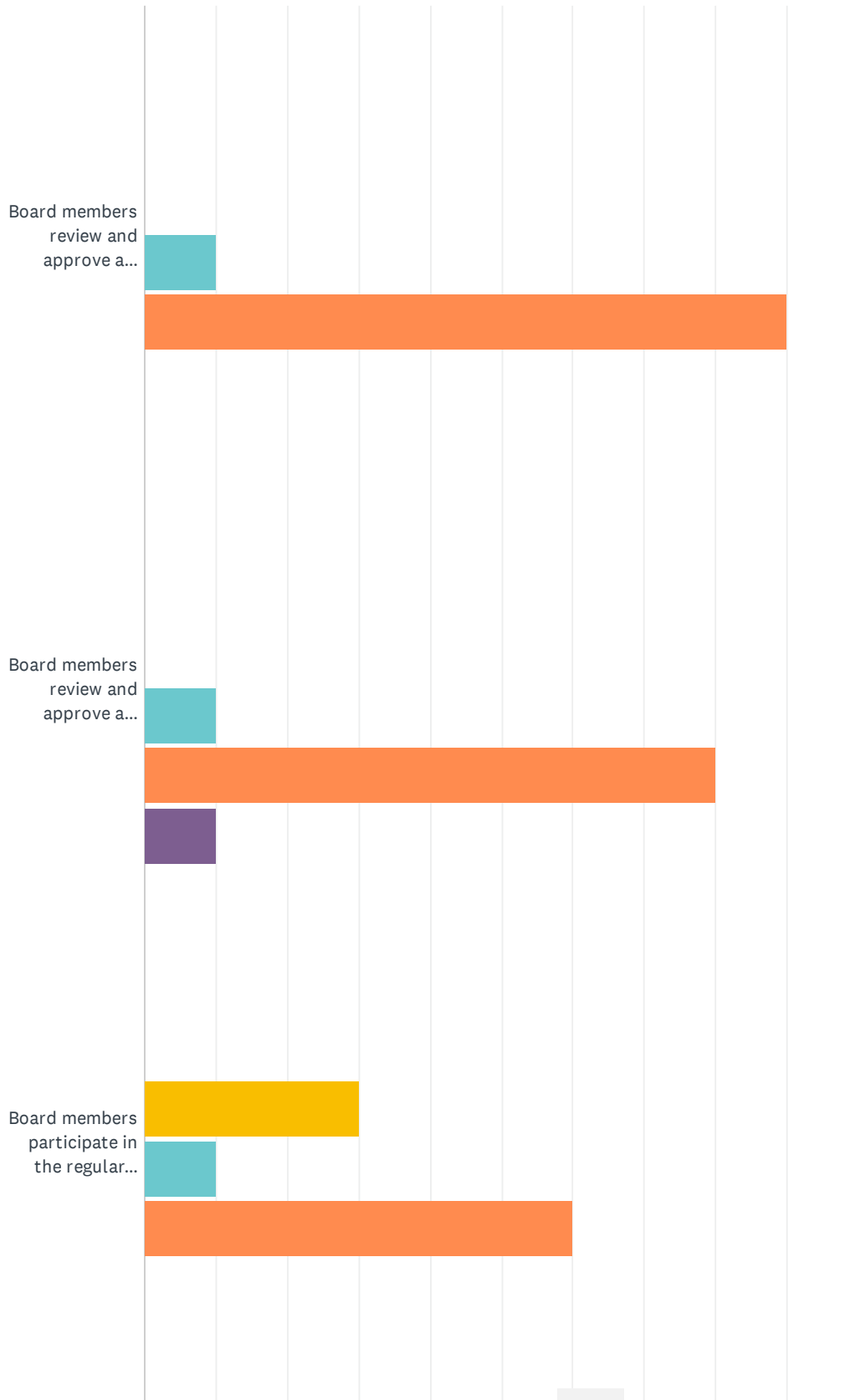
Laurel Ridge Community College 2025 Board Self-Assessment

	1 - STRONGLY DISAGREE	2 - SOMEWHAT DISAGREE	3 - SOMEWHAT AGREE	4 - AGREE	5 - STRONGLY AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Board members are given timely and adequate background information on the issues they are requested to advise upon.	0.00% 0	0.00% 0	0.00% 0	10.00% 1	90.00% 9	0.00% 0	10	4.90
Board meetings are conducted in an orderly and efficient manner that allows for open and sufficient discussion and purposes are achieved effectively.	0.00% 0	0.00% 0	0.00% 0	20.00% 2	80.00% 8	0.00% 0	10	4.80
The board chair and other such officers adopt rules and regulations that are necessary to conduct business in an orderly manner.	0.00% 0	0.00% 0	10.00% 1	0.00% 0	90.00% 9	0.00% 0	10	4.80

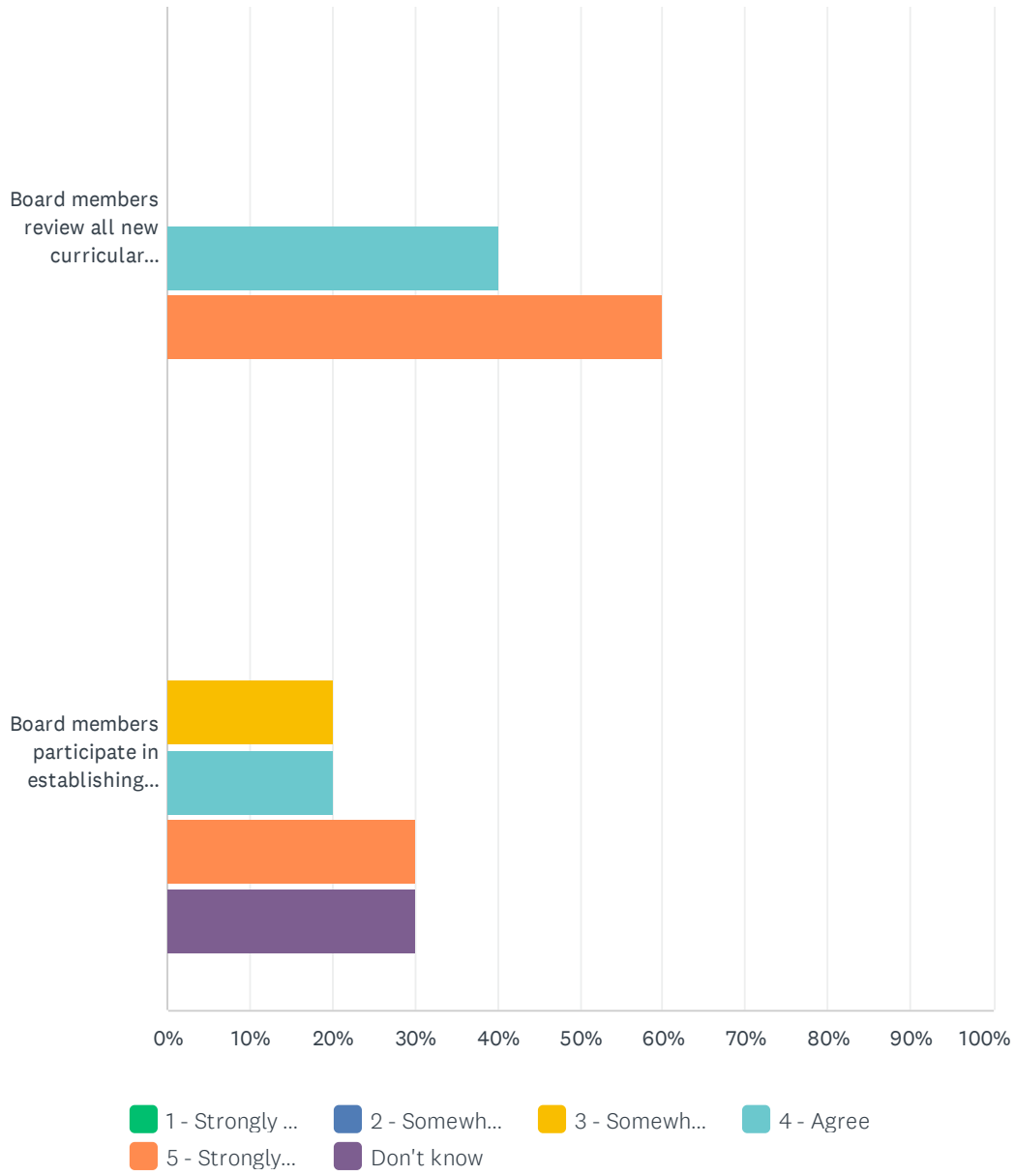
#	COMMENTS	DATE
1	Meetings are well organized and well run	6/23/2025 1:52 PM

Q3 Board Responsibilities

Answered: 10 Skipped: 0



Laurel Ridge Community College 2025 Board Self-Assessment



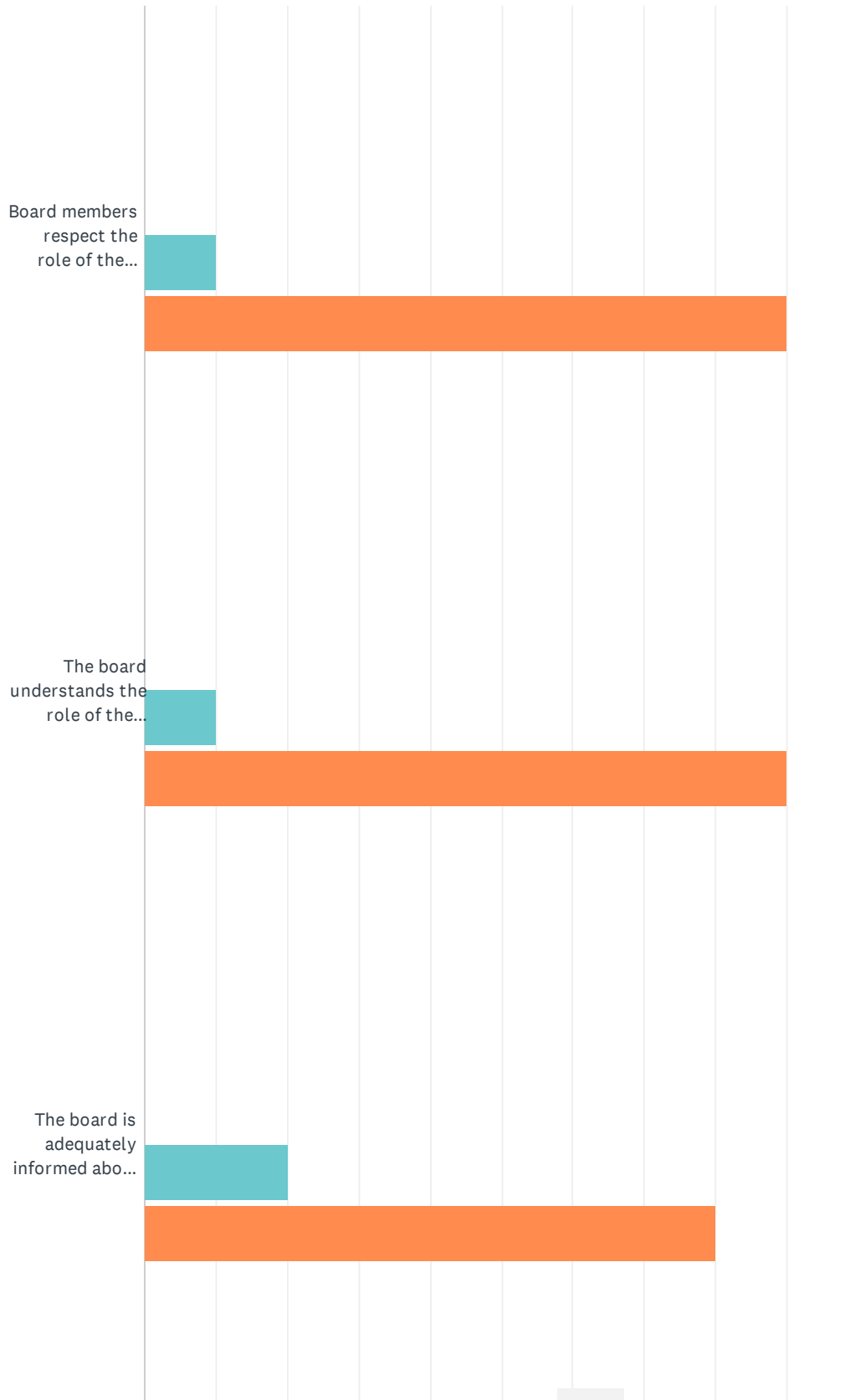
Laurel Ridge Community College 2025 Board Self-Assessment

	1 - STRONGLY DISAGREE	2 - SOMEWHAT DISAGREE	3 - SOMEWHAT AGREE	4 - AGREE	5 - STRONGLY AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Board members review and approve a detailed local funds budget for the college as prepared by the college president within State Board guidelines.	0.00% 0	0.00% 0	0.00% 0	10.00% 1	90.00% 9	0.00% 0	10	4.90
Board members review and approve a budget prepared by the college president for the expenditure of revenues from vending commissions and auxiliary enterprises, including the student activity fund, within the guidelines established by the State Board.	0.00% 0	0.00% 0	0.00% 0	10.00% 1	80.00% 8	10.00% 1	10	4.89
Board members participate in the regular review of the college's mission statement.	0.00% 0	0.00% 0	30.00% 3	10.00% 1	60.00% 6	0.00% 0	10	4.30
Board members review all new curricular proposals for the college and recommend those proposals that it supports to the State Board.	0.00% 0	0.00% 0	0.00% 0	40.00% 4	60.00% 6	0.00% 0	10	4.60
Board members participate in establishing local citizens' advisory committees for specialized programs and curricula and approve the appointments of all members of the committees.	0.00% 0	0.00% 0	20.00% 2	20.00% 2	30.00% 3	30.00% 3	10	4.14

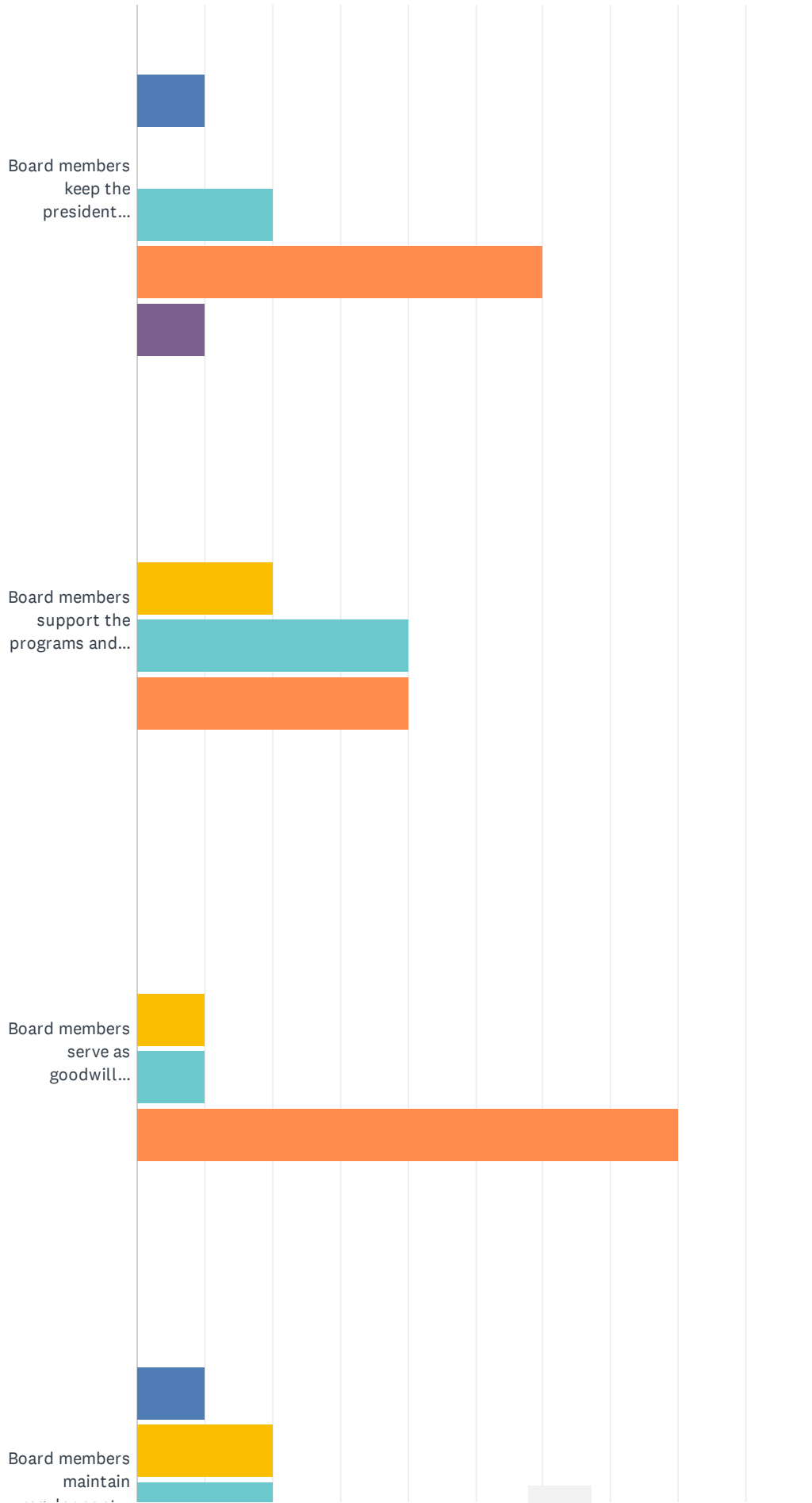
#	COMMENTS	DATE
1	I have not seen a budget related to expenditures related to vending commissions and other sources. I am also not aware of any local citizen's advisory committees that have been established in the past 2 years.	6/23/2025 1:52 PM
2	Our Administrative Assistant does an excellent job of ensuring we are fully and thoroughly informed at all times	6/10/2025 4:16 PM
3	We approve, but don't really recruit.	6/10/2025 1:29 PM

Q4 Board Relations and Advocacy

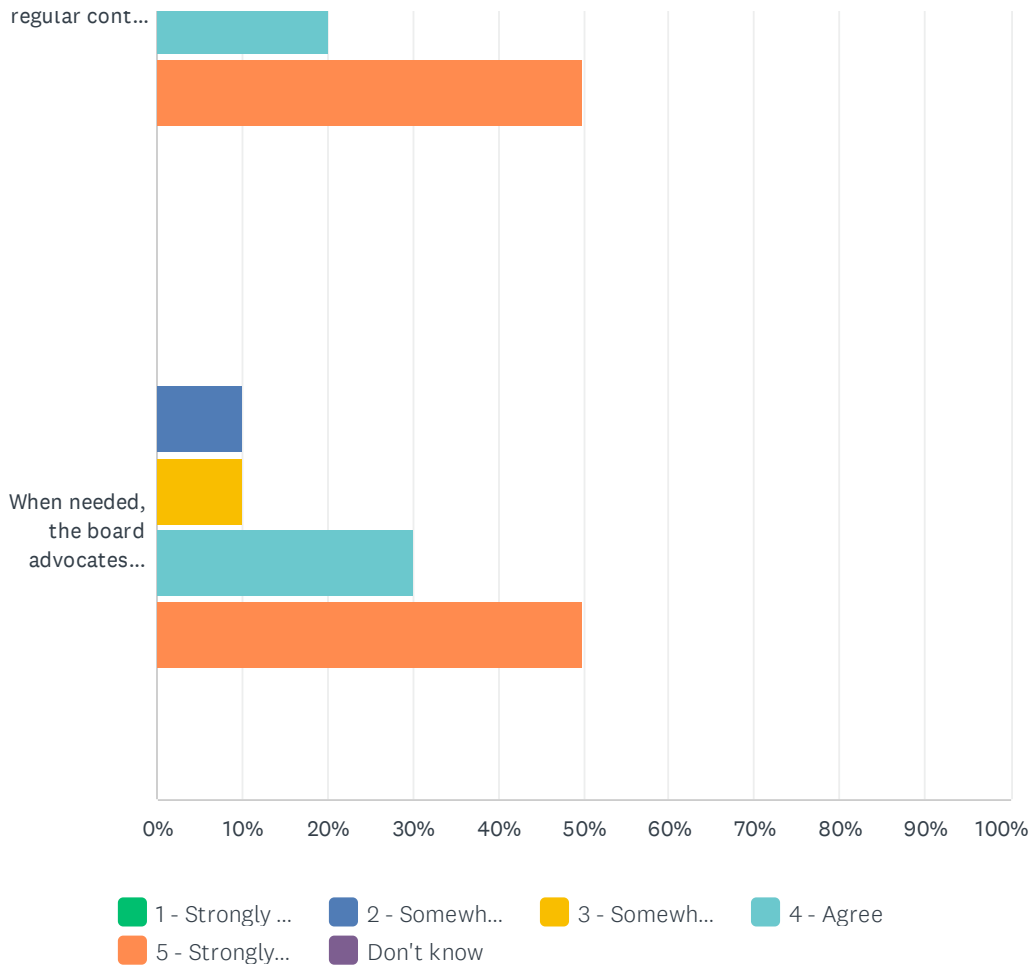
Answered: 10 Skipped: 0



Laurel Ridge Community College 2025 Board Self-Assessment



Laurel Ridge Community College 2025 Board Self-Assessment



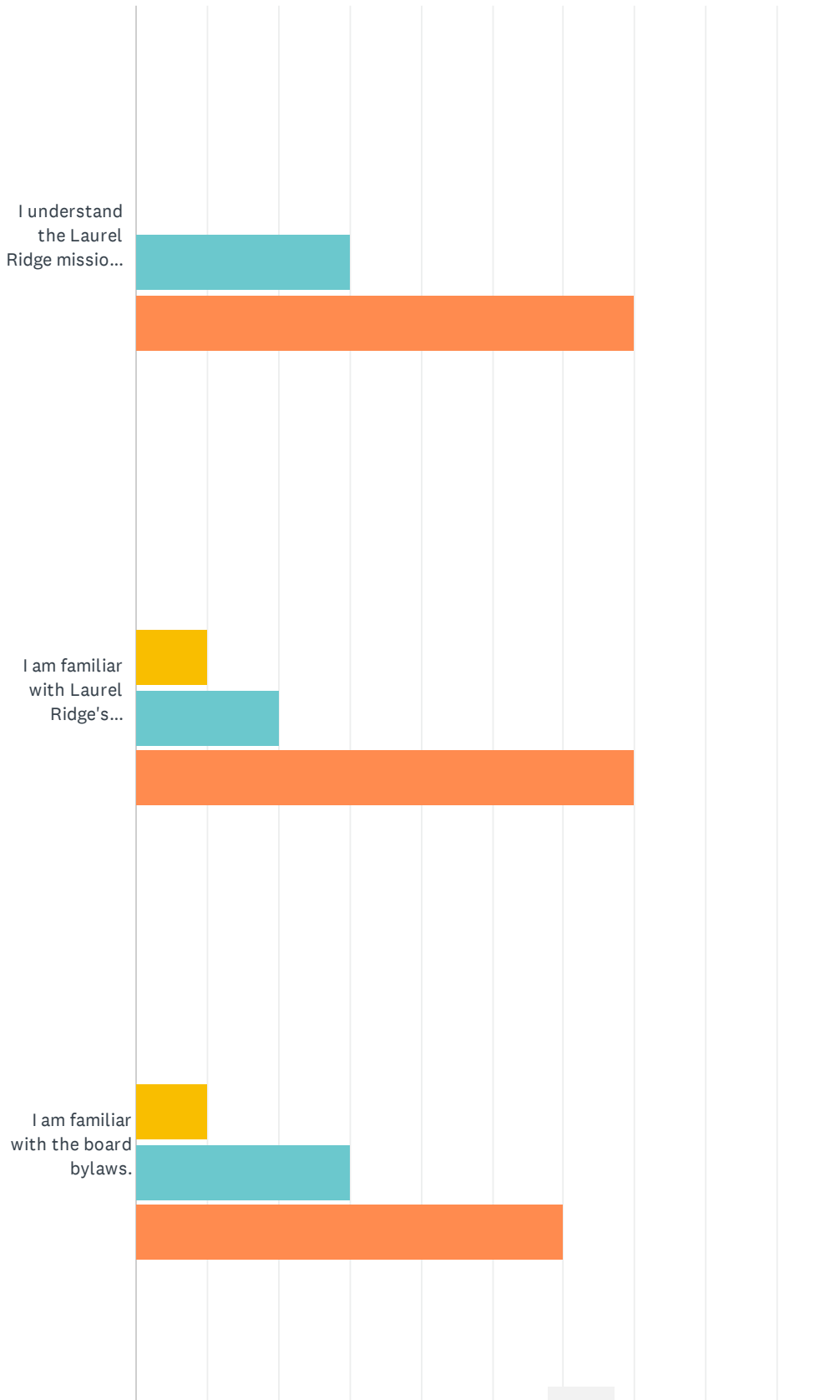
Laurel Ridge Community College 2025 Board Self-Assessment

	1 - STRONGLY DISAGREE	2 - SOMEWHAT DISAGREE	3 - SOMEWHAT AGREE	4 - AGREE	5 - STRONGLY AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Board members respect the role of the president as the link between the board and staff.	0.00% 0	0.00% 0	0.00% 0	10.00% 1	90.00% 9	0.00% 0	10	4.90
The board understands the role of the president to administer the college.	0.00% 0	0.00% 0	0.00% 0	10.00% 1	90.00% 9	0.00% 0	10	4.90
The board is adequately informed about important issues facing the college.	0.00% 0	0.00% 0	0.00% 0	20.00% 2	80.00% 8	0.00% 0	10	4.80
Board members keep the president informed of community contacts.	0.00% 0	10.00% 1	0.00% 0	20.00% 2	60.00% 6	10.00% 1	10	4.44
Board members support the programs and activities of the college by attending various college events.	0.00% 0	0.00% 0	20.00% 2	40.00% 4	40.00% 4	0.00% 0	10	4.20
Board members serve as goodwill ambassadors between the college and their appointing jurisdiction.	0.00% 0	0.00% 0	10.00% 1	10.00% 1	80.00% 8	0.00% 0	10	4.70
Board members maintain regular contact with various constituents and help to educate the local community about the college's needs and issues.	0.00% 0	10.00% 1	20.00% 2	20.00% 2	50.00% 5	0.00% 0	10	4.10
When needed, the board advocates College interests to state and national agencies and legislators.	0.00% 0	10.00% 1	10.00% 1	30.00% 3	50.00% 5	0.00% 0	10	4.20

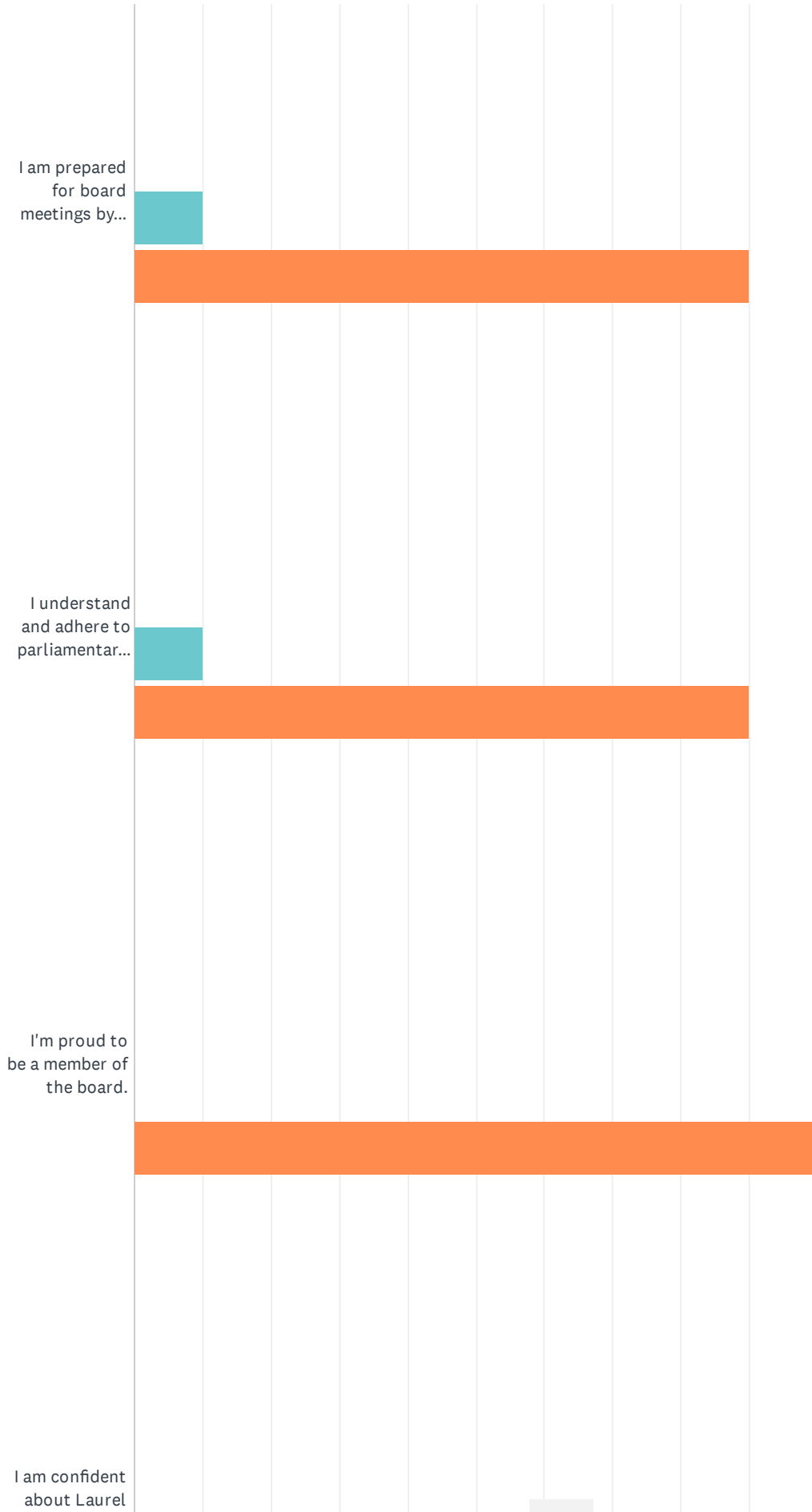
#	COMMENTS	DATE
1	Could do more liason work if asked.	6/10/2025 1:29 PM

Q5 Board Member Satisfaction

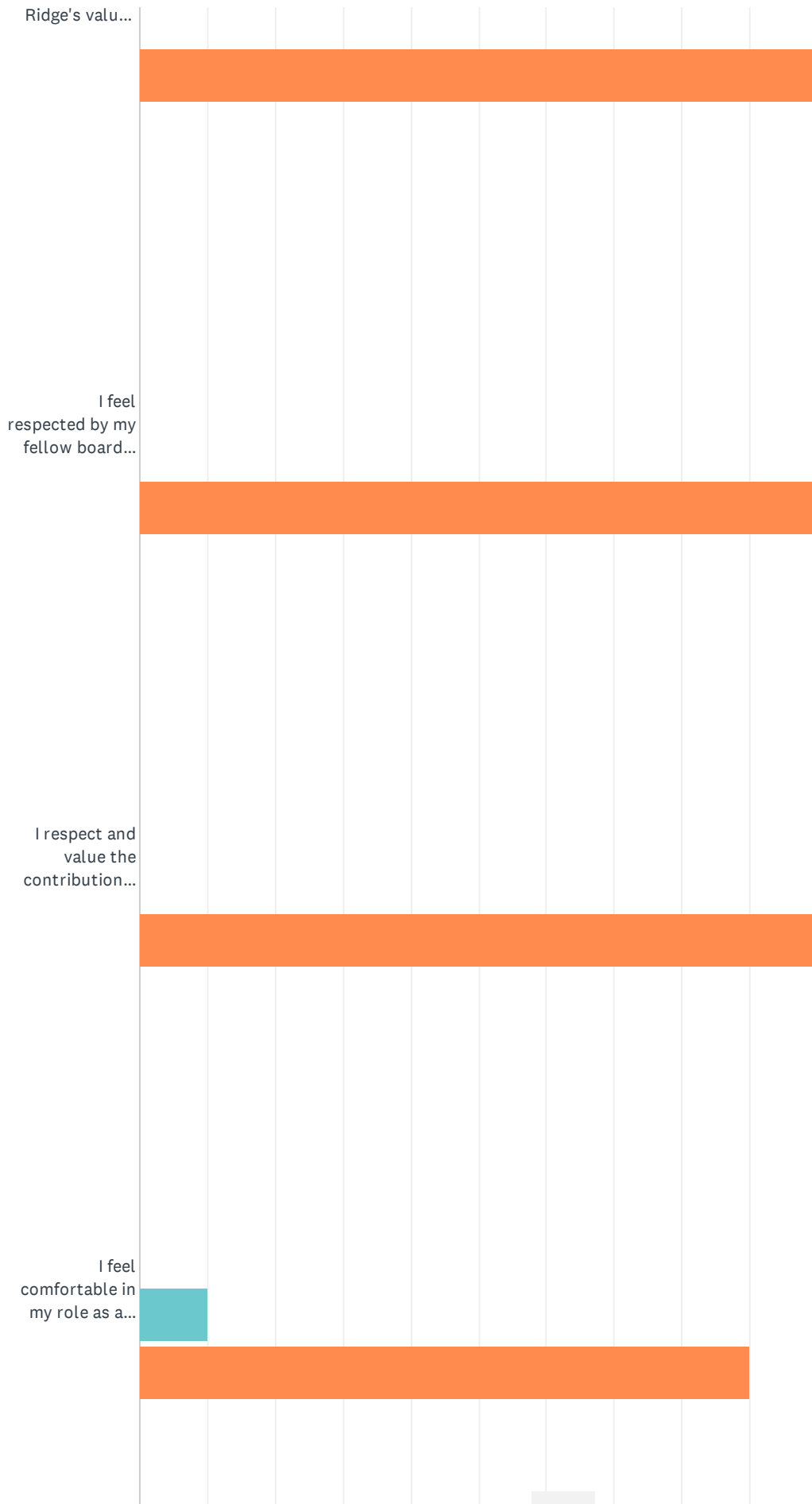
Answered: 10 Skipped: 0



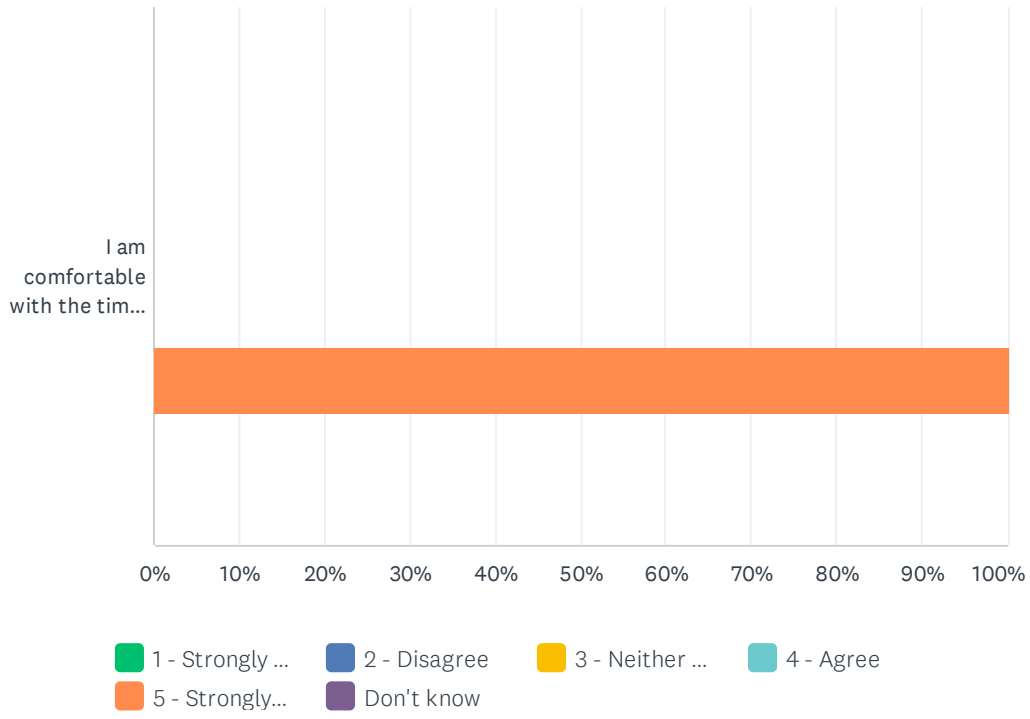
Laurel Ridge Community College 2025 Board Self-Assessment



Laurel Ridge Community College 2025 Board Self-Assessment



Laurel Ridge Community College 2025 Board Self-Assessment



Laurel Ridge Community College 2025 Board Self-Assessment

	1 - STRONGLY DISAGREE	2 - DISAGREE	3 - NEITHER AGREE NOR DISAGREE	4 - AGREE	5 - STRONGLY AGREE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
I understand the Laurel Ridge mission and values.	0.00% 0	0.00% 0	0.00% 0	30.00% 3	70.00% 7	0.00% 0	10	4.70
I am familiar with Laurel Ridge's Strategic Plan, Engage 2027.	0.00% 0	0.00% 0	10.00% 1	20.00% 2	70.00% 7	0.00% 0	10	4.60
I am familiar with the board bylaws.	0.00% 0	0.00% 0	10.00% 1	30.00% 3	60.00% 6	0.00% 0	10	4.50
I am prepared for board meetings by reviewing materials in advance.	0.00% 0	0.00% 0	0.00% 0	10.00% 1	90.00% 9	0.00% 0	10	4.90
I understand and adhere to parliamentary rules as set forth by Robert's Rules of Order.	0.00% 0	0.00% 0	0.00% 0	10.00% 1	90.00% 9	0.00% 0	10	4.90
I'm proud to be a member of the board.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 10	0.00% 0	10	5.00
I am confident about Laurel Ridge's value to the community.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 10	0.00% 0	10	5.00
I feel respected by my fellow board members.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 10	0.00% 0	10	5.00
I respect and value the contributions of my fellow board members.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 10	0.00% 0	10	5.00
I feel comfortable in my role as a board member and find my role as a board member to be satisfying and rewarding.	0.00% 0	0.00% 0	0.00% 0	10.00% 1	90.00% 9	0.00% 0	10	4.90
I am comfortable with the time commitment relative to my board service.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 10	0.00% 0	10	5.00

#	COMMENTS	DATE
1	I should look for more ways to be involved.	6/10/2025 1:35 PM

Q6 As a board member, I have concerns about:

Answered: 6 Skipped: 4

#	RESPONSES	DATE
1	whether all board members read meeting materials and prepare for meetings in advance	6/23/2025 1:52 PM
2	Would love to have more tools to share out the work being done.	6/23/2025 10:06 AM
3	Financing-Community Colleges are an integral piece in post secondary education in the Commonwealth, yet are overlooked for crucial funding at times. Workforce is the lifeblood of our citizens who need to move forward in their careers and by extension, their lives. Proper financial attention needs to continue to be paid to create (as the title suggests) a stronger workforce.	6/10/2025 4:27 PM
4	Some jurisdictions not recognizing the way their constituents benefit from LRCC and politicizing what is a veritable lifeline for hardworking people who want to pursue education.	6/10/2025 1:35 PM
5	Community College System Funding	6/10/2025 1:32 PM
6	Continued State budget support	6/10/2025 11:08 AM

Q7 As a board member, I am most pleased about:

Answered: 6 Skipped: 4

#	RESPONSES	DATE
1	President Blosser's leadership for the college and during board meetings. It is rare to find someone that can lead a large and complicated organization while also having a strong knowledge of the details behind every topic and issue.	6/23/2025 1:52 PM
2	The role Laurel Ridge plays in the community.	6/23/2025 10:06 AM
3	LRCC's role in providing and promoting better opportunities for our citizens of all ages and stations. The entire staff from President Blosser to those behind the scenes who believe in their role and mission. I once heard a member of the Staff tell a student "we will not let you fail!" That sums up the LRCC Staff.	6/10/2025 4:27 PM
4	The opportunity to be a cheerleader for students, prospective students, alumni, staff, educators and collaborative employers, donors and volunteers.	6/10/2025 1:35 PM
5	Dual Enrollment and Certificate Programs	6/10/2025 1:32 PM
6	Our President	6/10/2025 11:08 AM

Q8 As a board member, I would like to know more about:

Answered: 5 Skipped: 5

#	RESPONSES	DATE
1	interactions and conversations between the college leadership team and our local government officials and staff	6/23/2025 1:52 PM
2	More frequent SHORT updates on programs and what is going well and not well in the college each meeting.	6/23/2025 10:06 AM
3	Continue informing us about each program, when I leave a meeting, I cannot wait to share the program with potential students.	6/10/2025 4:27 PM
4	How I can help.	6/10/2025 1:35 PM
5	State plans to fund and support our college	6/10/2025 11:08 AM

LAUREL RIDGE COMMUNITY COLLEGE
173 Skirmisher Lane
Middletown, VA 22645

RECOMMENDATION FOR COLLEGE BOARD

TO: Kimberly P. Blosser, President
FROM: Scott Vanderkooi, Dean of Health Professions and Rachel Dodson, Dean of Professional and Technical Studies
DATE: 8/20/2025
SUBJECT: Item Recommendation for College Board Agenda

The following item is recommended for the Agenda of the next College Board meeting:

Information Item: or Action Item:

Item Title for Agenda (be specific):
2025 Curriculum Advisory Committee (CAC) Lists Board of Approval

Attachments (List supporting documents): [Click or tap here to enter text.](#)

Recommend approval of the 2025 Curriculum Advisory Committee (CAC) Lists.

Curriculum Advisory Committee

Program Name: Accounting & Business

Program Lead: James Stewart and Virginia Rae

Contact Info: jstewart@laurelridge.edu and vrae@laurelridge.edu

2025 Membership Roster

First Name	Last Name	Title	Organization
Alec	Burnett	President/CEO	Fauquier Chamber of Commerce
Carrie	Copp	Plant Controller	Desi Fresh Foods
Rachel	Dodson	Dean of Professional and Technical Studies	Laurel Ridge Community College
Erica	Fairis	Teacher, Business, IT and Marketing	James Wood High School
Jennifer	Files	Audit Principal	YHB, CPA
Karen	Foreman	Former Associate Vice President of Human Resources	Laurel Ridge Community College
Ellen	Hicks	Former Chief Human Resources Officer	Blue Ridge Hospice
Terri	Hirst	Banking Center Manager	First Bank
Matthew	Krueger	Senior VP, Marketing and Chief Marketing Officer	GoNetspeed
Jenny	Mills	Internal Mobility Partner	Navy Federal Credit Union
Susan	Morrison	Senior Manager, Financial Operations	Shentel
Anthony	Sinecoff	Controller	HN Funkhouser & Company
Foss	Smith	Community Supporter	Laurel Ridge Community College
Porter	Thomsen	Director, Operations Project Management	American Woodmark Corporation

Curriculum Advisory Committee

Program Name: Administration of Justice & Legal Administration

Program Lead: Lisa Kara and Carrie Hodges

Contact Info: lkara@laurelridge.edu and chodges@laurelridge.edu

2025 Membership Roster

First Name	Last Name	Title	Organization
Tommie	Bower	Executive Director	Skyline Regional Criminal Justice Academy
Avnel	Coates	Chief Magistrate, 16th Judicial District	Department of Magistrate Services
Russ	Gilkison	Superintendent RSW Regional Jail	RSW Regional Jail
Carrie	Hodges	Adjunct/Program Lead	Laurel Ridge Community College
Lauren	Jones	Clerk	Warren County General District Court
Lisa	Kara	Full time faculty/Program Lead	Laurel Ridge Community College
Brandon	Keller	Attorney	Brandon G. Keller, PLC
Bryan	Layton	Assistant Commonwealth's Attorney	City of Winchester
Rachel	Logan	Attorney	Logan and Logan, PLC
Monica	Martin	Chief Magistrate	Supreme Court of VA Dept. of Magistrate Services
Jay	Roy	Chief of Police	Laurel Ridge Community College
David	Sobonya	Adjunct/Retired Police Captain	Laurel Ridge Community College
Mandy	Vercero	Assistant Director	Winchester Victim Witness Program

Curriculum Advisory Committee

Program Name: Emerging Technology

Program Lead: Melissa Stange

Contact Info: mstange@laurelridge.edu

2025 Membership Roster

First Name	Last Name	Title	Organization
Jeffrey	Baumgartner	FAAST Program Manager	FAA
Grant	Bishop	CEO	Silent Falcon
Wes	Brown	Immersive Technology Specialist/XR Developer, Student Graduate	Shenandoah University, Laurel Ridge Community College
Danny	Canary	Business Development Representative	Skydio
Chris	Carter	Deputy Director	Virginia Space Grant Consortium
Edward	Cormier	Program Manager	UAS-CTI
John S.	Eberhardt III	Chief Technology Officer	ATA, LLC
Ethan	Longenecker	Deputy Emergency Management Coordinator	City of Winchester
Dr. Gary	McGraw	Co-Founder, Cybersecurity Author	Berryville Institute of Machine Learning (BIML)
Dr. Mizuho	Nita	Researcher	Virginia Tech
Dr. Nathan	Prestopnik	Co-Director SCiL, Pgm Lead BA in AR/VR	Shenandoah University
Isaac	Richards	Software Engineer, Student Graduate	Laurel Ridge Community College
Nick	Sabo	Executive Director	Winchester Regional Airport
Owen	Schefer	UMS Adjunct Faculty	Laurel Ridge Community College
Kyle	Schwizer	GIS Manager	City of Winchester
Dr. Amber	Wilson	Program Director & Associate Professor	Liberty School of Aeronautics

Curriculum Advisory Committee

Program Name: Education

Program Lead: Lori Killough and Jennifer Strickler

Contact Info: lkillough@laurel.ridge.edu and jstrickler@laurelridg.edu

2025 Membership Roster

First Name	Last Name	Title	Organization
Barbara	Hutchinson	Vice President	United Way of Greater Charlottesville
Christen	Johnson	VDOE ECE Advisory Committee, Adjunct	Virginia Department of Education, Laurel Ridge Community College
Leslie	LaCroix	Assistant Professor in the Inclusive Early Childhood Education Program in College of Education and Human Development	George Mason University
Meredith	Locascio	Director of Ready Region Blue Ridge	United Way of Greater Charlottesville
Gennifer	Meneses	Student Graduate	Laurel Ridge Community College
Jamie	Morris	Infant and Toddler Specialist	VA Infant Toddler Network
Lisa	Pendleton	Licensed Child Care Provider (NAEYC Accredited)	Rapp Child Care and Learning Center
Matthew	Peterson	Private Organization	John & Janice Wyatt Foundation
Emily	Sargent	Religiously Exempt Child Care Provider	Grace Lutheran Preschool
Katie	Shifflett	Assistant Director of On-Campus and Paraprofessional Teaching Fellows	James Madison University
Amy	Strosnider	Teacher, Special Education	Northwestern Regional Education Program (NREP)
Dawn	Sullivan	Family Day	Home Provider
Angie	White	Supervisor of Early Childhood Education	Frederick County

Curriculum Advisory Committee

Program Name: Emergency Medical Services

Program Lead: Paul Cissel

Contact Info: pcissel@laurelridge.edu

2025 Membership Roster

First Name	Last Name	Title	Organization
Jennifer	Boyd	Clinical Coordinator, Adjunct Faculty	Laurel Ridge Community College
Robert	Brandel	Student Graduate	Laurel Ridge Community College
Woody	Brown	Interim Director of Emergency Services	Page County Fire
Holly	Carroll	Nursing Educator	Valley Health Education
Paul	Cissel	Program Director	Laurel Ridge Community College
Cassie	Comer (Unger)	Lieutenant, Training and Education Officer	Warren County Fire
Clarke	County	Clinical Coordinator	Clarke County Fire
Andrew	Feldhauser	Fire Officer	Warren County Fire
Scott	Fink	Town Manager	Town of Middletown
Adam	Galton	Adjunct Faculty	Laurel Ridge Community College
Gerald (McCoy)	Gilkerson	Student Graduate	Laurel Ridge Community College
Preston (Dean)	Grubbs	CAC President	Civilian Member
Sally	Kraut	Lab Assistant	Laurel Ridge Community College
Kat	Loung		Civilian Member
Cheri	Maea	Dean of Early College	Laurel Ridge Community College
Toni	Maxwell	Chief Nursing Officer	Fauquier Hospital
Samuel	Miller	Captain, EMS Supervisor	Fauquier County Fire
Elizabeth	Milton	OMD	Laurel Ridge Community College
RJ	Montano	Full-Time Faculty	Laurel Ridge Community College
Ryan	Neely	EMS Systems Coordinator	LFEMS Council
Samuel	Neglia	Adjunct Faculty	Laurel Ridge
Larry	Oliver	Deputy Chief-Training Division	Frederick County Fire
James (JD)	Orndorff	Assistant Chief	Winchester City Fire

Nicholas	Pollak	Student Graduate	Laurel Ridge Community College
Darren	Stevens	Fire Chief	Fauquier County Fire
Brandon	Truman	Senior Director of Mobile Integrated Healthcare	Valley Health Education
Scott	Vanderkooi	Dean of Health Professions	Laurel Ridge Community College
John	Wanamaker	Adjunct	Laurel Ridge Community College

Curriculum Advisory Committee

Program Name: Engineering & Engineering Technology

Program Lead: Serdar Durdyev

Contact Info: sdurdyev@laurelridge.edu

2025 Membership Roster

First Name	Last Name	Title	Organization
Courtney	Adams	Apprentice Program Lead	Micron
Serdar	Durdyev	Program Lead, Faculty	Laurel Ridge Community College
Deepesh	Giri	Full-Time Faculty	Laurel Ridge Community College
Dr. Ia	Gomez	Dean of STEM	Laurel Ridge Community College
Michael	Guttman	Strategic Program Manager	Micron
Jen	Hershberger	Director, Regulatory Strategy and Intelligence	TREX Company INC.
Lisa	Lampe	Assistant Dean of Undergraduate Affairs	UVA
Serdar	Ozer	Adjunct Faculty	Baker Construction
Allen	Patton	Adjunct Faculty	Laurel Ridge Community College
Elizabeth	Palfy	Adjunct Faculty	Laurel Ridge Community College
Michael	Seek	Associate Professor	Old Dominion University
John	Sidlowski	Engineering Manager	TREX Company INC.
Michelle	Smith	Associate Dean of STEM	Laurel Ridge Community College

Curriculum Advisory Committee

Program Name: Health Information Management & Medical Billing and Coding

Program Lead: Kathy Ware

Contact Info: kware@laurelridge.edu

2025 Membership Roster

First Name	Last Name	Title	Organization
Tiffany	DeNeale	HIM Directory & Privacy Officer	Fauquier Health
Mary Beth	Echeverria	Supervisor of Career and Technical Education	Frederick County Public Schools
Marie	Farley	Billing Specialist	Cirrus Integrated Practice Management
Stephanie	Fletcher	Compliance Coordinator	Northwestern
Robert	Gehringer	MD/JD Instructor	Brightpoint/Laurel Ridge Community College
Jennifer	Haley	Coding Quality Coordinator	Inova Health System
Phyllis	James	Associate Professor in Health Professions	Reynolds Community College
Tara	McCormick	Adjunct Instructor	Laurel Ridge Community College
Ceclia	Owen	Director of HIM Operations	Sentara Health
Beth	Shanholtzer	Former Program Lead	Laurel Ridge Community College

Curriculum Advisory Committee

Program Name: Information Systems Technology & Cybersecurity

Program Lead: Art Lee and Matt Hansel

Contact Info: alee@laurelridge.edu and mhansel@laurelridge.edu

2025 Membership Roster

First Name	Last Name	Title	Organization
Barbara	Ballard	CIO	Valley Health System
Henry	Coffman	Retired Faculty	Laurel Ridge Community College, George Mason University
Paul	Crosen	Director of IT	Shockey Companies
Bernadette	Gagnon	CEO/President	Bluemont Technology
Tonia	Garman	Director Organizational Development and Learning	Shentel
Timothy	Grant	Director of Technology	Frederick County Public Schools
Daniel	Joachim	Cyber Technology Student Alumni	Navy Federal Credit Union
Josh	Keiter	Manager - Network & Telecom	American Woodmark
Aaron	McBride	Director of Technology	Winchester Public Schools
Foss	Smith	Retired	Avid Support of Laurel Ridge Programs
Rebecca	Smith-Terry	Co-Owner, Adjunct	Knight's Armor Security & Investigations Group, Laurel Ridge Community College
Doug	Stefnoski	Director of Technology	Warren County Public Schools
Marshall	Stickley	Technical Manager, Solutions Development & Integration	American Woodmark
Ike	Stoneberger	Director of Education and Training	Bluemont Technology
Mark	Sunderlin	Principal Data Engineer, Adjunct	Yahoo, Inc., Laurel Ridge Community College
William	Trelawny	CEO	Fountainhead Cyber
Cooper	Varela	Technology Student Alumnus, Current GMU student	Laurel Ridge Community College, George Mason University

Curriculum Advisory Committee

Program Name: Medical Laboratory Technician

Program Lead: Kate Gochenour

Contact Info: kgochenour@laurelridge.edu

2025 Membership Roster

First Name	Last Name	Title	Organization
Shannon	Bowen	Adjunct Faculty	Laurel Ridge Community College
Natasha	Cortez-Caja	Laboratory Administrative Director	Berkeley Medical Center, Jefferson Medical Center
Megan	Devaux	Clinical Microbiology Specialist	Fauquier Hospital Laboratory
Liz	Dingess	Professor of Biology	Laurel Ridge Community College
Ruben	Ferreira	Laboratory Manager	BMC
Beth	Heidenreich	Laboratory Manager	Fauquier Health
Jessica	Helton	Adjunct Faculty	Laurel Ridge Community College
Cyndee	Jones	Senior Director, Lab	Valley Health
Dena	Jones	MLT Graduate	Laurel Ridge Community College
Joseph	Litten	Corporate Technical & Development Manager	Winchester Medical Center
Lou Anne	Lough	Clinical Programs Manager	Valley Health
Jan	McLaughlin	Phlebotomy Instructor	Laurel Ridge Community College
Robert	Pyle	Adjunct Faculty	Laurel Ridge Community College
Linda	Smedley	Laboratory Manager	JMC

Curriculum Advisory Committee

Program Name: Registered Nursing, Practical Nursing, & Nurse Aide

Program Lead: Amanda Hodges, Cassandra Scott, & Terry Shanks

Contact Info: adhodges@laurelridge.edu, cscott@laurelridge.edu, & tshanks@laurelridge.edu

2025 Membership Roster

First Name	Last Name	Title	Organization
Lisa	Alwine	RN Adjunct Faculty	Laurel Ridge Community College
Angel	Amos	RN Adjunct Faculty	Laurel Ridge Community College
Lauren	Berger	Educator	Fauquier Health
Deb	Borgstrom	RN Adjunct Faculty	Laurel Ridge Community College
Lindsay	Brown-Cook	Manager, Professional Practice Program Coordinator and Academic Liaison	Valley Health
Brittany	Campbell	Current Student MT	Laurel Ridge Community College
Caitlyn	Girten	School Nurse Supervisor	Culpeper County Schools
Mary	Herlihy	RN Adjunct Faculty	Laurel Ridge Community College
Rose	Herlihy	RN Adjunct Faculty	Laurel Ridge Community College
Mary	Herlihy	RN Adjunct Faculty	Laurel Ridge Community College
Luis	Jiminez	Administrator	Evergreen Health and Rehab
Sharon	Kline	RN Adjunct Faculty	Laurel Ridge Community College
Sharon	Kline	RN Adjunct Faculty	Laurel Ridge Community College
Tammy	La Graffe	Director	Free Clinic of Culpeper
Claire	Lancaster	Current Student FQ	Laurel Ridge Community College
Tim	Martin	Associate Chief Nursing Officer	UVA Health Northern Virginia/Culpeper
Erika	McGee	Alumni MT	Laurel Ridge Community College
Brandon	Montes	Current Student MT	Laurel Ridge Community College
Brian	Murphy	Current Student FQ	Laurel Ridge Community College
Evelyn	Ndifang	Director of Nursing	Evergreen Health and Rehab
Christine	Nelson	Alumni FQ	Laurel Ridge Community College
Rachel	Payne	Manager Training and Education	Blue Ridge Care
Greg	Pullen	Director of Nursing Staffing Effectiveness and Workforce Management	Valley Health
Beverly	Ridings	RN Adjunct Faculty	Laurel Ridge Community College

Beverly	Ridings	RN Adjunct Faculty	Laurel Ridge Community College
Cassandra	Scott	LPN Program Lead	Laurel Ridge Community College
Terry	Shanks	RN Program Lead	Laurel Ridge Community College
Pamela	Unhoch	Liaison	Frederick County Public Schools
Rebecca	Van Andel	RN Adjunct Faculty	Laurel Ridge Community College
Penny	Whitacre	RN Adjunct Faculty	Laurel Ridge Community College

Curriculum Advisory Committee

Program Name: Surgical Technology
Program Lead: Tina Putman
Contact Info: tputman@laurelridge.edu

2025 Membership Roster

First Name	Last Name	Title	Organization
Daniel	Allen	Current Student	Laurel Ridge Community College
Dr. Kemp	Berkley	Surgeon/Physician	West Virginia University
Dr. Christopher	Chang	Surgeon/Physician	Blue Ridge Ear Nose and Throat
Shawna	Cochran-Breeden	Director of Perioperative Services	Fauquier Health
Shannon	Corbin	Clinical Instructor	Laurel Ridge Community College
Morgan	Dodson	Student Graduate	Working CST
Alicia	Frazier	Certified Registered Central Service Technician	Warren Memorial Hospital
Dr. Troy	Glembot	Surgeon/Physician	Winchester Medical Center
Megan	Hamm	Certified Surgical Technologist	Valley Health
Bridget	Keffer	Broker	Integrity Mortgage Broker
Dwight	Kemp	Assistant Professor (Clinical) Department of Orthopedics, Orthopedic Surgeon	West Virginia University
Kelly	Kramer	Operating Room Educator	Winchester Medical Center
Heather	Morrison	Operating Room	Winchester Medical Center
Rachel	Phillips	Current Student	Laurel Ridge Community College
Tina	Putman	Director of Surgical Technology	Laurel Ridge Community College
LyTasha	Rojaz-Smith	Current Student	Laurel Ridge Community College
Amiee	Scott	Operating Room Educator	Mary Washington Hospital
Ashley	Seabolt	Clinical Coordinator	Laurel Ridge Community College
Alex	Turberville	Student Graduate	Laurel Ridge Community College
Dr. Paul	Ulich	Surgeon/Physician	Winchester Medical Center

State Funding and College Budgeting Process

College Board Meeting September 2025

State Budget Process



How the System Allocates Funding

The VCCS allocates the Educational and General (E&G) general fund to the System Office and 23 colleges.

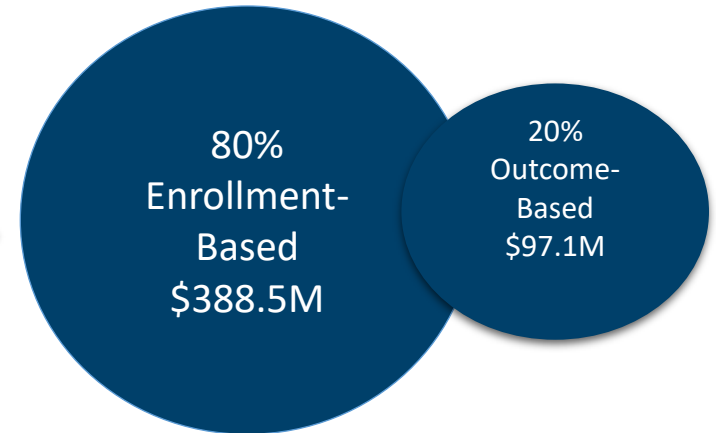
If all goes as planned, this happens before the start of the fiscal year

General Fund (Government Funding)

Allocation based on the **Validated Resource Distribution Model**



The allocation is done with two separate modeling methodologies:



FY26 VCCS total E&G funding available for distribution = \$485,609,055



Laurel Ridge Revenues:

General Fund Detail:

- Enrollment-Based \$14.7M (~70% of GF)
- Outcomes-Based \$4.4M (~22% of GF)
- Tech + Special Appropriations \$0.9M
- Central Appropriations \$1.1M
- Total GF ≈ \$21.1M

Non-General Fund Detail:

- \$12M tuition
- ~\$1M other (workforce indirect cost recovery, ETF, etc.)

College	Total Resource Needs Alloc to In-State	Total Resource Needs Alloc to In-State GF Share (Assume GF:NGF of 45%:55%)	% of Total GF Requirement	Scaled GF Allocation (Guideline)
BRCC	\$ 22,059,084	\$ 9,926,588	2.63%	\$ 10,214,001
CVCC	\$ 21,751,959	\$ 9,788,382	2.59%	\$ 10,071,793
MGCC	\$ 7,217,142	\$ 3,247,714	0.86%	\$ 3,341,748
DCC	\$ 16,640,049	\$ 7,488,022	1.98%	\$ 7,704,829
ESCC	\$ 6,338,970	\$ 2,852,536	0.76%	\$ 2,935,128
GCC	\$ 45,505,905	\$ 20,477,657	5.42%	\$ 21,070,565
JSRCC	\$ 45,729,540	\$ 20,578,293	5.45%	\$ 21,174,114
BCC	\$ 46,348,731	\$ 20,856,929	5.52%	\$ 21,460,818
LRCC	\$ 31,762,931	\$ 14,293,319	3.79%	\$ 14,707,166
MECC	\$ 16,441,866	\$ 7,398,840	1.96%	\$ 7,613,065
NRCC	\$ 24,457,851	\$ 11,006,033	2.92%	\$ 11,324,700
NVCC	\$ 255,971,163	\$ 115,187,023	30.51%	\$ 118,522,134
P&HCC	\$ 15,268,924	\$ 6,871,016	1.82%	\$ 7,069,958
PDCCC	\$ 9,542,923	\$ 4,294,315	1.14%	\$ 4,418,652
PVCC	\$ 26,254,353	\$ 11,814,459	3.13%	\$ 12,156,533
RCC	\$ 18,577,743	\$ 8,359,984	2.21%	\$ 8,602,038
SSVCC	\$ 22,011,766	\$ 9,905,295	2.62%	\$ 10,192,091
SWVCC	\$ 17,352,567	\$ 7,808,655	2.07%	\$ 8,034,746
VPCC	\$ 35,784,795	\$ 16,103,158	4.27%	\$ 16,569,407
TCC	\$ 88,544,845	\$ 39,845,180	10.55%	\$ 40,998,852
VHCC	\$ 15,567,975	\$ 7,005,589	1.86%	\$ 7,208,427
VWCC	\$ 33,891,968	\$ 15,251,385	4.04%	\$ 15,692,972
WCC	\$ 15,989,285	\$ 7,195,178	1.91%	\$ 7,403,506
Total -- VCCS	\$ 839,012,332	\$ 377,555,549	100.00%	\$ 388,487,243

Distribution Model:

- Enrollment-Based Model (80%): 3-year avg FTE × discipline weights → faculty need → instructional cost driver
- Add-on: Academic Support, Student Services, O&M, Institutional Support
- Applies Various Efficiency Assumptions:
 - Number of Campuses
 - 55/45 FT/adjunct split
 - +40% non-salary costs for instruction

College	Total Resource Needs Alloc to In-State	Total Resource Needs Alloc to In-State GF Share (Assume GF:NGF of 45%:55%)	% of Total GF Requirement	Scaled GF Allocation (Guideline)
BRCC	\$ 22,059,084	\$ 9,926,588	2.63%	\$ 10,214,001
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VPCC	\$ 35,784,795	\$ 16,103,158	4.27%	\$ 16,569,407
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VHCC	\$ 15,567,975	\$ 7,005,589	1.86%	\$ 7,208,427
VWCC	\$ 33,891,968	\$ 15,251,385	4.04%	\$ 15,692,972
WCC	\$ 15,989,285	\$ 7,195,178	1.91%	\$ 7,403,506
Total -- VCCS	\$ 839,012,332	\$ 377,555,549	100.00%	\$ 388,487,243

Performance Model:

- **Outcome-Based Method - 20% of GF - \$4.4M to Laurel Ridge**
- Metrics: completions, milestones, transfers, etc.
- Really still volume-driven, not pure performance.
- Statewide redistribution is small: top winner GCC +\$779K, top loser JSRCC -\$441K.
- LRCC swing: + **\$732K (~+4%)** — outcomes help us, but effect is modest.

College	% of Adjusted Points	Share of Total Funds Available
LRCC	4.54%	\$ 4,408,355
MECC	1.58%	\$ 1,537,267
NRCC	2.80%	\$ 2,718,616
NVCC	30.26%	\$ 29,389,644
P&HCC	1.83%	\$ 1,779,494
PDCCC	0.83%	\$ 805,072
PVCC	3.20%	\$ 3,107,834
RCC	1.91%	\$ 1,857,413
SSVCC	2.53%	\$ 2,459,076
SWVCC	1.74%	\$ 1,691,890
VPCC	4.09%	\$ 3,970,050
TCC	11.22%	\$ 10,895,602
VHCC	1.57%	\$ 1,525,412
VWCC	4.14%	\$ 4,023,529
WCC	1.85%	\$ 1,795,861
VCCS Total	100.00%	\$ 97,121,813

General Fund - Performance

Each Entry Performance Metric is 0.5 Points

Developmental Math

Number of developmental math students who successfully complete college level math within **4 semesters** of their first enrollment.

College-ready Math

Number of college-ready math students who successfully complete college level math within **3 semesters** of their first enrollment.

Developmental English

Number of developmental English students who successfully complete college level English within **4 semesters** of their first enrollment.

College-ready English

Number of college-ready English students who successfully complete college level English within **3 semesters** of their first enrollment.

General Fund - Performance

Each Retention Performance Metric is 0.5 Points

FT Fall to Spring

Number of full-time, **fall**, first-time in college students who are enrolled in **spring** of the same academic year.

FT Fall to Fall

Number of full-time, **fall**, first-time in college students who are enrolled in the **fall** of the next academic year.

PT Fall to Spring

Number of part-time, **fall**, first-time in college students who are enrolled in **spring** of the same academic year.

PT Fall to Fall

Number of part-time, **fall**, first-time in college students who are enrolled in the **fall** of the next academic year.

General Fund - Performance

Each Progression Performance Metric is 0.5 Points

12 Credits

Number of fall, first-time in college students who earn **12 college level credits** with a cumulative **GPA of 2.0** or higher by the end of the spring of the same academic year.

24 Credits

Number of fall, first-time in college students who earn **24 college level credits** with a cumulative **GPA of 2.0** or higher by the end of the spring of the same academic year.

General Fund - Performance

Awards Performance Metrics are 1.5 or 1.0 Points

Degrees/Diplomas

1.5 Points

Number of students who **earn one or more** award within a given academic year for an associate degrees or diplomas.

Certificates

1.0 Points

Number of students who **earn one or more award** within a given academic year for a certificate or a career studies certificate (but excluding the General Education Certificate).

General Fund - Performance

Awards Performance Metric is 0.5 Points for USP

Under-served Populations

Total number of students from under-served populations (**USP**) who **earn one or more award** within a given academic year, including an associate degree, diploma, certificate, and/or career studies certificate (but excluding the General Education Certificate).

Students in this category are also counted in the Award metric.

General Fund - Performance

Each Transfer Performance Metric is 1.0 or 0.5 Points

16 Credit Hours

1.0 Points

The number of students that transfer with **16** or more credit hours, but no award. This category includes students who complete the General Education Certificate.

Associates/Diploma

0.5 Points

The number of students that transfer with an **associate degree or diploma**. These students are also counted in the Award metric.

Bachelor's Degree

0.5 Points

The number of students that transfer with **16** or more credits (with or without an award) and earn a **bachelor's degree** within **6 years** from initial enrollment with the community college.

General Fund Summary

Laurel Ridge Community College							
Validated Resource Distribution							
FY 2026							
General Fund Revenues							
Enrollment-Based Model				\$ 14,707,166	70%		
Outcomes-Based Model				\$ 4,408,355	21%		
Technology Funding Model				\$ 137,625			
Special Appropriations				\$ 730,472			
Capital Fee & E-Rate Reduction				\$ (68,380)			
Student Assessments				\$ 38,390			
Work Study (Non-Federal)				\$ -			
E&G General Funds Subtotal (this will go in initial DOA Cash Schedule)							\$ 19,953,628
Estimated Central Appropriations (provided to VCCS mid-FY)							\$ 1,127,795
E&G General Funds Total							\$ 21,081,423

Non-General Fund

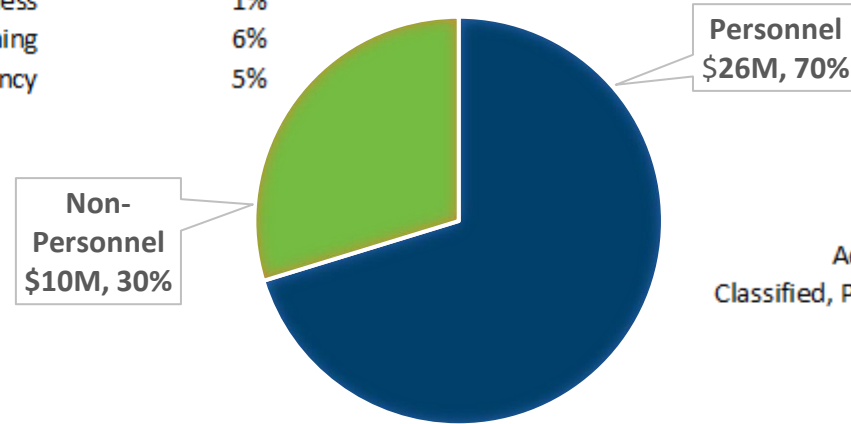
- Non-General Fund (Tuition & Fees)
 - Colleges are expected to raise tuition to cover the student share of costs, including part of state-approved salary increases.
- SCHEV policy target: 67% state / 33% student share (not achieved).
- VCCS funding model assumption: 55% state / 45% student share.
- Temporary Tuition Moderation Funds (2019–2026):
 - Added state dollars to freeze or limit tuition increases.
 - Helped affordability, but funds are one-time and inconsistent.

Non-General Fund

- **Non-Personnel Cost Pressures**
- Tuition moderation funds primarily offset college's personnel cost increases
- However, other major costs continue to rise:
 - Utilities and facilities
 - IT systems and software
 - Compliance
 - General inflation in contracts and services
- Tuition becomes the only flexible revenue source to absorb these pressures.
- These **non-personnel increases are not fully covered by the tuition moderation funding**
- Tuition moderation results in capped or frozen increases at State Board level, thus the college must absorb those costs.
- Over time, this has a risk to create a downward spiral:
 - Rising costs without matching revenue.
 - Erosion of service quality, facilities, capacity.
 - Potentially reduces competitiveness and enrollment.
 - Resulting in even less tuition revenue to support costs.

College Expense Summary

Divison	% of Operating Budget
VP F&AS	66%
CAO - Student Affairs	5%
CAO - Academic Affairs	10%
Human Resources	4%
President	3%
Planning and Institutional Effectiveness	1%
Communication and Planning	6%
Contingency	5%



FULL-TIME Total			
Faculty	\$	6,912,714	34%
Administrative Faculty	\$	3,942,587	19%
Classified, Police, and Restricted	\$	8,478,304	41%
Technology	\$	1,294,137	6%
Total Full-Time	\$	20,627,742	
PART-TIME Total			
General Wage	\$	1,244,387	21%
Adjunct Instruction	\$	4,729,280	79%
Total Part-Time	\$	5,973,666	
Instruction	\$	11,641,994	44%
Non-Instruction	\$	14,959,415	56%

Looking Ahead

- Fees for High-Cost Programs
- Dual Enrollment Funding
- Capital Planning
 - Funding for Construction of CTE Facilities (MC and FC)
 - Funding for Wolk Hall Renovation
 - Acquisition of Student Union Building

LAUREL RIDGE COMMUNITY COLLEGE
173 Skirmisher Lane
Middletown, VA 22645

TO: Kimberly Blosser, President
FROM: Cory Thompson,
Vice President of Financial and Administrative Services
DATE: September 4, 2025
SUBJECT: College Board Budget - Fiscal Year 2025 Report

The following item is recommended for the Agenda of the next College Board meeting:

Information Item: X

Action Item: _____

Agenda Item Title: College Board Budget - Fiscal Year 2025 Report

Background:

This information item provides a report on the final contributions and expenses for the Fiscal Year 2025 College Board Budget. For the fiscal year, contributions received total \$362,380 and expenses total \$286,936

Attachments (List supporting documents):

1. College Board Budget - Fiscal Year 2025 Report

**Laurel Ridge Community College
College Board Budget
Fiscal Year 2025**

	Amended FY2024 Budget	FY2024 Actuals	Approved FY2025 Budget	Amended FY2025 Budget	FY2025 Actuals
Contributions					
Clarke	16,921	16,921	17,566	17,566	17,566
Fauquier	83,265	83,265	79,771	79,771	79,771
Frederick	-	-	95,669	68,750	68,750
Page	19,211	19,211	16,844	16,844	16,844
Rappahannock	7,372	7,372	6,838	6,838	6,838
Shenandoah	43,950	43,950	43,638	43,638	43,638
Warren	41,326	41,326	43,026	43,026	43,026
Winchester	59,028	59,028	60,648	60,648	59,028
College Board Reserve				26,919	26,919
Total	\$ 271,073	\$ 271,073	\$ 364,000	\$ 364,000	\$ 362,380
Expense					
Student Scholarships	142,000	157,655	257,943	256,185	151,447
Governance Support					
Advisory Committees	1,500	-	1,500		
Board Activities	5,000	4,547	5,000	10,000	9,691
President's Office	9,000	6,319	9,000		
Student & Institutional Support					
Student Excellence & Wellness					
Commencement	5,000	7,354	5,000	5,000	3,273
Orientation	8,000	7,048	8,000	8,000	4,954
Professional Development	50,000	52,904	50,000	50,000	36,591
Student Competitions	2,500	2,900	2,500	2,500	5,753
Student Outreach	21,000	13,827	21,000	21,000	20,658
Student Success Initiatives	50,000	50,000	50,000	50,000	35,150
Student Wellness Support	2,000	2,000	2,000	2,000	
Theatrical Productions	2,000	1,938	2,000	2,000	956
TRIO Discretionary/Crisis Funds	13,000	13,500	13,000	13,000	12,500
Violence Prevention Education	5,000	3,265	5,000	5,000	5,964
Total	\$ 316,000	\$ 323,258	\$ 431,943	\$ 424,685	\$ 286,936
Budget Surplus/Deficit	\$ (44,927)	\$ (7,258)	\$ (67,943)	\$ (60,685)	\$ 75,444
Reserve Balance	\$ 500,000	\$ 500,000	\$ 500,000	\$ 473,081	\$ 500,000
Scholarship Carryforward	\$ 67,943	\$ 110,371	\$ -	\$ -	\$ 48,525

LAUREL RIDGE COMMUNITY COLLEGE
173 Skirmisher Lane
Middletown, VA 22645

TO: Kimberly Blosser, President
FROM: Cory Thompson,
Vice President of Financial and Administrative Services
DATE: September 4, 2025
SUBJECT: College Board Budget - Fiscal Year 2027 Proposed Budget

The following item is recommended for the Agenda of the next College Board meeting:

Information Item: _____

Action Item: X

Agenda Item Title:
College Board Budget - Fiscal Year 2027 Proposed Budget

Background:

This action item is to request approval of the proposed Fiscal Year 2027 College Board Budget. The FY27 budget request remains \$364,000. The scholarship ratio increased to 60%. The remainder of the contributions are allocated as follows:

- **3% Local Board Support:** This budget encompasses support for the college board's administrative costs and the activities of board members appointed by the jurisdictions. Board members have duties to promote the community college and engage in initiatives that are of interest to the local college community.
- **14% Faculty & Staff Career Development:** These funds are an investment in employee education and career development. The budget covers expenses related to professional development programs, workshops, and training sessions that enhance the skills of employees living and working in the region.
- **23% Student Excellence & Wellness:** These funds directly support student achievement and wellness. Funds are allocated to student leaders to compete in regional and national competitions, as well as funding mental health programs, high school outreach, and support for underserved or low-income student populations.

Attachments (List supporting documents):

1. College Board Budget - Fiscal Year 2027 Budget Proposal

**Laurel Ridge Community College
College Board Budget
FY27 Budget Proposal**

		Proposed FY2027 Budget	FY25 Annual Students	%
<u>Contributions</u>				
	Clarke	16,217	303	4%
	Fauquier	81,941	1531	23%
	Frederick	92,432	1727	25%
	Page/Luray	17,234	322	5%
	Rappahannock	5,192	97	1%
	Shenandoah	43,834	819	12%
	Warren	42,014	785	12%
	Winchester	65,136	1217	18%
	Total	\$ 364,000	6801	
<u>Expense</u>				
	Student Scholarships	219,000		60%
	Local Board Support	10,000		3%
	Faculty & Staff Career Development	50,000		14%
	Student Excellence & Wellness	85,000		23%
	Total	\$ 364,000		

College Support Budgets:

Local Board Support - This budget encompasses support for the college board's administrative costs and the activities of board members appointed by the jurisdictions. Board members have duties to promote the community college and engage in initiatives that are of interest to the local college community.

Faculty & Staff Career Development - These funds are in investment in employee education and career development . The budget covers expenses related to professional development programs, workshops, and training sessions that enhance the skills of employees living and working in the region.

Student Excellence & Wellness: These funds directly support student achievement and wellness. Funds are allocated to student leaders to compete in regional and national competitions, as well as funding mental health programs, high school outreach, and support for underserved or low-income student populations.

Reports of the College

Laurel Ridge Community College Board Meeting
September 4, 2025

A. President, Kim Blosser

College Updates

- A system-wide approach to the implementation of the College and Career Ready Virginia (CCRV) legislation focused on dual enrollment was finalized in late June. There have been many issues to resolve between the college and our partner school divisions.
 - One June 23, President Blosser hosted a meeting with all division superintendents and any of their invited instructional personnel to review the planned implementation of CCRV.
 - Our dual enrollment and academic leadership team have been working with school personnel to enact the legislation.
 - Ultimately, courses needed to complete the Uniform Certificate of General Studies (Governor's Scholar) offered in the high schools taught by high school faculty will be at no cost to the students beginning fall 2025.
 - If the school division does not have a qualified faculty member at any of their high schools, the college is responsible for offering a needed course at no cost to the student or school division.
- The College is engaging with a consultant on an Enrollment Assessment Study, with a full enrollment plan to be developed in Fall 2025. A day-long Enrollment Strategy Retreat will be held with members of the college's outreach, marketing, workforce, academic, and student affairs teams on September 23.
- The Future Educators Academy has 20 students in our first cohort that includes 16 females and 4 males. The Ribbon Cutting and Induction Ceremony went very well, and the Governor even spotlighted our event: <https://x.com/governorva/status/1957928405795745802?s=46>
- President Blosser held a virtual open forum for all college employees on August 20, 2025.

VCCS Updates

- At the July State Board for Community Colleges meeting, the board approved the Chancellor's Goals for 2025-2026. A copy of those approved goals is included with the Institutional Goals agenda item.
- Fast Forward enrollment has grown faster than the available funds. This has resulted in adjustments to the amount of funding available to students this fiscal year. The VCCS has prioritized this as one of the funding requests for 2025-2026.
- President Blosser, Local Board Chair Ben Freakley, and several members of the Laurel Ridge leadership team attended the Chancellor's Retreat and Annual Meeting of the Boards at the Hotel Roanoke on August 6-8.
- President Blosser has been asked to be one of two presidents on the team to address funding issues resulting from the CCRV legislation on dual enrollment.

- On August 18, President Blosser was one of two presidents on the team to present at the General Assembly building on the VCCS Six-Year Plan and the funding priorities for the coming years.
- The VCCS is working on a new Legislative Vision to address the lack of adequate funding for the VCCS.

President Engagements

- VCCS-wide meeting with presidents to discuss Legislative priorities for 2025-26 – 6/6
- President Blosser led two VCCS-wide listening session related to proposed changes related to the Faculty Evaluation Plan – 6/12
- Mountain Vista Governor’s School meeting – 6/12
- Event sponsor and gave short remarks at the Luray-Page County Chamber of Commerce Annual Banquet – 6/12
- Attended community meeting with Senator Mark Warner, Shenandoah University – 6/13
- Attended Retirement Reception for Blue Ridge Area Food Bank CEO Michael McKee – 6/13
- Attended Winchester Valley League baseball game – RAINED OUT – 6/14
- GO Virginia Region 9 Council Meeting, Charlottesville, VA – 6/17
- Winchester Medical Center Foundation Board of Trustees Meeting – attended virtually – 6/17
- Advisory Council of Presidents Meeting – 6/17 – 6/18
- Attended Retirement Celebration for Dr. Belle Wheelan, SACSCOC CEO – 6/18
- Hosted a meeting with all school superintendents to discuss changes to Dual Enrollment beginning fall 2025 – 6/23
- United Way of the Northern Shenandoah Valley board meeting – 6/24
- Pioneer Bank board meeting – 6/24
- GO Virginia Region 8 Executive Committee Meeting – virtual – 7/1
- Hosted Senior Vice Chancellor Felicia Ganther at the Middletown Campus for a visit with academic, workforce, and student affairs team members and senior leadership team – 7/14
- Lunch with new Blue Ridge Area Food Bank CEO, Kari Diener – 7/16
- GO Virginia Region 8 Council Quarterly Meeting, Weyers Cave, VA – 7/22
- United Way of the Northern Shenandoah Valley Board Meeting – virtual – 7/22
- Attended the Virginia Chamber Blueprint Tour, Charlottesville, VA – 7/23
- Shared Services Center Executive Committee meeting – virtual – 7/23
- VCCS Student Financial Plan software pilot discussion – 7/24
- Future Educators Academy Quarterly Board Meeting, Fauquier Campus – 7/28
- Future Educators Academy School meeting – 7/29
- Attended the 2025 EAB Community College Roundtable, Washington, DC – 7/30 - 7/31
- Attended the Valley Business Forum, James Madison University, 7/31
- GO Virginia Region 8 Council Executive Committee meeting, virtual – 8/5
- VCCS Chancellor’s Retreat and Annual Meeting of the Boards, Roanoke, VA – 8/6 - 8/8
- VCCS Six-year Plan presentation prep meeting – 8/11
- Hosted Future Educators Academy Ribbon Cutting and Induction Ceremony, Middletown Campus – 8/12
- Meeting with interested donor and community members about establishing an endowed student fund, Westminster Canterbury – 8/13
- VCCS Six-year Plan presentation prep meeting – 8/13

- Joined VCCS Chancellor at the Virginia Chamber CEO's Annual Retreat, Mimslyn Inn, Luray, VA. Took Chancellor on tour of Luray and LPCC – 8/14
- Meeting with Foundation Board member and Rappahannock County Board of Supervisors Chair, Debbie Donehey, LPCC – 8/15
- Presentation to the Op-Six Group of the General Assembly on the VCCS Six-Year Plan and Legislative Funding Priorities, Richmond, VA – 8/18
- First-year Faculty Welcome Luncheon with Laurel Ridge leadership, Front Royal – 8/19
- Welcome all Full-time Faculty before their opening meeting – 8/19
- Welcome to all faculty at Faculty Convocation – 8/19
- Presidential Representative on the VCCS Dual Enrollment System-Wide Funding and Costs Workgroup, virtual meeting – 8/19
- Held Presidential Virtual Open Forum for all college employees – 8/20
- Pioneer Bank board meeting – 8/21
- Blue Ridge Area Food Bank quarterly board meeting – 8/21
- New Student Welcome Day, Luray-Page County Center (Johanna Weiss provided the welcome) - 8/21
- New Student Welcome Day, Fauquier Campus – 8/22
- New Student Welcome Day, Middletown Campus – 8/23
- United Way of the Northern Shenandoah Valley Board Meeting – virtual – 8/26
- Presidential Representative on the VCCS Dual Enrollment System-Wide Funding and Costs Workgroup, virtual meeting – 8/26
- Laurel Ridge President's Advisory Team meeting – 8/27
- GO Virginia Region 9 Council Meeting, virtual – 8/28
- GO Virginia Region 8 Council Executive Committee meeting, virtual – 9/2
- Laurel Ridge Educational Foundation meeting – 9/4

B. **Workforce Solutions**, Jeanian Clark, vice president of Workforce Solutions

Laurel Ridge Workforce Hosts Nationwide Leadercast Event

Workforce Solutions hosted our most successful Leadercast event to date, Legacy of Impact, with sessions held at the Winchester Alamo Draffhouse, our Fauquier Campus, and Shentel in Edinburg. Hundreds of professionals came together to explore what it means to lead with purpose and create lasting change. The speakers challenged us to think deeply about the kind of legacy we want to leave in our workplaces, communities, and personal lives. We are grateful to everyone who participated and helped make this our highest-attended Leadercast yet. It was a powerful reminder that leadership is measured not only by influence, but by the impact we leave behind.

Third Annual Summer Academy for Disadvantaged Youth

During the week of June 23rd, the Corporate Training team hosted the 3rd annual Summer Academy for Career Exploration for 9 disadvantaged high school youth, focusing on awareness of the construction trades career opportunities. In partnership with the Virginia Department for Aging and Rehabilitative Services (DARS) and NW Works, the goal was to provide these youth with access to career pathways that will lead to better pay and advancement. Students

participated in numerous activities that included safety best practices, hand and power tool exercises, heavy equipment simulation, and electrical wiring demonstrations. The highlight of the week was a field trip to Winchester, visiting two construction-related organizations.

Laurel Ridge Workforce Hosts Trades Hiring Event followed by Trades Career Fair

Workforce Solutions K12 Trades Academy Students participated in job interviews on May 1st with eight local employers. Twenty-five students from Fauquier, Rappahannock and Page counties who finished HVAC Level 1 or Plumbing Level 1 during the 2025 school year were invited for job interviews. Students, armed with resumes and prepped on interviewing skills, had seven minutes to shine with each employer before rotating. Many students were offered a second interview and two received job offers on the spot. Appleton Campbell, VAMAC, RAM Restoration, MEP, Capital Mechanical, Breeden Mechanical, Prince William County Schools and KCS Heating and Air partnered with us for the interviews. After the morning event, the first Skilled Trades Career Fair took place. Twenty-six employers hosted tables from 4pm until 7:30pm. Over 100 job seekers came to campus to meet local employers and make connections. The success of this event would not have been possible without the support of Fauquier's Economic Development Office and Rappahannock Goodwill Industries.

Gaff-N-Go Lineworker Rodeo

Program Manager, AnnaJane Cribbs had the opportunity to represent Laurel Ridge and attend the VMDAEC (Virginia Maryland Delaware Association of Electric Cooperatives) Gaff-n-Go Rodeo Line Worker Rodeo in Doswell, Virginia on May 17th. This annual event attracts line workers from across the East Coast to showcase the work performed by utility linemen. Participants compete in various events that mimic tasks required in the field such as climbing skills and hurt man rescue. The event also features a BBQ competition, live music, vendors, and activities for the friends and family members of the participants. It was an amazing showcase of the electric utility industry and the perfect opportunity to spread the word to many folks about our Power Line Worker training program launching at Laurel Ridge this Fall!

- C. **Communications and Planning; Fauquier Campus;** Chris Coutts, vice president of communications and planning, Fauquier campus provost

Public Relations and Outreach

The Laureate: The next edition will be mailed in early September and will feature Dual Enrollment as the central theme. The following edition will highlight the 20th Anniversary of the Luray Page County Center.

- Luray Page County Center Videos: We are partnering with Page County Economic Development to produce 4–5 marketing videos showcasing the positive impact the Luray Page County Center has had on Page County and its economy over the past 20 years.
- External Events: Our department is no longer managing external event rentals. Due to staffing shortages and the increased demand to prioritize facilities for classes and on-campus events, Laurel Ridge is no longer offering open rentals. However, facility use requests are still being accepted and reviewed on a case-by-case basis to ensure alignment with the college's goals and mission.

Requests can be submitted here: [Facility Use Request Form](#). Cory Thompson and his team will review all submissions for approval.

- Outreach Initiatives: Beginning September 10, our department will oversee outreach efforts, focusing on building community awareness of the college and supporting enrollment growth.

Creative Services

- The Spring 2026 Viewbook has been printed and should be arriving in target markets shortly.
- Creative Services is doing a self-imposed internal audit of all electronic media to ensure ADA compliance. This includes websites, email newsletters, social media postings, and video productions.
- Successfully migrated employee Adobe software licenses for the college to a state-approved re-seller resulting in achieved procurement compliance AND a \$10K cost savings.
- Working towards migrating our web hosting contract to a state-approved re-seller for procurement compliance.
- Photo gallery of the Future Educators Academy ribbon cutting event was posted by the Governor on Twitter / X.

Grants

- Grant Awards:
 - \$401,374 from GO Virginia in support of equipment and curriculum development for the Power Line Worker Project.
 - \$15,000 from Ellucian Foundation to provide scholarships to students for childcare assistance and Power Line project residency.
 - \$6,000 from Andersen Corporate Foundation for high school trades students in Luray-Page County. After finding out the high school courses will likely be limited this year, we negotiated a pivot with the grantor to use Andersen funds for adults – as well as youth -- in Luray-Page County.
 - \$2,500 from United Way to support adding video cameras to the CubHouse area.
- We negotiated and received extensions for longer grant terms for several grantors, including GO Virginia (for the Technology Academies), the Virginia Department of Health Earn to Learn grant, and the Virginia Commission for the Arts VA 250 grant. Performances of “When a Trumpet Cries” by Selah Theatre, funded by the VA250 grant, were held in June and videos and learning materials will be made available for education providers later this year.
- The federal funding freeze has continued not to impact any of the grants under the purview of the grants office.

Marketing

Advancing Goal #2 of Engage 2027: Increase inquiries, applications, and net enrollment yield through enhanced tracking, targeted promotions, and strategic campaigns. In June 2024, Laurel

Ridge integrated Salesforce CRM across college and Workforce websites, application systems, and external platforms (i.e. XAP, WES), enabling centralized tracking of inquiries and enhanced visibility into engagement across credit, workforce, and undecided pathways.

Laurel Ridge recorded 4,583 total inquiries via the Salesforce (RFI) Pathway Web Page Form and integrated enrollment systems, establishing a new baseline for future performance tracking.

Inquiry Breakdown:

- Workforce: 2,353 (includes WES/Lumens catalog requests)
- Credit: 1,441
- Undecided: 788

Strategic Campaigns Driving Engagement:

- 2-Year Program Campaign (Dec 2024 – Aug 2025).
 - Goal: Boost inquiries and enrollment in 2-year academic programs
 - Audience: Traditional and non-traditional students
 - Channels: Print mailings, radio, paid social, digital ads, email, billboards (Luray & Warrenton)
 - Highlights: Dedicated landing page, A/B testing, Spring & Fall recruitment focus.
Impact (since March 1):
 - Workforce: 904
 - Credit: 700
 - Undecided: 346
 - Total: 1,950 inquiries
 - Conclusion: Campaign wraps up August 30 with final digital assets and billboard placements
- Spring Recruitment Campaign (Sept 15, 2024 – Jan 15, 2025)
 - Target Audiences:
 - Traditional students (ages 15–20)
 - Younger adults (18–30)
 - Adult learners (25–64) with varied education backgrounds
 - Key Highlights:
 - College viewbook mailings: Sept 15 & Oct 1
 - Workforce Solutions catalog mailing: Nov 3
 - Digital ads and program-specific promotions (drones boot camp, education, healthcare, trades, IT, engineering, and more)
 - Additional strategies and tactics to be determined based on consultant recommendations and the forthcoming marketing and enrollment management planning in September.

D. **Academic and Student Affairs**, Johanna Weiss, vice president of academic and student affairs

Enrollment

- Summer 2025 enrollment surged by an impressive 13% compared to last year! The Fauquier Campus led the charge with a phenomenal 18% increase in student enrollment. Middletown Campus followed closely with a strong 10% boost. This year, our non-dual enrollment students jumped to 1,977 students, excluding dual enrollment students. That's 222 more learners choosing to grow with us this summer!
- Our Fall 2025 enrollment numbers, as of the week before our classes begin on August 25th, look to be strong. Compared to this time last year, our regular student (non-dual) enrollment is up about 6% with a 10% increase at our Fauquier campus.

People News

- Dr. Cheri Maea has joined the college as the Dean of Early College and High School Partnerships. She comes to us from Germanna Community College after having extensive experience as the Dean of Academic and Workforce Operations and the Registrar.
- We bid a fond farewell to Heather Burton who was at the college for several years in various roles, lastly serving as the Interim Dean of Early College and High School Partnerships.
- We welcomed several new full-time faculty members for the 2025-2026 Academic Year including:
 - RJ Montano, 12-Month EMS-Faculty Position (Middletown) funded by the Claude Moore Foundation
 - Jennifer Stricker, Early Childhood 9-month Faculty Position (Fauquier/Middletown)
 - James Stewart, Accounting/Business 9-month Faculty Position (Middletown)
 - Melissa Stange, Computer Science/Drones/Immersive Technology (Middletown)
 - Waqas Shah, Information Technology 9-month Faculty (Fauquier)
 - Carlos Faziolo, Math 9-Month Restricted Faculty (Middletown)
- We have hired two permanent Associate Deans for our largest Academic Divisions:
 - Polly Nesselrodt serves as the Associate Dean for the School of Humanities and Social Sciences
 - Michele Smith started as the Associate Dean of Science, Integrated Technology, Engineering, and Mathematics on July 1st.
- Loren Funk has joined the college as an Administrative Assistant for Teaching and Learning.
- Heidi Michael is now serving as the Administrative Assistant for the Future Educators Academy.
- Vivi Meder, formerly the Director of TRIO, has now become the Director of Student Support and heads a holistic student support unit committed to wraparound services
- Monica Lynn James, our esteemed Art Professor, is one of the featured artists in the Shenandoah Arts Council's new show called Cherry Red. It is a celebration of the color Red and the new gallery and cooperative space in Olde Town Winchester and runs August 6 - September 2nd, 2025.
- Nicole Munday, our Dean of Humanities and Social Sciences, has been selected to participate in the VA Network Senior Leadership Seminar for this upcoming year, a program that brings together emerging women leaders with established leaders in higher education in the Commonwealth.

Academic Happenings

- With a formal ribbon cutting on August 12th, our Future Educators Academy, FEA, opened with 20 students from across our service region attending the new lab school hosted at Laurel Ridge's Middletown Campus. Under the leadership of the school's director, Lori Killough, these students will have the opportunity to complete an A.S. in Education while still in high school.
- Laurel Ridge is also a partner in the new Data Science Lab School at Dowell J. Howard Center, part of Frederick County Public Schools (FCPS). Dr. Johana Weiss is serving on the Governing Board, and we expect to dual enroll several courses through the lab school, including a new course in foundations of data science.
- We are formally launching our new career certificates in Artificial Intelligence/Machine Learning and Immersive Technology this Fall semester.
- We have been approved by SACS-COC to open a Physical Therapy Assistant Program and will be applying for accreditation to CAPTE to allow us to admit students for Fall 2026 into our own stand-alone PTA program.
- Our fantastic Center for Excellence and Innovation in Teaching and Learning (CEITL) Team has done a major revision to our course that prepares faculty to teach online called e-Teaching Fundamentals. It has been revised to be more competency-based and streamlined.
- The CEITL team has taken a leading role in navigating the evolving landscape of artificial intelligence (AI) in higher education by successfully applying for and directing a cross-functional workgroup for the AAC&U Institute on AI, Curriculum, and Pedagogy during the 2024-2025 academic year. This initiative brought together a diverse group of college employees to proactively address opportunities and challenges presented by AI in teaching and learning. Key outcomes of this collaboration included:
 - Development and deployment of an AI Attitudes, Use and Needs Survey.
 - Creation and review of faculty resources for developing course-specific AI policies
 - A draft of a comprehensive set of AI guidelines for the college.
 This workgroup is committed to continuing these critical efforts in the upcoming academic year, focusing on further professional development and the integration of AI literacy into the curriculum.

Getting Ready for Re-Accreditation

- Laurel Ridge is up for re-accreditation in 2028 which means that we are gearing up now to be ready for a successful re-accreditation effort. Johanna Weiss, VP of Academic and Student Affairs, and Naomi Simpson, Director of CEITL, attended the SACS-COC Summer Institute in Orlando, Florida in July for training.
- We are forming a QEP Topics Committee (QEP = Quality Enhancement Plan) that will help identify a topic for our QEP by the end of this academic year.
- We are working to enter all of our faculty credentials into our internal platform, Vision EAS, to be able to generate our faculty roster, a key requirement for re-accreditation.
- Several academic policies are being reviewed and revised this year to prepare for re-accreditation.

Dual Enrollment

- Leadership Transition. Dr. Cheri Maea began as Dean of Early College and High School Partnerships on July 7. This transition coincided with release of final guidance on free dual enrollment in high schools.
- High School Engagement. Dual enrollment team met with all partner high schools. We developed agreed-upon pathways to ensure students can complete the Uniform Certificate of General Studies (UCGS). Each school now has an implementation plan in place.
- Program Implementation. Team is actively facilitating student registration. Superintendents received contracts and career coach agreements in August.
- Enrollment Outlook. Final numbers will be available once in-school registration is complete. Early projections:
 - More students expected to take dual enrollment classes in their high schools.
 - Division revenue may decrease, but overall student access and participation will increase.

Student Services and Academic Support

- College Application Update Embeds Direct Enrollment Survey. On July 17, the Systems Office launched an update to the college application, embedding the Direct Enrollment Survey directly into Page 3 – Education. Applicants who graduated high school within the past six years will now enter their GPA and highest-level math course, which will be used to assign Test IDs and Placement Student Groups through backend processing. Applicants who graduated more than six years ago or earned a GED will skip these questions, but their placement data will still be processed as usual. All applicants are directed to the <https://www.vccs.edu/placement-guidance>, with further details available.
- Financial Aid Office Wraps Up Summer, Prepares for Fall 2025. The Financial Aid Office closed out Summer 2025 awarding and disbursements while ramping up for the Fall semester. Thanks to strong outreach—including efforts by a newly appointed Financial Liaison—more than 3,000 FAFSA applications were received for the 2025–26 aid year. In partnership with the Foundation, more than \$420,000 in scholarships have been awarded and posted to student accounts, including those for graduating seniors. Educational outreach is also underway, with presentations in SDV courses and community events helping students and families better understand how to fund their education.
- Adult Education Celebrates GED Recipients, Awards Scholarships. On July 17, Adult Education hosted a GED Recognition Ceremony honoring 28 graduates, who attended with their families. The event featured scholarship awards, including seven recipients who will pursue credit classes, and one student awarded a scholarship for HVAC training through Workforce Solutions. The Foundation generously provided refreshments for the celebration. While awaiting new funding, Adult Ed is continuing its commitment to learners by offering four summer classes with existing staff. Hundreds of students have expressed interest in Fall classes.
- Laurel Ridge Launched Upgraded AI Chatbot. Laurel Ridge launched an upgraded version of its college chatbot, powered by a new generative AI model that has shown significantly improved accuracy in early testing. The public-facing rollout is expected within the next two weeks. The enhanced chatbot will respond only using approved sources, including the Laurel Ridge website, Workforce, Library, Bookstore, Catalog, and select VCCS-endorsed sites such

as studentaid.gov and SCHEV. The upgraded chatbot can respond in several different languages including Spanish!

- Laurel Ridge’s TRIO Program Earns Perfect Score and Secures Federal Funding for 2025–2026. Laurel Ridge Community College is celebrating a major milestone as its Student Support TRIO grant has earned a perfect score, securing federal funding for the 2025–2026 academic year. The TRIO program, a cornerstone of student support at Laurel Ridge since 2001, serves 160 students each semester and has supported over 1,300 students in its 24-year history. Designed to empower students from vulnerable backgrounds, TRIO provides critical resources to those who are first-generation college students, English language learners, low-income individuals, former foster youth, and those with documented disabilities. Notably, more than half of Laurel Ridge’s credit students fall into these categories. TRIO’s impact is reflected in its impressive retention rate of over 90%, a testament to the program’s comprehensive support model. Services include intensive proactive advising, academic tutoring, skill-building workshops, and a suite of wraparound services tailored to meet students’ diverse needs.
- Laurel Ridge Help Hub: Students 24/7 Student Support Center. Students needing assistance anytime of the day have help thanks to the Laurel Ridge is [Help Hub](#) ! Whether it’s afterhours questions, how to add a class, or a password reset, the Help Hub has students covered. Students can explore our technology resources, or chat with our virtual assistant for quick answers. Support is just a click away—check out the [Help Hub](#) today!
- Advising Stats Serving our students in person and virtually! Flexible scheduling helps our busy students access our services from anywhere. Over 60% of students choose to access our advising services virtually!
- Total academic advisement appointments May 1 – August 7

○ Virtual appointments (via ZOOM)	3,459
○ Fauquier campus appointments	2,124
○ Middletown campus appointments	363
○ Luray appointments	935
	37

- Career Services: New Career-Building Opportunity for Students: Forage Job Simulations Now Available! In partnership with our advising platform, EAB Navigate, we’re excited to announce the launch of Forage! Forage is a free, open-access job simulation program now available to all students. With simulations from over 135 companies, including many Fortune 500 leaders, Forage offers students a unique opportunity to explore real-world roles across a wide range of industries. These self-paced experiences provide a “day-in-the-life” preview of various careers while helping students build practical, job-ready skills. For faculty seeking ways to connect classroom learning with real-life application, without the logistical lift of internships or practicums, Forage opens the door. It’s a powerful tool to enhance student engagement and career readiness, all at no cost. We are empowering our students to step confidently into their futures—one simulation at a time!

E. **Financial and Administrative Services**, Cory Thompson, vice president of financial and administrative services

Finance

- Non-personnel budgets were distributed on Monday.

- New purchasing cards have been issued, and the Works system is now active for all cardholders.
- Testing is underway for the past-due payment plan, which is expected to launch within a month. Spring 2025 accounts are not being sent to collections at this time to allow students to enroll in the program.
- Credit card processing fees shifted to payors effective August 11, resulting in an increase in e-check payments.
- Current receivables: \$106K from Spring 2025 and \$74K from Summer 2025.
- Two to three notifications will be sent within the next two weeks to individuals with outstanding Fall 2025 balances.

Police Department

- In June, a \$75,000 grant was awarded to improve emergency communications. Seventy-five Alert Beacons have been purchased and will be installed in strategic locations across all campuses.
- Campus Police will assist the Safety Committee in conducting OSHA inspections of classrooms and workspaces to enhance workplace safety.
- The Campus Police Department is marking its 15th year of service, having been established on May 20, 2010.

Operations

- Laurel Café hosted a successful Friends & Family event on August 18. For Fall 2025, they are offering free coffee or tea to all employees with a college ID or name tag. The event featured Leo the Lion and raffle prizes throughout the day.
- Kicked off the fixed assets rolling inventory for FY26.
- Partnering with the Business Office to transition all small purchase cardholders and approvers to Bank of America Works for monthly reconciliation.
- Supporting Human Resources in securing a temporary employee to assist with document scanning.
- Finalizing onboarding paperwork for the Store & Warehouse Specialist II position.

Facilities

- Drainpipes in Cornerstone Hall are being scoped and cleaned to address potential drainage issues in the back lawn area.
- Work is underway with engineers and state partners to update building automation systems in three buildings.
- A grant request has been submitted through the Forestry Department to replace 27 diseased trees at the Fauquier Campus. The trees have been removed and will be replaced with native species.
- Window washing is in progress across all campuses.

IT

- Work in progress to replace and upgrade the student printing system
- All classrooms inspected and computers updated prior to start of Fall classes.
- Active project to upgrade AV components at all campuses
- Laptop carts used in classrooms are being updated at all locations.

- Working to create improved control and efficiencies in the HR onboarding/Offboarding process
- 1,123 tickets from May to July with 98% of users surveyed Completely or Very Satisfied with the quality of service.
- New cloud camera system and cameras installed
- New Student support site going live, improving IT support and information to students!

F. **Human Resources; JoAnn Ellwood**, associate vice president of human resources

Compensation and Salary Administration

This year, the college successfully implemented a new salary administration process, which enhances how we handle classification and compensation reviews, promotion requests, educational achievement recognition, and the standardization of project-based agreements. As a best practice, HR will host a training session in September to help employees understand the salary administration process and introduce the new sub-bands for classified staff. In addition to the pay actions resulting from these best practices:

- HR processed a one-time 1.5% bonus in June to eligible full and part-time employees in recognition of their valuable contributions. More information: [2025 One-Time Bonus](#)
- HR also processed a 3% salary increase in July and August for eligible full and part-time employees as authorized by the assembly. More information: [2025 Salary Increase](#)

New: 2025-26 Chancellor's Fellowship for Education

The program supports community college employees pursuing degree studies to enhance their contributions to the community college mission. HR coordinated the application process and submitted them to the system office in Richmond for consideration. Additional information is available on the [Employee Portal](#).

[2025-26HR Strategic Goals for Fiscal Year 2025.docx](#)

HR's core focus is to empower the community by fostering a supportive, inclusive environment where every employee can thrive, feel valued, and contribute meaningfully to our shared mission and goals. Below is a snapshot of the priorities we have identified for the focus of our time and resources.

- ☐ Maintaining talent excellence through credentialing and accreditation [SACS COC]
 - Executive Summary: To support accreditation compliance and maintain a talented and high-performing workforce, HR is advancing several initiatives to ensure policy accessibility and document qualifications and performance of administrative and academic personnel.
 - Values Supported: Learning, High Performance, Integrity
 - Simply the Best: Supports by ensuring all administrative leaders and teaching faculty meet qualifications and are regularly evaluated based on the established criteria. The establishment, review, and communication of policies uphold institutional integrity, and the organization chart provides the structure for the work of people across the organization.
- ☐ Strengthening HR infrastructure for data integrity, compliance, and employee engagement

- Executive Summary: To enhance operational efficiency and ensure the highest standards of confidentiality, compliance, and employee support, the Human Resources unit is undertaking a comprehensive initiative to improve both physical and digital infrastructure. This initiative aims to align with state and system policies while supporting HR's role as a strategic and trusted institutional partner.
- Values Supported: Integrity, High Performance
- Simply the Best: Supports by enhancing employee experience, strengthening process integrity, and creating workspaces that reflect HR's professional mission.
- Cultivating workplace planning and leadership development
 - Executive Summary: To ensure long-term organizational resilience and the alignment of leadership behaviors with college values, the Human Resources department is launching a comprehensive initiative focused on workforce planning and supervisory development. This effort will foster leadership capacity, support strategic hiring, and address succession challenges in alignment with the College's mission and the Commonwealth's workforce strategy.
 - Values Supported: Learning, High Performance, Integrity, Positive Spirit, and Diversity
 - Simply the Best: This initiative upholds the "Simply the Best: People and Processes" value by investing in people, reinforcing leadership accountability, and creating a sustainable workforce strategy that strengthens the College's long-term success.

G. Development; Laurel Ridge Foundation; Liv Heggoy, associate vice president of development

Scholarships

- Pamela Coffman Memorial Endowed Scholarship
This fund supports Frederick County or Shenandoah County residents pursuing a career in education.
- The Recovery Connection Helping Hands Scholarship
This fund supports a student at the Middletown Campus who has experienced first-hand the challenges of addiction and the path to recovery.
- Skilled Trades Scholarship
A community resident is including Laurel Ridge in his estate plans to provide funding for an endowed scholarship to support students enrolled in skilled trades courses.

Helping Hand Fund

- A community resident is making a generous donation to our Helping Hand Fund. This fund provides short-term assistance to students facing unexpected circumstances or financial hardships, which could hinder their ability to succeed academically and personally while enrolled at Laurel Ridge Community College.

“Building the Future” Fundraising Campaign

- Phase Two: Skilled Trades in Power and Energy
- Top Priority: Donations for site work and construction of the powerline worker program facility
- Location of new facility: to be built on property owned by the Laurel Ridge Foundation and leased to the college
- Overall cost: Between \$4M - \$5M
- Good news: We kicked off the campaign with a \$250,000 challenge gift requiring \$250,000 in matching donations. \$109,000 in private donations received to date
- More good news: On August 7, the Frederick County Planning Commission voted to recommend that the Board of Supervisors approve the Laurel Ridge Foundation’s application to re-zone the property from “Rural Agriculture” to “Higher Education.” This re-zoning is needed before the facility can be built.
- SAVE THE DATE: On Thursday, October 16 at 2:30 p.m., join us for the groundbreaking celebration of the new Power Line Worker Training Program and Facility.

GED Graduation

- Liv Heggoy attended the very inspirational [GED graduation](#) on July 17. Seven of the graduates received a scholarship funded by the College Board to continue their studies at Laurel Ridge in academic programs including health information management, cybersecurity, psychology, business, and general studies/transfer.
- One graduate received a scholarship from the Laurel Ridge Foundation to begin the HVAC program.
- At the time of the GED graduation, the program’s governmental funds had been frozen. The Laurel Ridge Foundation covered the cost of the reception for graduates and their families. Thanks to generosity of donors who support the unrestricted Laurel Ridge Fund, we are able to support the college with projects like this.

Laurel Ridge Community College Board Calendar of Meetings and Engagements

Date	Activity	Time	Location
Friday, October 10, 2025	All College Day	8:30 AM – 12 Noon	Fauquier Campus, Hazel Hall, Barkman Family Conference Center
Thursday, October 16, 2025	Power Line Worker Groundbreaking Ceremony	2:30 PM	Middletown Campus, Student Union Building and Grounds
Thursday, November 6, 2025	College Board meeting	12:00 PM; lunch served at 11:30 AM	Middletown Campus, Corron Community Development Center, Carl & Emily Thompson Conference Center
Thursday, February 5, 2026	College Board meeting	12:00 PM; lunch served at 11:30 AM	Middletown Campus
Thursday, April 2, 2026	College Board meeting	12:00 PM; lunch served at 11:30 AM	Fauquier Campus, Hazel Hall, Barkman Family Conference Center
Thursday, June 4, 2026	College Board meeting	12:00 PM; lunch served at 11:30 AM	Luray Page County Center