

# Virginia Tech Board of Visitors Meeting

## March 13-14, 2005

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AA: [Ratification](#) of Personnel Changes Report

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CC: [Ratification](#) of Research and Development Disclosure Report

DD: [Resolution](#) for Approval to Provide Supplemental Retirement Compensation

### *Information Session*

Remarks made during the Information Session the Sunday before the Board of Visitors meeting including remarks from:

[Sam Easterling](#), Faculty Senate President

[Marcus Ly](#), Graduate Student Representative to the Board of Visitors

[Sue Ellen Crocker](#), President of Virginia Tech's Staff Senate

[Ms. Melinda Cep](#), Undergraduate Student Representative.

**MINUTES**  
March 14, 2005

The Board of Visitors of Virginia Polytechnic Institute and State University met on Monday, March 14, 2005, at 1:00 p.m. in the Torgersen Hall Board Room at Blacksburg, Virginia.

**Present****Absent**

Mr. Michael Anzilotti  
 Ms. Beverley Dalton  
 Mr. Ben J. Davenport, Jr.  
 Mr. Robert L. Freeman, Jr.  
 Mr. L. Bruce Holland  
 Dr. Hemant Kanakia  
 Mr. John R. Lawson, II  
 Ms. Sandra Stiner Lowe  
 Mr. Jacob A. Lutz, III  
 Mr. A. Ronald Petera  
 Mr. Thomas L. Robertson  
 Mr. John G. Rocovich, Jr.  
 Mr. James W. Severt, Sr.  
 Mr. Philip S. Thompson  
 Dr. W. Samuel Easterling, President, Faculty Senate  
 Ms. Melinda R. Cep, Undergraduate Student Representative  
 Mr. Marcus C. Ly, Graduate Student Representative

Also present were the following: Dr. Charles Steger, Dr. Erv Blythe, Mr. Ralph Byers, Mr. Jerry Cain, Mr. Denny Cochran, Dr. Lanny Cross, Dr. Karen DePauw, Dr. Ben Dixon, Dr. John Dooley, Mr. Bill Elvey, Dr. Brad Fenwick, Dr. Elizabeth Flanagan, Dr. David Ford, Ms. Laura Fornash, Ms. Kay Heidbreder, Mr. Larry Hincker, Mr. James Hyatt, Dr. Pat Hyer, Mr. Kurt Krause, Mr. Paul Lancaster, Ms. Judy Lilly, Dr. Mark McNamee, Ms. Terri Mitchell, Ms. Kim O'Rourke, Mr. Mark Owczarski, Mr. Raymond Plaza, Ms. Ellen Plummer, Dr. Susanna Reinhart, Ms. Kathy Sanders, Mr. Dwight Shelton, Mr. Ken Smith, Ms. Sandy Smith, Dr. Ray Smoot, Mr. Jeb Stewart, Dr. Tom Tillar, Dr. Lisa Wilkes, Ms. Linda Woodard, Ms. Teresa Wright, faculty, staff, students, guests, and reporters.

Mr. Davenport asked for a motion of approval of the minutes of the November 8, 2004, meeting as distributed. The motion was made by Mr. Davenport and seconded by Mr. Lutz. The minutes were approved.

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## REPORTS OF THE SPECIAL COMMITTEE ON RESEARCH

Mr. Thompson gave a report of the meeting of the Special Committee on Research on March 13, 2005. (Copy filed with the permanent minutes and marked Attachment A.) Mr. Thompson noted that the committee toured the Virginia Bioinformatics Institute.

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## REPORT OF THE ACADEMIC AFFAIRS COMMITTEE

Mr. Davenport called on Ms. Lowe for a report of the Academic Affairs Committee. (Copy filed with the permanent minutes and marked Attachment B.)

Dr. Kanakia referenced the loss of ranking in the College of Engineering and the graduate program and encouraged the administration to resolve that the college should not lose further ground because this is the best college of engineering in the state.

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As part of the Academic Affairs Committee report, the following resolution was moved by Ms. Lowe, seconded by Mr. Lutz, and was approved unanimously.

### **Resolution for Approval of the Privacy Policy for Employees' Electronic Communications**

**That the proposed policy on employees' electronic communications be approved.** (Copy filed with the permanent minutes and marked Attachment C.)

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As part of the Academic Affairs Committee report, the following resolution was moved by Ms. Lowe, seconded by Mr. Thompson, and was approved unanimously.

### **Resolution for Approval of Statement of Commitment to a Diverse and Inclusive Community**

**That the Board of Visitors recognizes and accepts its role in partnership with the university community in shaping and supporting the university's commitments to create a truly diverse and inclusive community; and that the Board takes the next important step by fully endorsing the VT Principles of Community initiated by the Commission on Equal Opportunity and Diversity, and charging the university's leadership to distribute the statement widely, making it a vital part of the institutional culture and using it as a guide for improving the university climate for all persons.** (Copy filed with the permanent minutes and marked Attachment D.)

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As part of the Academic Affairs Committee report, the following resolution was moved by Ms. Lowe, seconded by Mr. Holland, and was approved unanimously.

**Resolution for Approval to Establish a M.S. in  
Building/Construction Science and Management**

**That the proposed spin-off M.S. in Building/Construction Science and Management be approved by the Board and forwarded to the State Council for Higher Education for their review and approval.**  
(Copy filed with the permanent minutes and marked Attachment E.)

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As part of the Academic Affairs Committee report, the following resolution was moved by Ms. Lowe, seconded by Mr. Rocovich, and was approved unanimously.

**Resolution for Approval of Changes in Membership of The Virginia Coal  
and Energy Research and Development Advisory Committee**

**That the appointments of Bennett K. Hatfield and William L. Blanchfield Jr. to the Advisory Committee be renewed through 2008.**  
(Copy filed with the permanent minutes and marked Attachment F.)

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As part of the Academic Affairs Committee report, the following resolution was moved by Ms. Lowe, seconded by Mr. Rocovich, and was approved unanimously.

**Resolution Honoring The Department of  
Biological Systems Engineering**

**That the resolution recognizing The Department of Biological Systems Engineering as an Exemplary Department be approved.**  
(Copy filed with the permanent minutes and marked Attachment G.)

**Resolution Honoring The Department of History**

**That the resolution recognizing The Department of History as an Exemplary Department be approved.** (Copy filed with the permanent minutes and marked Attachment G.)

**Resolution Honoring The Department of Theatre Arts**

**That the resolution recognizing The Department of Theatre Arts as an Exemplary Department be approved.** (Copy filed with the permanent minutes and marked Attachment G.)

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**REPORT OF THE BUILDINGS AND GROUNDS COMMITTEE**

Mr. Davenport called on Mr. Lawson for a report of the Buildings and Grounds Committee. (Copy filed with the permanent minutes and marked Attachment H.)

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As part of the Buildings and Grounds Committee report, the following resolution was moved by Mr. Lawson, seconded by Mr. Freeman, and was approved unanimously.

**Resolution for Approval of Acquisition of  
Rockbridge County Property**

**That the Vice President for Business Affairs be authorized to accept on behalf of the university a deed from Rockbridge County Public Service Authority, conveying this property to Virginia Polytechnic Institute and State University in accordance with applicable statutes of the Code of Virginia.** (Copy filed with the permanent minutes and marked Attachment I.)

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As part of the Buildings and Grounds Committee report, the following resolution was moved by Mr. Lawson, seconded by Mr. Freeman, and approved unanimously:

**Resolution for Approval of the City of Radford and Virginia Polytechnic  
Institute Law Enforcement Mutual Aid Agreement**

**That the resolution authorizing Kurt Krause, Vice President for Business Affairs, to sign a Law Enforcement Mutual Aid Agreement with the City of Radford be approved.** (Copy filed with the permanent minutes and marked Attachment J.)

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## REPORT OF THE FINANCE AND AUDIT COMMITTEE

Mr. Davenport called on Mr. Lutz for the report of the Finance and Audit Committee.  
(Copy filed with the permanent minutes and marked Attachment K.)

\* \* \* \* \*

As part of the Finance and Audit Committee report, the following resolution was moved by Mr. Lutz, seconded by Mr. Thompson, and approved unanimously:

### **Resolution for Approval of 2005-2006 Tuition and Fees**

**That the proposed increases in the tuition and fee rates be approved, effective Fall Semester 2005.** (Copy filed with the permanent minutes and marked Attachment L.)

\* \* \* \* \*

As part of the Finance and Audit Committee report, the following resolution was moved by Mr. Lutz, seconded by Mr. Thompson, and approved unanimously:

### **Resolution for Approval of 2005-2006 Compensation for Graduate Assistantships**

**That the stipend levels and graduate health insurance program be approved.** (Copy filed with the permanent minutes and marked Attachment M.)

\* \* \* \* \*

As part of the Finance and Audit Committee report, the following resolution was moved by Mr. Lutz, seconded by Mr. Thompson, and was approved unanimously:

### **Resolution for Approval of the Year-to-Date Financial Performance Report (July 1, 2004 – December 31, 2004)**

**That the report of income and expenditures for the University Division and the Cooperative Extension/Agriculture Experiment Station Division for the period of July 1, 2004, through December 31, 2004, and the Capital Outlay report be accepted.** (Copy filed with the permanent minutes and marked Attachment N.)

\* \* \* \* \*

As part of the Finance and Audit Committee report, the following resolution was moved by Mr. Lutz and seconded by Mr. Rocovich. An amendment to add \$4 million for the renovation of Litton-Reaves was moved by Mr. Freeman, seconded by Mr. Lutz, and approved unanimously. The resolution as amended was then approved unanimously.

**Resolution for Approval of 2006-2012  
Capital Outlay Plan**

**That the list of potential projects as amended for inclusion in the 2006-2012 Capital Outlay Plan be approved and that the University be authorized to develop and submit the Plan, in accordance with future guidance from the state and based on the projects in the approved list.** (Copy filed with the permanent minutes and marked Attachment O.) (This item has been reviewed by the Buildings and Grounds Committee and the Finance & Audit Committee.)

During the discussion, Mr. Freeman commented that the Buildings and Grounds Committee talked, and the additional funding the Committee feels is appropriate to put into the plan at this time for the Litton-Reaves renovation should be addressed in this resolution. In response to Mr. Lutz' question as to the amount this should be, Mr. Lawson commented that they recommend an estimate to be not greater than \$4 million and would like to work with staff to reduce the cost. Mr. Lutz added that there is a health and safety risk. Mr. Lawson shared that they hope to renovate the building without disrupting the use of the building. Mr. Freeman added that this is not a question of cosmetics; this is something that needs to be done and it is in the best interest of spending the state's money to do the right thing the first time rather than pursuing a band-aid approach that would require additional repairs a few years later. Mr. Freeman suggested that the motion be amended to include the Litton-Reaves capital amount. Mr. Lutz asked Mr. Hyatt from a procedural approach if there is a reason not to add Litton-Reaves to the list at this time. Mr. Hyatt responded that there is none. Mr. Severt fully agreed with these comments. Mr. Holland commented that there are problems inside that also need to be addressed. President Steger commented that a renovation budget is being developed as part of the overall classroom renovation budget. The Capital Outlay Plan will be brought back to the full Board at the June meeting. By June, it should be possible to identify where funds need to go for interior modifications.

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**REPORT OF THE STUDENT AFFAIRS COMMITTEE**

Mr. Davenport called on Mr. Anzilotti for the report of the Student Affairs Committee. (Copy filed with the permanent minutes and marked Attachment P.)

Mr. Anzilotti commented that the Committee started their morning with a walking tour of the campus.

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**PRESIDENT'S REPORT ITEMS FOR BOARD APPROVAL AND INFORMATION**

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As part of the President's report, the following resolution was moved by Mr. Davenport, seconded by Mr. Rocovich, and was approved unanimously:

**Resolution Honoring Specialist Nicholas Mason**

**That the resolution honoring Specialist Nicholas Mason, who sacrificed his life while serving his country in Iraq, be approved.**  
(Copy filed with the permanent minutes and marked Attachment Q.)

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As part of the President's report, the following resolution was moved by Mr. Davenport and seconded by Mr. Rocovich, and was approved unanimously:

**Resolution Honoring Corporal Christopher Lee Weaver**

**That the resolution honoring Corporal Christopher Lee Weaver, who sacrificed his life while serving his country in Iraq, be approved.**  
(Copy filed with the permanent minutes and marked Attachment Q.)

\*\*\*\*\*

As part of the President's report, the following resolution was moved by Mr. Thompson, seconded by Mr. Rocovich, and approved unanimously.

**Resolution Authorizing Negotiation of a Comprehensive Management Agreement with the Commonwealth of the Virginia Under the Restructured Higher Education Financial and Administrative Operations Act**

**That the university leadership continue negotiations with the administration and others as needed to develop a management agreement as well as any related policies and procedures. Final Board approval of the related policies and management agreement will occur at an upcoming meeting.** (Copies filed with the permanent minutes and marked Attachment R.)

President Steger noted that the Governor is expected to sign the restructuring legislation, which will transfer a great deal of authority to the Board of Visitors through a series of steps. This resolution is intended to authorize the administration to proceed with these negotiations immediately.

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As part of the President's report, President Steger presented the following report at the Board of Visitors open session.

**Spring Semester Enrollment Report**

(Copy filed with the permanent minutes and marked Attachment S.)

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As part of the President's report, President Steger shared an outline of the calendar for updating the Strategic Plan.

**Timeline for Strategic Plan Update**

(Copy filed with the permanent minutes and marked Attachment T.)

President Steger noted that his intention to conduct this update process in 2004-05 was delayed when the legislature asked the universities to carry the chartered universities legislation (now titled the Restructured Higher Education Financial and Administrative Operations Act) forward to the 2005 General Assembly session in order to deal with critical budget matters during the 2004 session. Therefore, the update process will begin in spring 2005 and conclude with the November 2005 Board meeting. This will occur in tandem with the development of the six-year plan for the university required by the restructuring act.

With the change in the authority given to the Board, the greater flexibility to operate, and the need to develop a six-year financial plan for the institution to be submitted for review, it is important to move forward with an update of the plan. The university will be looking at the branding study and the master plan at the same time. The university is at a critical stage in the master planning process for the institution, and the impact is hundreds of millions of dollars in investment over the next decade. The Strategic Plan will show how all of these elements are integrated.

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### **Motion to begin Closed Session**

Mr. Lutz moved that the Board convene in a closed meeting, pursuant to § 2.2-3711, Code of Virginia, as amended, for the purposes of discussing:

1. Appointment of faculty to Emeritus status, the consideration of individual salaries of faculty, consideration of Endowed Professors, approval of the conflict of interest report, review of departments where specific individuals' performance will be discussed, and consideration of personnel changes including appointments, resignations, tenure, and salary adjustments of specific employees.
2. The status of current litigation and briefing on actual or probable litigation.
3. Consideration of special awards.

all pursuant to the following subparts of 2.2-3711 (A), Code of Virginia, as amended, .1, .7, and .10.

The motion was seconded by Mr. Freeman and passed unanimously.

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### **Motion to Return to Open Session**

Following the Closed Session, members of the press, students, and the public were invited to return to the meeting. Mr. Davenport called the meeting to order and asked Mr. Lutz to make the motion to return to open session.

Mr. Lutz made the following motion:

WHEREAS, the Board of Visitors of Virginia Polytechnic Institute and State University has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of The Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712 of the Code of Virginia requires a certification by the Board of Visitors that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED that the Board of Visitors of Virginia Polytechnic Institute and State University hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the Board of Visitors.

The motion was seconded by Mr. Freeman and passed unanimously.

[NOTE: Mr. Thompson had to depart during the closed session in order to catch a plane.]

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On recommendation of Mr. Davenport, and after motion by Mr. Davenport and second by Mr. Lutz, unanimous approval was given to the resolution for approval of **Emeritus Status** (8), as considered in Closed Session. (Copy filed with the permanent minutes and marked Attachment U.)

\* \* \* \* \*

On recommendation of Mr. Davenport, and after motion by Mr. Davenport and second by Mr. Freeman, unanimous approval was given to the resolutions for approval of **Faculty Leaves – Study Research** (10) and **Research Assignments** (47) as considered in Closed Session. (Copies filed with the permanent minutes and marked Attachment V.)

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On recommendation of Mr. Davenport, and after motion by Mr. Davenport and second by Mr. Lutz, unanimous approval was given to the resolution for approval of **Alumni Distinguished Professor Awards** (2) as considered in Closed Session. (Copy filed with the permanent minutes and marked Attachment W.)

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On recommendation of Mr. Davenport, and after motion by Mr. Thompson and second by Mr. Lutz, unanimous approval was given to the **Educational Leaves** (2), as considered in Closed Session. (Copy filed with the permanent minutes and marked Attachment X.)

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On recommendation of Mr. Davenport, and after motion by Mr. Davenport and second by Mr. Anzilotti, approval was given to the **Ratification of the Selection of the 2005-06 Student Representatives to the Board** as considered in Closed Session.

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On recommendation of Mr. Davenport, and after motion by Mr. Davenport and second by Mr. Lutz, approval was given to **Name a University Facility** as considered in Closed Session. (Copy filed with the permanent minutes and marked Attachment Y.)

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On recommendation of Mr. Davenport, and after motion by Mr. Davenport and second by Mr. Lutz, approval was given to a **Resolution Endorsing a Plan for Complimentary Seats in Lane Stadium** as considered in Closed Session. (Copy filed with the permanent minutes and marked Attachment Z.)

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On recommendation of Mr. Davenport, and after motion by Mr. Davenport and second by Mr. Lutz, approval was given to **Ratification of Personnel Changes Report** as considered in Closed Session. (Copy filed with the permanent minutes and marked Attachment AA.) This item has been reviewed by the Academic Affairs Committee and the Finance and Audit Committee.

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On recommendation of Mr. Davenport, and after motion by Mr. Davenport and second by Mr. Lutz, approval was given to **Ratification of the Bonuses for the 2005 Nokia Sugar Bowl** as considered in Closed Session. (Copy filed with the permanent minutes and marked Attachment BB.)

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On recommendation of Mr. Davenport, and after motion by Mr. Davenport and second by Mr. Lutz, approval was given to the **Ratification of Research and Development Disclosure Report** as considered in Closed Session. (Copy filed with the permanent minutes and marked Attachment CC.) This item has been reviewed by the Academic Affairs Committee and the Finance and Audit Committee.

The award of a subcontract from Virginia Tech to a company wholly owned by Richard Winnett's wife was approved subject to the fulfillment of the following conditions:

1. The Office of Sponsored Programs must provide a written disclosure to the National Institutes of Health outlining the situation. In addition, the Board authorized the subcontract contingent upon receipt of a letter from NIH acknowledging that it has no objection to the award of the subcontract.
2. On an annual basis, the two co-principal investigators and the department head must make written certification that the work performed under the contract met the terms of the subcontract and was within budget.
3. The annual certification must be shared with the Board of Visitors.
4. As required by §2.2-3106(c)(7), Dr. Winnett will need to complete the Statement of Economic Interests, if he has not already done so.

In approving this subcontract, the Board of Visitors viewed this as a one-time approval without precedent as to future situations.

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On recommendation of Mr. Davenport, and after motion by Mr. Davenport and second by Mr. Lutz, approval was given to the **Resolution for Approval to Provide Supplemental Retirement Compensation** as considered in Closed Session. (Copy filed with the permanent minutes and marked Attachment DD.)

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**LITIGATION REPORT  
CLOSED SESSION ITEM**

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Heard Audit Report. No Board Action Required.

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Heard Litigation Report. No Board Action Required.

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Ms. Cep introduced the 2005-06 Board of Visitors Undergraduate Representative, Ms. Jennifer Jessie.

Mr. Ly introduced the 2005-06 Board of Visitors Graduate Representative, Mr. Navin Manjooan.

Ms. Lowe introduced Dr. Ezra "Bud" Brown as one of the two new Alumni Distinguished Professors.

\* \* \* \* \*

Mr. Davenport appointed the Nominating Committee for 2005-06. Members are: James Severt, Mike Anzilotti, Bobby Freeman.

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NOTE: At the Board's information session held Sunday, March 13, 2005, Mr. Davenport requested that reports delivered to the Board by the student representatives, faculty representative, and, when invited, the Staff Senate representative be posted to the Board's web site along with the meeting minutes and other attachments.

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Dates for the next meeting are June 12-13, 2005 in Northern Virginia. The meeting will be followed by an international programs retreat for the Board at the university's Center for European Studies and Architecture in Riva San Vitale, Switzerland, on June 14-16, 2005.

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The meeting adjourned at 4:05 p.m.

Board of Visitors  
Special Committee on Research  
Minutes

11:00 a.m.—Executive Conference Room, Donaldson Brown Conference Center

March 13, 2005

Committee Members Present: Mr. Philip S. Thompson, Committee Chair, Ms. Sandra Stiner Lowe, Mr. John R. Lawson, II, Mr. Jacob A Lutz, Mr. Michael Anzilotti, and Mr. Ben J. Davenport, Jr.

Committee Members Absent: None

Other Attendees: Dr. Charles Steger, Dr. Mark McNamee, Dr. Brad Fenwick, Dr. John Wilson, Dr. Ray Smoot, Mr. James Hyatt, Mr. Marcus Ly, Mr. Ralph Byers, Mr. Larry Hincker, Mr. Kevin Miller (Roanoke Times), Ms. Pamela Pettry, Ms. Melinda Cep, Dr. Craig Nessler, Mr. Michael Martin, Dr. David Ford, Dr. James Blair, Dr. Tim Pickering, Ms. Susanna Rinehart, Dr. Sam Easterling, Mr. Rodd Hall, Ms. Kim O'Rourke, and Mr. John Rocovich.

Opening Comments: Mr. Thompson called the meeting to order at 11:10 a.m. He made several remarks about the challenge of the top 30 objectives. He believes it is important and recognizes that other universities are also investing and focusing on gains in productivity and stature. He commented on the emerging foreign nations (China, India, Russia and Brazil) that are now producing 5 million engineering graduates per year (compared to 4 million in the U.S., Europe, and Japan). He notes that we are losing our world pre-eminence and referred to the current Business Week that has an article about outsourcing of R&D. He emphasized his view that Virginia Tech must focus (just as developed countries need to focus) to preserve the local and national economic impacts. He notes that there is never enough money, or space, or national academy members, but Virginia Tech has a broadly based institution that needs to be “knit together” more coherently in a focused way. Culture barriers need to be broken down and gaps identified and filled to achieve a serious run at top 30 status. The university should not rationalize where we are, rather should focus on the goal that he will not let us forget.

Welcoming Comments from Dr. Steger: Dr. Steger welcomed the group and relayed some observations from a meeting of 22 university presidents that he recently attended. He observes that there is a revolution underway in higher education. The structure is changing and every university is facing the same challenges. He has never met a “successful pessimist.” His president colleagues are all facing changes in research funding and priorities.

Approval of November 7, 2004 Minutes: Mr. Anzilotti moved and Mr. Davenport seconded the approval of the minutes. The motion was unanimously approved.

Dr. Fenwick's Presentation: Dr. Fenwick reviewed three topics—metrics of progress, update on the research initiatives (ICTAS and IBPHS), and the Technology Commercialization Workshop on February 10.

He outlined the metrics that are now being reported quarterly within the university. These metrics are framed around inputs and outputs—staff, funding, and research space that yield research expenditures and generate overhead funds. Mr. Lutz asked if the data show any seasonality effect. Dr. Fenwick answered that they do, but the same time period (first six months) of each year has been portrayed so the seasonal effect should not be evident. Mr. Anzilotti asked how the metrics had been revealed to the university and how the some of the less research-intensive units have responded (such as the College of Business). Dr. Fenwick indicated that they were previewed with the deans and then sent out as a hard copy sheet to the broad community. Dr. Fenwick also answered that the metrics have caused a significant amount of discussion across the university and he hopes each unit will look at the data in the context of their own college and decide how they want to see them change over time. Ms. Lowe asked about the emphasis on overhead production (vs. innovation). Dr. Fenwick indicated that this is another decision that colleges can make in considering which proposed activities get their support—ones generating overhead vs. those that might not, but have other benefits.

In the discussion of ICTAS accomplishments, Dr. Steger asked Dr. Fenwick to elaborate on the DUSEL project, which he did. Mr. Lutz asked if there were a team of universities involved. Dr. Fenwick indicated that at this time it is Virginia Tech leading with collaborators from other universities, but no other institutional support. Mr. Byers noted that the Virginia Congressional delegation have provided letters of support for the project in the recent submission of the proposal to the National Science Foundation.

The discussion of the Workshop led Mr. Thompson to observe that it is important to seek outside perspectives from industry that are also dealing with and sponsoring research at our competitors. Further discussion of this workshop is on the agenda for the afternoon information session at 1:30 p.m.

Adjournment: Mr. Thompson concluded with an observation that he believes that Virginia Tech must be realistic in its assessment of progress. We might be frustrated that we are not moving faster, but being realistic does not equate to “pessimism.” He commented again that he intends to “keep the pressure on” to be sure that we progress towards the worthy top 30 goal.

With no other comments or business, the meeting was adjourned at 12:05 p.m.

Minutes of the Academic Affairs Committee  
March 14, 2005

Members present: Sandra Stiner Lowe, Hemant Kanakia, Beverley Dalton, Ben Davenport, and Marcus Ly.

Guests: Members of the administration, Engineering Alumni representatives and representatives of the faculty and administration of the College of Engineering, representatives of the Building Construction department and College of Architecture, members of the press, and others.

OPEN SESSION:

Minutes of the November 8, 2004 meeting were approved with no changes.

Provost's Update:

Dr. McNamee described the timetable and outline for the update to the University Strategic Plan 2006-2012, which is expected to culminate in discussion at a Board retreat in November. The planning effort must be coordinated with a number of related efforts, including the branding strategy project, the recently approved Higher Education Restructuring Act, and existing plans for international, diversity, and economic development initiatives.

Dr. Ed Tiedemann, chair of the Engineering Advisory Committee, made a presentation addressing issues of concern to the Committee and to the future of the College, including underfunding of ICTAS initiatives, turnover in the dean position, and frustration that the major goals of the university's strategic plan are not being achieved. NSF research and *U.S. News and World Report* rankings have declined, although the College of Engineering remains the highest ranked. Dr. Tiedemann presented the case for investment in engineering and recommendations from the committee, including revisiting the university's strategic plan, focusing investments on areas with a higher return on investment and on only one research institute (ICTAS), making engineering the home for ICTAS, and identifying a strong, stable dean. Sandra Lowe thanked the committee members for sharing their views, which the Board will consider as the strategic plan is updated.

Dr. Bailey Spencer gave an overview of undergraduate admissions as of mid-March. Applications for Fall 2005 (17,642) are approximately the same as last year, and the pool remains strong. Offers of admission are made on April 1, with students required to accept their offers by May 1. The admissions process is a complex balancing act that requires consideration of many different needs to ensure the quality and diversity of the campus and its unique profile by discipline. The principal consideration has been their program of study in high school. In looking at applicants by race/ethnicity, the number of African American applicants is still down. Over the last several years, there has been a dramatic increase in the number of students who select "other" or do not report their race or ethnicity; 15% of the applicant pool is now in this category. In querying those students, it was determined that the group includes both white and ethnic minority students who fear that identification of their race may disadvantage them, and students who are bi- or multi-racial and do not want to check only one category. Dr. Spencer reviewed a number of initiatives undertaken this year to increase the number of African American and other underrepresented students in the applicant pool, including increased scholarship funds, targeted mailings and email notes, and attendance at more college fairs attracting students of color. Ben Davenport expressed a continuing interest in expanding pre-college programs in order to encourage students to pursue college and prepare for enrollment.

Dr. Bob Jones reported on a substantial initiative to integrate the core curriculum into the undergraduate curriculum. Three major goals for the project were to create more integration across knowledge domains, increase the speed of adopting innovations, and make the general education program better understood by students, faculty, and parents. The committee is pursuing a number of recommendations including changing the name from core curriculum to “General and Integrative Studies,” to increase the options for students to design their own program of integrative studies, encouraging more capstone experiences, facilitating the use of ePortfolio, and addressing funding and infrastructure issues to support revitalization of the general education studies.

Dr. McNamee continued his update of faculty affairs issues, briefing the committee on major state awards made to VT faculty. The rector and committee chair recommended that a resolution recognizing these extraordinary achievements be prepared for Board approval and that the rector write a letter of congratulations on behalf of the Board. Enhancement of faculty leadership development opportunities is also an important new initiative, and a variety of approaches are being pursued.

#### Faculty Affairs- Computer Privacy Policy

Kay Heidbreder introduced the Privacy Policy for Employees’ Electronic Communications by sharing its primary purpose, which is to define the balance between the university’s business needs and respect for employees’ freedom of inquiry. The policy provides guidance to managers for how to handle situations in which access to an employee’s electronic communication may be necessary, and clarifies expectations for all employees about when and how the university may access employees’ communications. The chair urged administrators to do broad dissemination and to consider asking employees to acknowledge awareness and intent to comply with the policy. Employees do acknowledge the requirement to comply with the “acceptable use” policy that directs how and what may be done with university computer resources. The resolution to approve the new policy was moved and seconded. The resolution was approved.

#### Diversity – Statement of Commitment/VT Principles of Community

In introducing the resolution, Dr. Dixon made several points. The Principles of Community had broad involvement of the university community during their development. They build on a series of important university documents that create a strong foundation for diversity commitments, and they give a very important signal to internal and external audiences about the Board’s commitment to diversity. Beverley Dalton offered her personal comment that it is both exhilarating to come to this point where the Board can embrace a resolution such as this, and sad that it was necessary to do so. She reflected that it is the responsibility of every person in the university community to make real the commitment to respect all individuals.

A summary report on progress in addressing various diversity initiatives was distributed for the Board’s information.

#### Graduate Education

Dean DePauw gave a preview of the proposed Graduate Life Center to open in Fall 2005 in the Donaldson Brown facility. The Center will house approximately 80 graduate students and provide space for meetings, organization offices, the Graduate School administrative staff, and gathering spaces for graduate students and faculty to interact. The committee expressed appreciation and congratulations for the wonderful and quick progress on this initiative.

Dr. Yvan Beliveau, head of Building Construction, described the proposed spinoff master’s

degree in Building/Construction Science and Management. The degree program currently exists as an option with 25 students enrolled. Creation of a separate, stand-alone degree will be more attractive to prospective students and of great interest to employers who need more graduates with such training than are currently available. The degree requires 30 credit hours of course work and a thesis or major project. Graduates will be prepared for leadership positions in construction planning, operations, and control. The resolution to approve the new degree was moved and seconded. The resolution was approved.

Other Academic Initiatives:

A resolution to reappoint two members of the Virginia Coal Research and Development Advisory Committee was moved, seconded, and approved.

Three resolutions were moved, seconded, and approved honoring the departments of Biological Systems Engineering, History, and Theatre Arts as exemplary departments for their excellence in linking research and scholarship with teaching, particularly highlighting innovative undergraduate programs.

**CLOSED SESSION:**

Dr. Kanakia moved that the committee convene in Executive Session. The motion was seconded and approved. Issues included approval of recommendations of conferral of emeritus status, approval of faculty leaves, appointment of Alumni Distinguished Professors, and ratification of the research and development disclosure report and the faculty personnel changes report. After considerable discussion, the committee chose to take no action on the request for an exemption to the conflict of interest act for a pending award. All other recommendations were approved. The committee then formally closed and certified the Executive Session.

## **PRIVACY POLICY FOR EMPLOYEES' ELECTRONIC COMMUNICATIONS**

**WHEREAS**, Human Resource Policy 1.75 of the Commonwealth of Virginia states that "No user should have any expectation of privacy in any message, file, image or data created, sent, retrieved or received by use of the Commonwealth's equipment and/or access;" and

**WHEREAS**, a core value of Virginia Tech is the view of the university as a community of scholars embedded in an environment that protects and nurtures freedom for intellectual inquiry; and

**WHEREAS**, a policy defining the balance between the university's business needs and respect for employees' freedom of inquiry is needed to guide actions of managers in certain situations and to clarify expectations for all employees about when and how the university may access employees' communications;

**THEREFORE, be it resolved** that the attached "Privacy Policy for Employees' Electronic Communications" be approved and adopted for immediate implementation.

### **RECOMMENDATION:**

That the proposed policy on employees' electronic communications be approved.

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**Subject: Privacy Policy for Employees' Electronic Communications**

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## 1. Purpose

This policy defines the balance between the university's business needs and respect for employees' freedom of inquiry and expression with regard to electronic communications and computer resources owned or provided to employees by the university.

As noted by the 2001 Virginia Tech Strategic Plan, "The core values of Virginia Polytechnic Institute and State University are freedom of inquiry, personal integrity, mutual respect, promoting personal and professional growth, fostering a lifelong commitment to learning, and contributing to society." The core values section of the Strategic Plan also emphasizes the importance of the university as a "community of scholars" embedded in an environment that protects and nurtures freedom for intellectual inquiry.

The Commonwealth of Virginia's Human Resource Policy 1.75 ("HR policy") contains the following statement: "No user should have any expectation of privacy in any message, file, image or data created, sent, retrieved or received by use of the Commonwealth's equipment and/or access." The HR policy further states that Virginia agencies, including its institutions of higher education, have "the right to monitor any and all aspects of their computer systems" and may do so "at any time, without notice, and without the user's permission." While the policy grants Virginia Tech the right to monitor its computer systems, it does not require it to do so, and states that, "Agencies may supplement this policy as they need or desire, as long as such supplement is consistent with this policy."

In recognition of the complex and unique mission of a land grant university, the Virginia Tech privacy policy supplements the commonwealth's electronic communications policy to tailor it to situations that may arise in a university community, and to further the goals of an academic community expressed in the Strategic Plan. However, it does not create any additional or new legal rights, or new or additional legal expectation to privacy for Virginia Tech employees.

## 2. Policy

The university does not routinely monitor or access the content of electronic communications, computer files, or voice mail of its employees, whether stored on university equipment or in transit on the university network. Content of employees' electronic communications or files will not be accessed during the

execution of systems support, network performance, and related security functions.

However, monitoring or access may be necessary under certain circumstances. This section outlines the legal or administrative circumstances under which access and/or monitoring may occur without further authorization, or when it may occur on a routine basis if specified in an approved departmental policy.

**2.1 Legal or administrative circumstances where monitoring and/or access may occur without further authorization are:**

- communications or files required to be released by law, by orders of a court, or requested in accordance with the Virginia Freedom of Information Act ;
- approved Internal Audit reviews;
- resolution of technical problems; [Technical staff may inadvertently see or hear potentially illegal content in communications or files while working to resolve technical problems. If so, they are required to report what they have seen or heard to appropriate authorities. Otherwise, the university expects technical staff to treat inadvertently encountered electronic communications and files of university employees as confidential and not subject to disclosure to anyone.]
- emergency situations involving an imminent threat of irreparable harm to persons or property; and,
- resources assigned to a group or publicly available to any user.

**2.2 Routine monitoring and/or access in support of essential departmental operations:**

If routine monitoring or examination of employee electronic communications or files are an essential part of the work environment, then the department must develop and maintain a clearly written operating policy that is regularly disseminated to the affected employees. Affected employees must be given an opportunity to comment during the development or major revision of such a policy. Prior written approval of such departmental policies is required from the relevant dean or senior manager.

**2.3 All other cases of monitoring and/or access require authorization as described in the procedures section in part 3.**

Virginia Tech requires all employees to obey applicable policies and laws in the use of university computing and communications technologies. Nothing in this policy changes or supersedes these employee requirements.

### **3. Procedures**

Authorization for non-law-enforcement university personnel to monitor or access electronic communications or files of employees will not be granted casually. Such authorization will require justification based on reasonable business needs or reasonably substantiated allegations of violation of law or policy on the part of the employee. In carrying out retrieval of files or information, due respect should be accorded to confidential or personal information and legally protected files.

Explicit consent never constitutes an intrusion. Employees may freely give consent to other individuals to access information stored on equipment or resources assigned to them. No further authorization is required in such instances.

#### **3.1 Investigations of Violations of Law or Policy**

Requests for authorization to monitor or review electronic communications or files because of allegations of violations of policy or law by faculty or staff members may originate with supervisors. They may also originate with an investigatory authority such as the Equal Opportunity Office investigating a claim of sexual harassment. Requests must be made in writing and include the rationale for the request, a description of the information or files to be accessed or retrieved, and the proposed handling and disposition of the files. Authorization in such cases may be granted by the relevant dean or senior manager (including vice presidents/vice provosts), or higher level authority if needed.

The senior manager who is asked to consider authorization for monitoring or reviewing the electronic communications or files of an employee must use his or her best professional judgment in determining if there exist reasonable grounds, considering the surrounding circumstances and environment, to grant such authorization. The senior manager is expected to maintain confidentiality in such a situation. He or she may wish to consult with the Office of the General Counsel or Personnel Services in determining whether to authorize monitoring or review, and in determining if the affected employee or anyone else should be notified that the monitoring or review is taking place.

#### **3.2 Business Needs**

Where there is a reasonable need for access to routine business or educational documents and the employee is unavailable, authorization to access that employee's electronic communications should be provided by the department head or director, or next higher authority. Whenever possible, the employee should be informed and asked to help in obtaining the needed business materials. If that help is not reasonably available, then other steps should be considered to respect the confidential or

personal nature of any other materials present. The employee will be promptly notified of the access and the nature of the documents or communications reviewed or obtained.

## 4. Definitions

**Employees** include all persons directly employed by Virginia Tech in their capacity as employees. The policy also covers anyone to whom the electronic communications and computing resources of employees have been extended. These include (but are not limited to) recently terminated employees whose communications and computing resources have not yet been terminated, deleted, or transferred, consultants that may be hired, and individuals whose electronic communications and computing resources continue between periods of employment. This also includes student workers, volunteers, and other individuals who are using state-owned equipment and carrying out university work.

## 5. References

Department of Human Resources Policy 1.75  
[http://www.dhrm.state.va.us/hrpolicy/policy/pol1\\_75.pdf](http://www.dhrm.state.va.us/hrpolicy/policy/pol1_75.pdf)

Virginia Freedom of Information Act Title 2.2, Chapter 37  
<http://legis.state.va.us/Laws/CodeofVa.htm>

University Strategic Plan 2001  
<http://www.unirel.vt.edu/stratplan/01MVV.html>

Administrative Data Management and Access Policy—University Policy 2005  
<http://www.policies.vt.edu/2005.pdf>

Acceptable Use and Administration of Computer and Communication Systems—University Policy 2015  
<http://www.policies.vt.edu/2015.pdf>

Acceptable Use Guidelines  
<http://www.policies.vt.edu/acceptableuse.html>

Management of University Records—University Policy 2000  
<http://www.policies.vt.edu/2000.pdf>

Policy on Intellectual Property—University Policy 13000  
<http://www.policies.vt.edu/13000.html>

Campus Security—University Policy 5615  
<http://www.policies.vt.edu/5615.pdf>

Government Data Collection and Dissemination Practices Act, Sec. 2.2-3800 et seq.  
<http://legis.state.va.us/Laws/CodeofVa.htm>

## **6. Approval and revisions**

Information system technology is characterized by rapid evolution and the development of innovative, novel applications. It is the intent of this policy to establish basic principles that will endure through many evolutions of information systems.

The Vice President for Information Technology is charged with the responsibility to periodically review the policy and propose changes as needed for consideration by university governance.

Approved:

University Council:            February 21, 2005

Board of Visitors:

## COMMITMENT TO A DIVERSE AND INCLUSIVE COMMUNITY

**WHEREAS**, the current dialogue on diversity draws from a strong foundation of important documents and university-wide initiatives developed over recent years including:

- the university's statement of *mission and core values* that affirms Virginia Tech's identity as a public land-grant university serving the Commonwealth of Virginia, the nation, and the world community with deeply held core values of fostering freedom of inquiry, personal integrity, mutual respect, personal and professional growth, a lifelong commitment to learning, and contributing to society;
- the university *Strategic Plan* that recognizes diversity as an important dimension of institutional excellence and identifies broad goals for improvement in undergraduate and graduate education, research, and outreach; and the complementary *Diversity Strategic Plan* which provides greater specificity for diversity-related goals and objectives;
- the *Commission on Equal Opportunity and Diversity (CEOD)* that was created in 2003 and charged to study, formulate, and recommend policies and procedures as they relate to matters of equity and diversity;
- the *Standards for Inclusive Policies, Programs, and Practices* adopted by the CEOD in 2004 which state that Virginia Tech seeks to be an inclusive community that prides itself on the full participation of students, faculty, and staff from a wide variety of backgrounds, and that such a community can only be achieved by promoting and sustaining a positive, welcoming educational and work environment, characterized by mutual respect, the right to express freely one's opinion, civility, cultural sensitivity, and a genuine engagement of multiple perspectives;
- the *Working Document on Diversity*, developed at the request of the Academic Affairs Committee of the Board in summer 2004, which addresses the educational benefits of diversity and the need for transformative change affecting policies, personnel, pedagogy, and programs; and

**WHEREAS**, the university community acknowledges the many challenges it faces in making real the commitment to a truly inclusive community, including the need to

- learn from its historical legacies of exclusion and bias while building on past efforts to increase access and inclusion,
- persuade external audiences and prospective students from diverse backgrounds of the sincerity of such a commitment,
- create human capacity and programmatic infrastructures to support realization of diversity-related goals,

- infuse the curriculum, research, and outreach agendas with attention to multicultural, international, and gender issues; and
- make measurable progress in diversifying the faculty, staff, and student body; and

**WHEREAS**, the Board of Visitors has engaged in a careful examination of admissions and program practices over more than a year, and through that process has deepened its understanding and reaffirmed its commitment to the promotion of the educational benefits of diversity to the individual, institution, economy, and society; and

**WHEREAS**, the Board joins the President in condemning recent acts of hate and calling upon the campus community to remain vigilant as a community and not to tolerate such acts; and

**WHEREAS**, the Board applauds student and community initiatives, such as the Progressive Action Toward Humanity (PATH) pledge statement and the pledge created by the Montgomery County Human Relations Council, which affirm dignity and respect for all persons and reject prejudice and discrimination of all kinds;

**THEREFORE**, be it resolved that the Board of Visitors recognizes and accepts its role in partnership with the university community in shaping and supporting the university's commitments to create a truly diverse and inclusive community; and

**LET IT BE FURTHER RESOLVED** that the Board takes the next important step by fully endorsing the VT Principles of Community initiated by the Commission on Equal Opportunity and Diversity, and charging the university's leadership to distribute the statement widely making it a vital part of the institutional culture and using it as a guide for improving the university climate for all persons.

## Virginia Tech Principles of Community

Virginia Tech is a public land-grant university, committed to teaching and learning, research, and outreach to the Commonwealth of Virginia, the nation, and the world community. Learning from the experiences that shape Virginia Tech as an institution, we acknowledge those aspects of our legacy that reflected bias and exclusion. Therefore, we adopt and practice the following principles as fundamental to our on-going efforts to increase access and inclusion and to create a community that nurtures learning and growth for all of its members:

***We affirm the inherent dignity and value of every person and strive to maintain a climate for work and learning based on mutual respect and understanding.***

***We affirm the right of each person to express thoughts and opinions freely. We encourage open expression within a climate of civility, sensitivity, and mutual respect.***

***We affirm the value of human diversity because it enriches our lives and the University. We acknowledge and respect our differences while affirming our common humanity.***

***We reject all forms of prejudice and discrimination, including those based on age, color, disability, gender, national origin, political affiliation, race, religion, sexual orientation, and veteran status. We take individual and collective responsibility for helping to eliminate bias and discrimination and for increasing our own understanding of these issues through education, training, and interaction with others.***

***We pledge our collective commitment to these principles in the spirit of the Virginia Tech motto of *Ut Prosim* (That I May Serve).***

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Rector, Board of Visitors

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President

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President, Faculty Senate

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President, Staff Senate

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President, Student Government  
Association

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President, Graduate Student  
Assembly

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President, Alumni Association

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Chair, Commission on Equal  
Opportunity and Diversity

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Date

**RESOLUTION TO PROVIDE SUPPLEMENTAL RETIREMENT COMPENSATION**

**WHEREAS**, the Virginia Tech Foundation, a 501(c)3 corporation established as one of the university's related corporations, provides a qualified retirement program for its full-time employees; and,

**WHEREAS**, the IRS regulations governing the qualified 403(b) plans limit the amount against which an employer may contribute funds to the first \$205,000 of an employee's salary in 2004 and \$210,000 in 2005; and,

**WHEREAS**, the Virginia Tech Foundation, through consultation with benefits administrators, has been unable to identify any alternatives that would permit the Foundation, a 501(c)3 corporation, to fully fund the retirement benefit for employees with salaries greater than the IRS maximum limits; and,

**WHEREAS**, the salary of the current Chief Operating Officer and Secretary/Treasurer of the Virginia Tech Foundation minimally exceeds the IRS contribution limits; and,

**WHEREAS**, the current IRS provisions allow employers to make contributions to the employer 403(b) plan for up to five years beyond the retirement of an executive; and,

**WHEREAS**, the University recommends that it be authorized the make a post-retirement contribution of \$2,643.63 for 2004 to the 403(b) plan still maintained by the university for the Chief Operating Officer and Secretary/Treasurer of the Virginia Tech Foundation, and that the University be provided the authorization to make annual contributions to the plan for a period up to five years;

**NOW, THEREFORE, BE IT RESOLVED** that the resolution authorizing the University to make an annual contribution, to be made up of the difference between the total benefit contribution and the IRS maximum contribution, to the Virginia Polytechnic Institute and State University 403(b) plan for the Chief Operating Officer and Secretary/Treasurer of the Virginia Tech Foundation for a period not to exceed five years, contingent upon his full-time employment in his current position, be approved; and,

**BE IT FURTHER RESOLVED** that the Board authorize the Executive Vice President and Chief Operating Officer with the responsibility to execute the annual contribution for a period not to exceed five years.

**RECOMMENDATION:**

That the above resolution authorizing the University to make an annual contribution to the Virginia Polytechnic Institute and State University 403(b) plan for the Chief Operating Officer and Secretary/Treasurer of the Virginia Tech Foundation, contingent upon his full-time employment in his current position, and authorizing the Executive Vice President and Chief Operating Officer with the responsibility to execute the annual contribution for a period not to exceed five years, be approved.

March 14, 2005

## **M.S. IN BUILDING/CONSTRUCTION SCIENCE AND MANAGEMENT**

### **Background**

The Department of Building Construction was founded initially as a program in Architectural Engineering in 1946; it became a department in 1962. The department is accredited by the Accreditation Council for Construction Education. A graduate program in construction management was started as an option within the Master of Science in Architecture in 1991 with five students. In the fall of 2004, there were 25 students enrolled in this option.

Creation of a separate master's degree is a reflection of the successful evolution of the option; this is referred to as a "spin-off" degree by the State Council for Higher Education. Clear identification of the degree program content will help in recruiting students and in placing them upon graduation. Creation of a separate graduate degree also enhances the growth and development of the department and its recognition among peers and among potential funding sources. Approval of the M.S. degree will eliminate the Construction Management Option within the M.S. in Architecture.

The graduate degree will prepare students in the areas of business and management in general, with emphasis on the principles, practice, methods, and management of construction in particular. Graduates will also gain an understanding of the issues of cost-benefit and time analysis of construction projects.

The Department of Building Construction currently has six full-time tenure-track faculty members and one additional faculty member will be added next fall. No further faculty or other resources are needed. No new courses need to be developed except to allow new faculty members to have an area of research interest as a possible new course.

### **Degree Requirements**

The Master of Science degree is awarded upon satisfactory completion of an approved program of study of 30 credit hours. Students without prior experience or related degrees may be required to take an additional 6 credit hours based on review by the graduate degree coordinator for the Building Construction Department.

The six areas of the graduate curriculum include pre-requisites required for those who do not have a relevant undergraduate degree, core courses for all students, architectural and engineering electives, business and management electives, and a final exam or major project or thesis. These areas are consistent with the objective of preparing the student for a position of professional leadership in construction planning, operations, and control by ensuring that each student acquires technical, managerial, and communication skills of the highest order.

## Justification of Proposed Degree

The steady growth throughout the United States in construction graduate degrees is in response to the change in the industry, where there is a growing need for personnel and managers with undergraduate and graduate degrees to deal with the increased complexity of today's construction projects. According to the U.S. Department of Labor, Bureau of Labor Statistics, there are approximately 20 colleges and universities offering a master's degree program in construction management or construction science. Master's degree recipients, especially those with work experience in construction, typically become construction managers in very large construction or construction management companies.

The job outlook for such graduates is also spelled out in the Bureau of Labor Statistics:

Excellent employment opportunities for construction managers are expected through 2010 because the number of job openings arising from job growth and replacement needs is expected to exceed the number of qualified managers seeking to enter the occupation.

Employment of construction managers is expected to increase about as fast as the average for all occupations through 2010, as the level and complexity of construction activity continues to grow....The increasing complexity of construction projects should boost demand for management-level personnel within the construction industry, as sophisticated technology and the proliferation of laws setting standards for buildings and construction materials, worker safety, energy efficiency, and environmental protection have further complicated the construction process. Advances in building materials and construction methods; the need to replace much of the Nation's infrastructure; and the growing number of multipurpose buildings, electronically operated "smart" buildings, and energy-efficient structures will further add to the demand for more construction managers. However, employment of construction managers can be sensitive to the short-term nature of many projects and to cyclical fluctuations in construction activity (Occupational Outlook Handbook, [www.bls.gov](http://www.bls.gov)).

Currently the demand for graduates is not satisfied by output from Virginia universities. The Building Construction Department's advisory board (made up of 30+ current and past owners and executives of construction companies) has uniformly commented on the lack of available graduates. All members of the advisory board have expressed their desire to hire more Building Construction students from Virginia Tech. However, due to limited number of graduates, most employers seek employees outside the state. Graduates of the current option are in demand and have readily found appropriate employment upon completion of their program.

The proposed M.S. degree is the only degree in the Commonwealth of Virginia where students with Business, Architecture, and Building Construction undergraduate degrees can enter directly into the graduate program and not be required to take background

courses. The Civil and Environmental Engineering Department at Virginia Tech has a graduate concentration in Construction Engineering and Management where students with engineering and other degrees can obtain graduate degrees. Students without engineering degrees normally must take a limited number of background courses to qualify for the awarding of an engineering degree.

### **Program Benchmarks**

Success of the degree program will be measured and monitored by a number of factors including: student enrollment and completion rates, placement of graduates, employer satisfaction with graduates hired, and satisfaction of graduates with their preparation as measured at the time of graduation and several years later. The department has regular and frequent means of obtaining feedback from employers through annual career fairs and an active industry advisory board.

### **RECOMMENDATION:**

That the proposed spin-off M.S. in Building/Construction Science and Management be approved by the Board and forwarded to the State Council for Higher Education for their review and approval.

**MEMBERSHIP OF THE VIRGINIA COAL RESEARCH  
AND DEVELOPMENT ADVISORY COMMITTEE**

The Virginia Coal and Energy Research and Development Advisory Committee was established in 1977 by the enabling legislation for the Virginia Center for Coal and Energy Research. The charter for the Center requires approval by the Board of Visitors for new appointments and changes in the membership of the advisory committee.

Proposed continuing members of the advisory committee are: Mr. Bennett Hatfield and Mr. William Blanchfield Jr.

Mr. Hatfield is the President of Eastern Operations for Arch Coal. In this capacity, he is responsible for all operating activities associated with Arch Coal's nine eastern mining complexes. Prior to his present position, Mr. Hatfield worked at A. T. Massey Coal Company's Wolf Creek Collieries subsidiary in various capacities and at El Paso Corporation's Coastal Coal Company as executive vice president and chief commercial officer.

Mr. Blanchfield has experience as the coordinator of Waste Management at Newport News Shipbuilding. In this capacity, he is responsible for the reduction of energy and solid waste disposal costs. Prior to this position, he was a project manager for the West Virginia Department of Highways.

**RECOMMENDATION:**

That the appointments of Bennett K. Hatfield and William L. Blanchfield Jr. to the Advisory Committee be renewed through 2008.

**RESOLUTION HONORING  
THE DEPARTMENT OF BIOLOGICAL SYSTEMS ENGINEERING  
March 14, 2005**

**WHEREAS**, the University Exemplary Department and Program Awards recognize the work of departments and/or programs that maintain exemplary teaching and learning environments for students, faculty, and staff; and

**WHEREAS**, the Department of Biological Systems Engineering's National Science Foundation Research Experience for Undergraduates (NSF-REU) effectively links undergraduate education with research and scholarship by creating an environment for guided independent discovery and developing student interest in research careers; and

**WHEREAS**, the Department of Biological Systems Engineering faculty are dedicated to the professional and personal development of the students and have proven their excellence in teaching, research and advising; and

**WHEREAS**, the Department of Biological Systems Engineering attained an undergraduate program ranking by U.S. News and World Report of 11<sup>th</sup> in the nation with its intense focus linking research and scholarship with teaching; and

**WHEREAS**, the Department of Biological Systems Engineering is a recipient of the University Exemplary Department Award for 2004;

**THEREFORE**, be it resolved that the Board of Visitors recognizes the Department of Biological Systems Engineering for its excellence in effectively linking research and scholarship with teaching, with particular concentration on innovative undergraduate programs, and congratulates the department on its achievement.

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**Rector**

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**President**

**RESOLUTION HONORING  
THE DEPARTMENT OF HISTORY  
March 14, 2005**

**WHEREAS**, the University Exemplary Department and Program Awards recognize the work of departments and/or programs that maintain exemplary teaching and learning environments for students, faculty, and staff; and

**WHEREAS**, the Department of History has a distinguished record of innovation in its undergraduate programs; and

**WHEREAS**, the Department of History faculty have cultivated links between their research and scholarship and the university's undergraduate curriculum; and

**WHEREAS**, the Department of History believes that the learning process should always be a sharing experience and that students must engage primary sources first hand to become historians; and

**WHEREAS**, the Department of History is a recipient of the University Exemplary Department Award for 2004;

**THEREFORE**, be it resolved that the Board of Visitors recognizes the Department of History for its excellence in effectively linking research and scholarship with teaching, with particular concentration on innovative undergraduate programs, and congratulates the department on its achievement.

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**Rector**

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**President**

**RESOLUTION HONORING  
THE DEPARTMENT OF THEATRE ARTS  
March 14, 2005**

**WHEREAS**, the University Exemplary Department and Program Awards recognize the work of departments and/or programs that maintain exemplary teaching and learning environments for students, faculty, and staff; and

**WHEREAS**, the Department of Theatre Arts undergraduate curriculum is unique with its focus on collaborative teaching and learning that is examined and tested in the laboratory—the theatre; and

**WHEREAS**, the Department of Theatre Arts students engage in all levels of production and experience first hand the rigor and intensity of research application; and

**WHEREAS**, the Department of Theatre Arts has developed an undergraduate program that fully integrates faculty research with student learning, that recognizes the validity of teaching through production, that capitalizes on the values of true collaboration, and focuses the education and development of self awareness of the students; and

**WHEREAS**, the Department of Theatre Arts is a recipient of the University Exemplary Department Award for 2004;

**THEREFORE**, be it resolved that the Board of Visitors recognizes the Department of Theatre Arts for its excellence in effectively linking research and scholarship with teaching, with particular concentration on innovative undergraduate programs, and congratulates the department on its achievement.

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**Rector**

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**President**

**MINUTES OF THE BUILDINGS AND GROUNDS COMMITTEE  
OF THE BOARD OF VISITORS  
VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY**

**March 14, 2005**

**Donaldson Brown Hotel and Conference Center**

**PRESENT**

**Board of Visitors Members:**

Mr. Robert L. Freeman, Jr.  
Mr. John R. Lawson, II  
Mr. James W. Severt, Sr.

**VPI & SU Staff:**

Mr. Dennis C. Cochrane  
Mr. William M. Elvey  
Mr. Z. Scott Hurst  
Mr. Kurt J. Krause  
Ms. Elizabeth D. Reed

**Guests:**

Ms. Catherine Doss – Communications Manager, College of Science  
Dr. Elizabeth A. Flanagan – Vice President for Development and University Relations  
Mr. Larry Hincker - Associate Vice President, University Relations

**OPEN SESSION**

Opening Comments: Mr. Lawson called the meeting to order at 8:00 a.m. Mr. Severt, moved the Committee enter into Closed Meeting to discuss the acquisition, use, or disposition of real property; pursuant to §2.2-3711.3, Code of Virginia, as amended. The motion passed unanimously.

**CLOSED MEETING**

The Committee met in a Closed Meeting to discuss the acquisition, use, or disposition of real property. Mr. Severt moved the Committee be reconvened in Open Session at 9:05 a.m. The motion passed unanimously. The Committee members individually certified that, pursuant to §2.2-3712, the Closed Meeting was conducted in conformity with the Code of Virginia.

**OPEN SESSION**

1. **Report of Closed Meeting:** Mr. Lawson reported that the Committee met in Closed Meeting to discuss acquisition, use, or disposition of real property. No actions were taken.
2. **Approval of Minutes:** The minutes of the November 8, 2004 meeting with clarification were unanimously approved. On page two of the minutes, item four in the Open Session stated “the updated Campus Master Plan will be presented to the Board of Visitors during the March 2005 meeting.” The clarification is that due to additional requirements, the Campus Master Plan will be presented to the Board of Visitors during the August 2005 meeting.
3. **Capital Outlay Project Status Report:** The Committee reviewed the status of all capital projects in design or under construction. These included ten projects in the design phase, and three under construction. The Committee discussed the need for more modern dormitories and whether students desired such facilities. The Committee proposed a joint meeting with the Student Affairs Committee to discuss the feasibility study and mini-master plan for student housing. Specific topics to be discussed include retrofitting current dormitories, graduate student housing, and public-private solutions.
4. **Update on Litton-Reaves Hall Repairs:** The Committee received an update on the project that will repair the exterior building façade of Litton-Reaves Hall. An alternative has been identified that can be accomplished within available funds. However, following a lengthy discussion, it was requested that the University pursue an alternative for recladding the exterior with Hokie stone and precast concrete. Accordingly, the Committee recommended that an additional \$4 million be requested in the 2006-2012 Capital Outlay Plan for the Litton-Reaves Hall repairs.
5. **Update on Traffic Management:** The Committee participated in a thorough discussion of the current traffic and pedestrian challenges on campus. Mr. Krause reviewed safety concerns and identified root cause conditions. The trends show an increase in pedestrian accidents. The University’s goal is to eliminate accidents through a series of well-coordinated steps to include: immediate improved street lighting, the installation of improved pedestrian crossings along Washington Street, increased law enforcement patrols, and educational programs. Mr. Krause discussed the pending addition of a traffic circle at the intersection of Washington Street and West Campus Drive, and the programmed installation of a traffic signal at the intersection of Southgate Drive and Tech Center Drive near Lane Stadium. The Committee fully support the efforts presented to significantly reduce hazardous traffic conditions.
6. **The 2006-2012 Capital Outlay Plan:** The Committee reviewed the list of potential projects for inclusion in the 2006-2012 Capital Outlay Plan. These projects are consistent with programmatic needs established for the prior planning period and with the strategic plan of the University, and they position the University with options to respond to guidance from the state. Traditionally,

the state has required the review and approval of the new plan by the Board of Visitors. Since the submission date for the new plan may occur before the June 2005 Board of Visitors meeting, the University is seeking, at this time, the review and approval of the list of potential projects for inclusion in the 2006-2012 Capital Outlay Plan. The Committee deferred the new plan to the Finance & Audit Committee for action.

- 7. Resolution on Acquisition of Rockbridge County Property:** In December 1969, Virginia Polytechnic Institute and State University conveyed property on the south side of Virginia State Route 606, containing 0.337 of an acre, to Rockbridge County Public Service Authority for a well site and an easement running from the well site to Virginia State Route 606. Rockbridge County Public Service Authority is now abandoning the defunct public well and easement, and desires to transfer the property and improvements to the University. The Committee recommended the resolution authorizing the Vice President for Business Affairs to accept, on behalf of the University, a deed from the Rockbridge County Public Service Authority, conveying this property to Virginia Polytechnic Institute and State University in accordance with applicable statutes of the Code of Virginia, for full board action.
- 8. Resolution for the City of Radford and Virginia Polytechnic Institute Law Enforcement Mutual Aid Agreement:** The City of Radford and Virginia Polytechnic Institute and State University are interested in entering into a Law Enforcement Mutual Aid Agreement pursuant to which each entity will provide law enforcement support to each other with their respective capabilities at the time the request for such support is made. The Committee recommended the resolution authorizing the Vice President for Business Affairs sign a Law Enforcement Mutual Aid Agreement, on behalf of the University, with the City of Radford, for full board approval.
- 9. Proposal to Erect a Statue with Plaque Honoring Police Dogs Killed in the Line of Duty:** The President of the University has endorsed a proposal from the Commemorative Tributes Committee to erect a statue with plaque to serve as a memorial to police dogs killed in the line of duty within the Commonwealth of Virginia. The statue will be placed in the oval located in the garden in front of the College of Veterinary Medicine, and will be funded by the Virginia Police Work Dog Association. The statue and the plaque design will be jointly reviewed by the College and the University Architect, with the final design recommendation from the University Architect. The proposal will be brought before this Committee for review at a future Board of Visitors meeting.
- 10. Proposal to Erect a Statue of Addison Caldwell:** The President of the University has endorsed a proposal from the Commemorative Tributes Committee that was submitted by the Class of 1956 to erect a statue of Addison Caldwell. The statue will be placed on the Upper Quad at a specific location to be determined by the University Architect. The Class of 1956 will not proceed with the project until they have raised at least 60% of the overall funds required

for both the statue and placement. The proposal will be brought before this Committee for review at a future Board of Visitors meeting.

**11. Tour of the Lane Stadium Expansion-Phase II Project:** The Committee visited the Lane Stadium Expansion-Phase II project site. Mr. Lawson expressed concerns about elevator installation. In addition, Mr. Lawson wanted to know how much of the construction cost had been paid to date, when will a Suite Mock-up be completed, and where will that Suite Mock-up be located. Mr. Elvey will obtain that information for him.

The meeting of the Buildings and Grounds Committee adjourned at 11:50 a.m.

Respectfully submitted,

Kurt J. Krause  
Vice President for Business Affairs

**RESOLUTION ON ACQUISITION OF  
ROCKBRIDGE COUNTY PROPERTY**

**WHEREAS**, in December 1969, Virginia Polytechnic Institute and State University conveyed property on the south side of Virginia State Route 606, containing approximately 0.337 of an acre, to Rockbridge County Public Service Authority for a well site and an easement running from the well site to Virginia State Route 606; and

**WHEREAS**, this property is part of a tract of land consisting of approximately 637 acres acquired by the university in December, 1954 and is known as the Shenandoah Valley Agricultural Research and Extension Center; and

**WHEREAS**, Rockbridge County Public Service Authority is now abandoning the defunct public well and easement and desires to transfer the property and improvements to the university; and

**WHEREAS**, said property and easement is more particularly described on plat entitled "Plat of Well Site and Easement to be Acquired from Virginia Polytechnic Institute by the Rockbridge County Public Service Authority," prepared by Langley, McDonald and Overman dated October 1, 1969; and,

**WHEREAS**, Virginia Polytechnic Institute and State University wishes to now acquire said property and improvements from Rockbridge County Public Service Authority; and,

**NOW THEREFORE BE IT RESOLVED**, that the Vice President for Business Affairs be authorized to accept on behalf of the university a deed from Rockbridge County Public Service Authority, conveying this property to Virginia Polytechnic Institute and State University in accordance with applicable statutes of the Code of Virginia.

**RECOMMENDATION:**

That the Vice President for Business Affairs be authorized to accept on behalf of the university a deed from Rockbridge County Public Service Authority, conveying this property to Virginia Polytechnic Institute and State University in accordance with applicable statutes of the Code of Virginia.

**RESOLUTION FOR THE CITY OF RADFORD AND VIRGINIA POLYTECHNIC  
INSTITUTE LAW ENFORCEMENT MUTUAL AID AGREEMENT**

**WHEREAS**, The City of Radford and Virginia Polytechnic Institute and State University are interested in entering into a Law Enforcement Mutual Aid Agreement pursuant to which each entity will provide law enforcement support to each other within their respective capabilities at the time the request for such support is made, and

**WHEREAS**, the City Council for the City of Radford approved the adoption of the Law Enforcement Mutual Aid Agreement on November 22, 2004, and

**WHEREAS**, it would be beneficial for Virginia Tech to enter into a Law Enforcement Mutual Aid Agreement with the City of Radford.

**NOW THEREFORE BE IT RESOLVED** that Kurt Krause, Vice President for Business Affairs, be authorized to execute on behalf of Virginia Tech a Law Enforcement Mutual Aid Agreement with the City of Radford.

**RECOMMENDATION:** That the Resolution authorizing Kurt Krause to sign a Law Enforcement Mutual Aid Agreement with the City of Radford be approved.

**MINUTES OF THE FINANCE AND AUDIT COMMITTEE  
OF THE BOARD OF VISITORS  
VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY**

**March 14, 2005**

***FINANCE CLOSED SESSION***

**PRESENT:**

**BOARD OF VISITORS:** Mr. Ben Davenport, Mr. Jake Lutz, Mr. Tom Robertson, Mr. John Rocovich, Mr. Philip Thompson

**VPI&SU STAFF:** Ms. Kay Heidbreder, Mr. Jim Hyatt, Mr. John Rudd, Mr. Dwight Shelton, Dr. Lisa Wilkes

**FINANCE CLOSED SESSION:** The Committee met in Closed Session to review and take action on the quarterly personnel changes report, the bonuses for the Nokia Sugar Bowl, the Research and Development Disclosure Report, and a supplemental retirement package.

***FINANCE OPEN SESSION***

**PRESENT:**

**BOARD OF VISITORS:** Mr. Jake Lutz, Mr. Tom Robertson, Mr. John Rocovich, Mr. Philip Thompson, Dr. Sam Easterling – President, Faculty Senate

**VPI&SU STAFF:** Mr. Mel Bowles, Mr. Bob Broyden, Mr. John Cusimano, Ms. Laura Fornash, Mr. Larry Hincker, Mr. Tim Hodge, Mr. Jim Hyatt, Mr. Ken Miller, Mr. Mark Owczarski, Mr. John Rudd, Ms. Kathy Sanders, Mr. Dwight Shelton, Dr. Raymond Smoot, Dr. Lisa Wilkes, Ms. Linda Woodard

**GUESTS:** Mr. Kevin Miller, The Roanoke Times; Mr. Richard Tarr, Audit and Information Systems Consultant and President, Richard Tarr and Associates; Mr. Michael Stump, Director of Internal Audit, College of William and Mary

**1. APPROVAL OF ITEMS DISCUSSED IN CLOSED SESSION:**

The Committee reviewed and took the following actions on items discussed in closed session: ratified the Personnel Changes Report and the Research and Development Disclosure Report; ratified the contractual bonuses and approved the non-contractual bonuses for the Nokia Sugar Bowl; and approved a supplemental retirement package.

2. APPROVAL OF MINUTES OF THE NOVEMBER 8, 2004 MEETING:

The Committee reviewed and approved the minutes of the November 8, 2004 meeting.

3. PRESENTATION OF UNIVERSITY'S ANNUAL FINANCIAL REPORT:

The Committee received an overview of the University's Annual Financial Report for the fiscal year ending June 30, 2004. The financial statements have been prepared in accordance with generally accepted accounting principles, and the Auditor of Public Accounts issued an unqualified (or clean) opinion.

The University had total revenues of \$758.7 million and total operating expenses of \$697.5 million for fiscal year 2004. Total operating revenues increased by \$16.9 million or 3.8 percent and total operating expenses increased by \$12.3 million or 1.8 percent in fiscal year 2004, due to offsetting variances. Operating revenue in Auxiliary Enterprises grew in the current fiscal year by \$5 million or 5 percent; operating revenue in the Grants and Contracts category decreased by \$7.6 million or 4.8 percent. The Student Tuition and Fees category also grew by \$22.1 million from the prior year. This growth was partially offset by a net decrease in total non-operating revenues of \$4.1 million which was primarily due to reductions in State Appropriations. Growth in Capital Appropriations and Capital Gifts resulted in total capital revenues growing by \$3.5 million. The largest growth in expenses occurred in Auxiliary Enterprises, which grew by \$8.3 million. Total net assets for the University increased by \$61.2 million to \$568.7 million, as of June 30, 2004.

As of June 30, 2004 the total assets for the affiliated corporations were \$682.4 million. The Virginia Tech Foundation, Inc., the largest of the affiliated corporations, had total assets of \$670.4 million as of June 30, 2004, which was an increase of \$56.9 million over 2003.

4. REPORT ON THE 2005 LEGISLATIVE SESSION:

The Committee received a report on the results of the 2005 legislative session, including the Governor's Executive Budget as submitted on December 17, 2004. This report presents the major elements of the Executive Budget and General Assembly actions for 2005-06. The Executive Budget was issued on December 17, 2004 with the House and Senate Committees presenting their budget recommendations in early February. The legislative Conference Committee reached a compromise, and the General Assembly passed a budget on February 27 that is awaiting the Governor's approval.

The operating budget recommendations for the University include: a merit increase of 4.6 percent for teaching and research faculty, a 4.0 percent merit increase for administrative and professional faculty and graduate students, and 3.0 percent for classified staff; the base salary and related benefits of staff who have five years or more of continuous service shall be increased by \$50.00 for each full year of service; base budget adequacy funding (\$871,000); student financial assistance (\$1.125 million); unique military activities (\$150,000);

support for Sloan Foundation Forestry Center (\$100,000) and support for Department of Agriculture and Consumer Services research (\$100,000); Agency 229 critical staffing initiative (\$1.1 million); and several technical adjustments.

The capital budget recommendations include: maintenance reserve (\$9.6 million); equipment funding (\$7.7 million); supplemental funding for existing capital projects, including a supplement to the Performing Arts Center (\$5.0 million); and the authority to issue 9(d) debt for a Surge Space Building.

Several additional Appropriation Act language items were approved, including the ability for institutions to supplement employee salaries with private funds, subject to the approval of the Board of Visitors, and the development of a six-year statewide strategic plan for higher education. The General Assembly also passed the Restructured Higher Education and Financial and Administrative Operations Act.

Attached to these minutes are two schedules that provide the full details on the operating and capital budget recommendations.

### ***ITEMS PRESENTED TO THE FULL BOARD FOR APPROVAL***

#### **5. DISCUSSION AND APPROVAL OF 2005-2006 TUITION AND FEES:**

The Committee reviewed the 2005-06 tuition and fee recommendations. The 2004 General Assembly authorized "The Board of Visitors . . . of institutions of higher education may set tuition and fee charges at levels they deem to be appropriate for all resident student groups based on, but not limited to, competitive market rates, provided that the total revenue generated by the collection of tuition and fees from all students is within the nongeneral fund appropriation for educational and general programs provided in the act." This authority continues for 2005-06. The University proposes a \$540 or 9.2 percent increase in tuition and fees for in-state undergraduate students, and a \$1,256 or 7.6 percent increase in tuition and fees for out-of-state undergraduate students. A 5.5 percent increase in room and board is recommended.

For on-campus graduate programs, a \$465 or 6.2 percent increase is recommended for in-state students, while the University is recommending a \$1,153 or 9.9 percent increase for out-of-state students. For off-campus graduate programs, a \$439 or 6.1 percent increase is recommended for in-state students and \$1,158 is recommended for out-of-state students.

In Veterinary Medicine, a \$902 or 7.0 percent increase is recommended for Virginia/Maryland students, and a \$1,830 or 6.3 percent increase for out-of-state students.

The Committee recommended the 2005-2006 Tuition and Fees to the full Board for approval.

6. APPROVAL OF 2005-2006 COMPENSATION FOR GRADUATE STUDENTS:

The Committee reviewed and approved the proposed 2005-06 schedule of stipends for graduate students who work as graduate assistants (including graduate teaching assistants and graduate research assistants) while pursuing master's or doctoral degrees. To be competitive in the recruitment and retention of high quality graduate students, it is important for the University to provide compensation packages that are comparable with those offered by our peer institutions. The key components of the compensation packages are competitive stipends, tuition assistance, and health insurance.

To achieve this goal, the University has modified its stipend program periodically over the years. For 2005-06, the University proposes to advance the stipend scale by continuing the previously approved November 2004 increase of 4.5 percent and by overlaying a 3.0 percent stipend increase that would normally be effective November 2005. The university would establish the effective date of stipend increases as August 10, 2005 rather than November 25, 2005 with an offsetting decrease to the stipend increase percentage. This process is consistent with the treatment of stipend increases in prior years, and it will result in an overall increase of 3.58 percent for the 2005-06 academic year.

To enhance the University's competitiveness in recruiting highly qualified graduate students, in 2001 the Board of Visitors approved a health insurance program as part of the graduate student compensation package for graduate students on assistantships. For 2005-06, the University proposes to continue this program and to enhance the students' benefits to provide 70 percent of the cost of health insurance premiums. To address the enhanced benefit and manage inflationary escalation, the University proposes to allocate \$610,000 for a total program cost of \$1 million in 2005-06.

The Committee recommended the 2005-2006 Compensation for Graduate Students to the full Board for approval.

7. APPROVAL OF YEAR-TO-DATE FINANCIAL PERFORMANCE REPORT  
(JULY 1, 2004 – DECEMBER 31, 2004):

The Committee reviewed the Year-to-Date Financial Performance Report for July 1, 2004 - December 31, 2004. For the second quarter, all programs of the University were on target and routine budget adjustments were made to reflect changes in projected revenues and expenditures.

Tuition and fee revenue through the second quarter was higher than historical projections due to the timing of awarding and processing unfunded scholarships. Revenue in All Other Income was higher than projected primarily due to increased activity at the Equine Medical Center and Veterinary Medicine Hospital. Total sponsored and overhead revenue and expenses were less than projected but sponsored and research expenditures are ahead of 2003-04 activity levels and the rate of growth in sponsored programs is increasing. Revenues are greater than projected in the Residential and Dining programs due to better-than-projected off-campus meal plan sales and income from dining

dollar deposits. Revenues were greater than projected in the Athletic Department due to higher-than-anticipated football and basketball ticket sales, increased concessions, internet and handling fee collections, income from the ISP video-boards, and increased interest earnings.

For the quarter ending December 31, 2004, \$18.7 million had been expended for Educational and General and 2002 General Obligation Bond capital projects and \$26.8 million had been expended for Auxiliary Enterprises capital projects.

The Committee recommended the Year-to-date Financial Performance Report to the full Board for approval.

8. APPROVAL OF 2006-2012 CAPITAL OUTLAY PLAN:

The Committee reviewed for approval the 2006-2012 capital outlay plan. The University prepares an updated Six-Year Capital Outlay Plan every two years as part of the state budget cycle, with the next plan covering 2006-2012 and due for submission to the state in the spring or summer of 2005, the year before the biennium begins.

Preliminary work has been done to identify potential projects for inclusion in the 2006-2012 Capital Outlay Plan in anticipation of future guidance and instructions from the state. These projects are consistent with programmatic needs established for the prior planning period and with the strategic plan of the University, and they position the University with options to respond to guidance from the state.

Since the submission date for the new Plan may occur before the June 2005 Board of Visitors meeting, the University is at this time requesting the review and approval of the list of potential projects for inclusion in the 2006-2012 Capital Outlay Plan. The University will provide an update to the status of the 2006-2012 Plan at the June Board of Visitors meeting.

The Committee recommended the 2006-2012 Capital Outlay Plan to the full Board for approval.

There being no further business, the meeting adjourned at 10:55 a.m.

ANALYSIS OF VIRGINIA TECHNOLOGICAL COLLEGE OPERATING BUDGET 2005-06

As of February 27, 2005

(Dollars in Thousands)

Schedule 1

	Executive Budget		Conference Committee		Exec Budget + Conference Committee		
	General Fund	Nongeneral Fund	General Fund	Nongeneral Fund	General Fund	Nongeneral Fund	Total
<b>University Division</b>							
<b>Educational and General (E &amp; G)</b>							
Provide funding for enrollment and degrees (Base Adequacy)	\$ 1,279	-	\$ (408)	-	\$ 871	-	\$ 871
Operation and Maintenance of new Facilities	68	\$ 180	-	-	68	\$ 180	248
One-time research enhancements	1,075	-	(1,075)	-	-	-	-
Fund faculty salary increases	1,337	-	588	-	1,925	-	1,925
Support the Sloan Foundation Forestry Center	-	-	100	-	100	-	100
NGF authority for tuition & ancillary activities - Fall 05 (Technical Adjustment)	-	-	-	\$ 8,511	-	8,511	8,511
<b>Subtotal Educational and General</b>	<b>\$ 3,759</b>	<b>\$ 180</b>	<b>\$ (795)</b>	<b>\$ 8,511</b>	<b>\$ 2,964</b>	<b>\$ 8,691</b>	<b>\$ 11,655</b>
<b>Student Financial Aid</b>							
Increase undergraduate student financial aid	687	-	-	-	687	-	687
Graduate student financial aid	854	-	(416)	-	438	-	438
<b>Subtotal Student Financial Aid</b>	<b>\$ 1,542</b>	<b>\$ -</b>	<b>\$ (416)</b>	<b>\$ -</b>	<b>\$ 1,125</b>	<b>\$ -</b>	<b>\$ 1,125</b>
<b>Unique Military Activities</b>							
Unique Military Activities	-	-	150	-	150	-	150
<b>Subtotal University Division</b>	<b>\$ 5,301</b>	<b>\$ 180</b>	<b>\$ (1,062)</b>	<b>\$ 8,511</b>	<b>\$ 4,239</b>	<b>\$ 8,691</b>	<b>\$ 12,930</b>
<b>Cooperative Extension/Agricultural Experiment Station Division</b>							
Commonwealth Staffing Initiative (21.0 FTE)	-	-	1,100	-	1,100	-	1,100
Increase support for O & M of new facilities	281	311	-	-	281	311	592
Faculty Salaries	607	-	259	-	866	-	866
<b>Subtotal Cooperative Extension/Agricultural Experiment State Division</b>	<b>\$ 888</b>	<b>\$ 311</b>	<b>\$ 1,359</b>	<b>\$ -</b>	<b>\$ 2,247</b>	<b>\$ 311</b>	<b>\$ 2,558</b>
<b>TOTAL OPERATING SUPPORT</b>	<b>\$ 6,189</b>	<b>\$ 491</b>	<b>\$ 298</b>	<b>\$ 8,511</b>	<b>\$ 6,486</b>	<b>\$ 9,002</b>	<b>\$ 15,488</b>
<b>Other Agencies of Interest</b>							
<b>Department of Housing and Community Development</b>							
Support the Sloan Foundation Forestry Center	\$ 100	-	\$ (100)	-	-	-	-
Virginia Philpott Manufacturing Extension Partnership (VPMEP)	394	-	(394)	-	-	-	-
Research and field test of specialty crops	100	-	(100)	-	-	-	-
UVA: Collaborative graduate course development in Nanotechnology	155	-	(155)	-	-	-	-
Department of Agriculture and Consumer Services: Research and field test of specialty crops	-	-	100	-	\$ 100	-	\$ 100
Virginia Community College System (VCCS)/VPMEP partnership	-	-	394	-	394	-	394
Institute for Advanced Learning and Research	-	-	1,600	-	1,600	-	1,600
<b>Subtotal Other Agencies of Interest</b>	<b>\$ 749</b>	<b>\$ -</b>	<b>\$ 1,345</b>	<b>\$ -</b>	<b>\$ 2,094</b>	<b>\$ -</b>	<b>\$ 2,094</b>
<b>Nonstate Agencies</b>							
4-H Educational Centers	-	-	150	-	150	-	150
<b>Subtotal Nonstate Agencies</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 150</b>	<b>\$ -</b>	<b>\$ 150</b>	<b>\$ -</b>	<b>\$ 150</b>

**Compensation**

Classified staff 3.0% plus \$50 per year of service, after 5 years of service, and allows classified salary supplements with private funds.

Faculty increase of 4.6% for T&R and 4% A/P, part-time, and GA for 2005-06.

**Language**

- Study whether VPMEP should be merged with VT or ODU.
- Delegation of certain NGF capital authority to BOV (contingent upon Senate Bill 1327)
- Limit the use of general fund support for graduate aid to Virginia students. As part of the six-year capital plan, report on the extent to which tuition and fee revenue used to support graduate student aid and graduate compensation, and how this will impact planned increases in tuition and fees.
- SCHEV, under the direction of the Secretary of Education, shall develop a six-year statewide strategic plan for higher education. Public colleges and universities shall develop six year financial, enrollment, and academic plans that include strategies to meet statewide higher education goals. These reports shall include: (i) progress in meeting both state and institutional goals and (ii) specific actions to restructure institutional activities and programs to meet state and institutional goals.

**ANALYSIS OF VIRGINIA TECH CAPITAL PROJECTS FOR 2005 AND 2006**

As of February 27, 2005  
(Dollars in Thousands)

Schedule 1

	Executive Budget			Conference Committee			Executive Budget + Conference Committee		
	General Fund	Nongeneral Fund	Total	General Fund	Nongeneral Fund	Total	General Fund	Nongeneral Fund	Total
<b>Equipment Funding</b>									
Biology/Vivarium Building	\$4,987	-	\$4,987	(\$2,250)	-	(\$2,250)	\$2,737	-	\$2,737
Classroom Improvements, Phase I	2,740	-	2,740	-	-	-	2,740	-	2,740
<b>Educational and General Projects</b>									
Maintenance Reserve	9,944	-	9,944	(314)	-	(314)	9,630	-	9,630 (a)
Graduate School Facility	-	-	-	-	\$3,000	3,000	-	\$3,000	3,000 (b)
Increase Fine Arts Center	-	\$5,000	5,000	-	5,000	5,000	-	10,000	10,000 (c)
Surge Space Building	-	-	-	-	8,500	8,500	-	8,500	8,500 (b)
<b>Auxiliary Enterprise Projects</b>									
Increase Soccer/Lacrosse Complex Addition	-	1,250	1,250	-	-	-	-	1,250	1,250 (d)
<b>BIENNIUM TOTAL</b>	<u>\$17,671</u>	<u>\$6,250</u>	<u>\$23,921</u>	<u>-\$2,564</u>	<u>\$16,500</u>	<u>\$13,936</u>	<u>\$15,107</u>	<u>\$22,750</u>	<u>\$37,857</u>

**Language Amendments:**

*Deep Underground Science and Engineering Laboratory (DUSEL)*  
Show of state support for DUSEL project.

*Blanket Authorization for NGF Projects*

Delegated authority for Boards to initiate "unforeseen" (emergency, safety, and economic impact) projects with nongeneral fund resources.

*Supplemental Funding for Cost Overruns*

Lists ICTAS and Building Construction Laboratory as high priority projects for funding if other state projects have savings.

**Note:**

- (a) This reflects a \$4,658,404 increase over the original 2002-04 Maintenance Reserve appropriation.
- (b) This item is 9(d) debt authorization.
- (c) This item includes \$5 million of 9(d) debt authorization and \$5 million of nongeneral fund cash.
- (d) This item is nongeneral fund cash.

Attachment K

**MINUTES OF THE FINANCE AND AUDIT COMMITTEE  
OF THE BOARD OF VISITORS  
VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY**

**March 14, 2005**

***AUDIT CLOSED SESSION***

**PRESENT:**

**BOARD OF VISITORS:** Mr. Ben Davenport, Mr. Jake Lutz, Mr. Tom Robertson, Mr. John Rocovich, Mr. Philip Thompson

**VPI&SU STAFF:** Ms. Kay Heidbreder, Mr. Jim Hyatt, Mr. John Rudd, Mr. Dwight Shelton, Dr. Lisa Wilkes

AUDIT CLOSED SESSION: The Committee met in Closed Session with the Director of Internal Audit to discuss audits of specific departments and units where individual employees will be identified. The Committee also received an update on the outstanding fraud, waste, and abuse cases.

***AUDIT AGENDA***

**PRESENT:**

**BOARD OF VISITORS:** Mr. Jake Lutz, Mr. Tom Robertson, Mr. John Rocovich, Mr. Philip Thompson, Dr. Sam Easterling – President, Faculty Senate

**VPI&SU STAFF:** Mr. Mel Bowles, Mr. Bob Broyden, Mr. John Cusimano, Ms. Laura Fornash, Mr. Larry Hincker, Mr. Tim Hodge, Mr. Jim Hyatt, Mr. Ken Miller, Mr. Mark Owczarski, Mr. John Rudd, Ms. Kathy Sanders, Mr. Dwight Shelton, Dr. Raymond Smoot, Dr. Lisa Wilkes, Ms. Linda Woodard

**GUESTS:** Mr. Kevin Miller, The Roanoke Times; Mr. Richard Tarr, Audit and Information Systems Consultant and President, Richard Tarr and Associates; Mr. Michael Stump, Director of Internal Audit, College of William and Mary

1. APPROVAL OF MINUTES OF THE NOVEMBER 8, 2004 MEETING:

The Committee reviewed and approved the minutes of the November 8, 2004 meeting.

2. REVIEW AND ACCEPTANCE OF UNIVERSITY'S UPDATE OF RESPONSES TO ALL PREVIOUSLY ISSUED INTERNAL AUDIT REPORTS:

The Committee reviewed the University's update of responses to all previously issued internal audit reports. At the November meeting, the university reported that as of September 30, 2004, 13 high or medium risk audit comments remained outstanding. An additional 13 comments have been issued since then for a total of 26 comments. As of December 31, 2004, the University has addressed 20 comments, leaving 6 comments still in progress.

The Committee accepted the report.

3. UPDATE ON BEST PRACTICES AND RECOMMENDATION REGARDING CRIMINAL CONVICTION CHECKS OF NEW EMPLOYEES:

At the November 2004 meeting, the Committee received a status report on best practices and recommendation regarding criminal conviction checks of new employees; the report included a review of emerging practices at other institutions. The Committee requested that the university add a statement to both the faculty and staff application process which requests applicants to respond to any prior convictions, excluding traffic violations or other minor violations. The Committee received an update on best practices and recommendation regarding criminal conviction checks of new employees, confirming that both faculty and classified staff applicants are required to respond to a question regarding conviction of violations of law.

The Committee accepted the report.

4. REVIEW OF AUDIT CHARTER:

The Committee reviewed a revision to the audit charter. As a result of the Internal Audit Department's internal quality assurance review reported at the November 2004 meeting, University Policy 3350: Internal Audit Department, which serves as the department's charter, has been updated to reflect that review. The revision to Policy 3350 clarifies Internal Audit's responsibilities for the Financial Reporting process versus the responsibilities of the external auditors.

The Committee accepted the report.

5. REVIEW OF INTERNAL AUDIT DEPARTMENT'S STATUS REPORT AS OF DECEMBER 31, 2004:

The Committee reviewed the Internal Audit Department's Status Report as of December 31, 2004. In addition to conducting scheduled audits, the audit department participated in annual audit activities; fraud, waste, and abuse audits; special projects; and professional development activities. Additionally, the department has arranged for two peer institutions to assist in the completion of its quality assurance review.

The Virginia Tech Foundation, Inc. and Internal Audit worked jointly in conducting an audit of endowed scholarships. The objective was to ensure that funds were being actively awarded to deserving students and in the manner intended by the donor. Any reportable issues on the university side will be included in Internal Audit's report for the Financial Aid audit to be conducted this spring.

6. REVIEW AND ACCEPTANCE OF THE FOLLOWING INTERNAL AUDIT REPORTS/MEMOS ISSUED SINCE THE LAST MEETING:

The Committee reviewed and accepted the following Internal Audit reports:

A. Office of the University Bursar – Receivables/Collections

The Committee received a report on the audit of the University Bursar – Receivables/Collections. The audit indicated that the overall risk exposure is high and the internal control system is effective, but improvements are recommended. The audit recommendations include: simplify the entity code assignment process; improve controls within the billing process, the Budget Tuition Plan process and the petty cash procedures; and facilitate the inclusion of more university receivables into the standard, centralized process. Management is working to implement improvements to address the recommendations.

B. Office of Sponsored Programs – Pre-award

The Committee received a report on the audit of the Office of Sponsored Programs – Pre-award. The audit indicated that the overall risk exposure is high and the internal control system is effective. An audit recommendation was made to provide additional training and further develop procedures for department personnel processing grant proposals. Management is working to implement improvements to address the recommendation.

7. REVIEW ON COMPLIANCE WITH AUDIT RESOLUTION OF UNIVERSITY-RELATED CORPORATIONS:

The Committee received a compliance report for the audits of the university-related corporations. These corporations include Virginia Tech Foundation, Inc., Virginia Tech Services, Inc., Virginia Tech Intellectual Properties, Inc, and WPI, Inc. Each university-related corporation is required to provide audited annual financial statements, management letters from external auditors, and management's responses to the university's Chief Operating Officer. Each corporation is also required to submit an annual certification stating that all procedures outlined in the resolution have been met. All corporations are in full compliance with the Board of Visitors requirements regarding audits.

The Committee accepted the report.

There being no further business, the meeting adjourned at 10:55 a.m.

## VIRGINIA TECH

### PROPOSED TUITION AND FEE RATES FOR 2005-06 AND NARRATIVE

During the period of 1989 to 1996 tuition increased dramatically across the Commonwealth because of the decline in General Fund support for higher education. At Virginia Tech, undergraduate tuition increased by 49 percent for in-state students and 91 percent for out-of-state students in the six-year period 1989-90 to 1995-96. The substantial growth in tuition has been a source of increased concern to institutions of higher education, students, parents, and state officials.

In 1994 the Appropriation Act included language which established tuition caps of three percent for in-state students and 7.5 percent for out-of-state students for each year of the biennium. For the three-year period of 1996-97, 1997-98, and 1998-99, the Appropriation Act included language which decreed that the tuition for Virginia undergraduates be frozen at the 1995-96 level. The 1999 General Assembly approved a 20 percent reduction in tuition and mandatory Educational and General fees for Virginia undergraduate students and offset the reduction in revenue by providing new General Fund support. The 2000 Appropriation Act included language to continue tuition and mandatory Educational and General fees at 1999-2000 levels for Virginia undergraduate students during the 2000-02 biennium.

To address state revenue shortfalls, language in the 2002 Appropriation Act provided authority to increase tuition and mandatory Educational and General fees for Virginia undergraduate students up to 9.0 percent. The 2003 General Assembly approved language to allow for the annualization of the Spring 2003 tuition increases and limited increases in tuition and mandatory Educational and General fees for Fall 2003 for Virginia undergraduate students to five percent plus an amount for the nongeneral fund portion of the faculty salary increase and health insurance premium increase.

The 2004 General Assembly authorized "The Board of Visitors . . . of institutions of higher education may set tuition and fee charges at levels they deem to be appropriate for all resident student groups based on, but not limited to, competitive market rates, provided that the total revenue generated by the collection of tuition and fees from all students is within the nongeneral fund appropriation for educational and general programs provided in the act." This authority continues for 2005-06.

#### **Development of 2005-06 Tuition and Fee Rates**

The University traditionally developed tuition and fee proposals in February and March of each year. The final rates were submitted to the Board of Visitors in April. This process allowed the University to incorporate into the tuition and fee proposals the impact of actions taken by the General Assembly session each year.

For 1996-97 the University altered the timetable for the development and approval of tuition and fee rates because of increasing demands to provide tuition and fee charges earlier to university offices and to students and parents. This is particularly important for prospective students who are considering other institutions. Finalizing these rates earlier in the year helps students plan for the financial costs of the upcoming academic year, helps students make decisions such as attendance at summer school, and allows the Student Financial Aid Office to deliver more timely and effective financial aid award information to current and prospective students.

For 2004-05, the University had to manage within a delayed time frame of an extended legislative session. As a result, the Board of Visitors delegated authority to the University's President and Executive Vice President to establish tuition and fees within certain guidelines at the March 2004 Board of Visitors meeting.

For 2005-06, the legislative session is expected to conclude on schedule. As a result, it is possible to return to the traditional schedule of bringing tuition and fee recommendations to the Board of Visitors at the March meeting. This document contains the University's recommendations for the 2005-06 academic year. Rates are consistent with the funding requirements in the University's six-year plan.

### **Tuition**

No caps are included by the General Assembly for in-state or out-of-state undergraduate students or graduate students, but total revenue must be within nongeneral fund limits. The attached recommendations are within the University's nongeneral fund authority.

The annual rates proposed for 2005-06 are shown below:

#### **Full-Time Students**

	<u>Actual</u> <u>2004-05</u>	<u>Proposed</u> <u>2005-06</u>
<u>Undergraduate</u>		
Residents	\$ 4,513	\$4,959
Nonresidents	15,206	16,298
<u>Graduate</u>		
Virginia Resident On-Campus	6,187	6,558
Nonresident On-Campus	10,307	11,296
Virginia Resident Off-Campus	6,897	7,311
Nonresident Off-Campus	11,076	12,139

The semester rates equal one-half of the annual rates.

Part-Time Students

Part-time tuition charges for all student categories are derived from the full-time rate and are directly related to the number of credit hours taken. For tuition calculation purposes, the full-time undergraduate semester rate is divided by 12 credit hours and the full-time graduate student semester rate is divided by nine hours. The proposed per hour charges for 2005-06 are:

	<u>Actual</u> <u>2004-05</u>	<u>Proposed</u> <u>2005-06</u>
<u>Undergraduates</u>		
Resident	\$188.00/hour	\$206.75/hour
Nonresident	633.50/hour	679.00/hour
<u>Graduates</u>		
Virginia Resident On-Campus	343.75/hour	364.25/hour
Nonresident On-Campus	572.50/hour	627.50/hour
Virginia Resident Off-Campus	383.25/hour	406.25/hour
Nonresident Off-Campus	615.25/hour	674.50/hour

Veterinary Medicine

When the Virginia-Maryland Regional College of Veterinary Medicine was formed, the two states agreed to provide equal contributions (per student) to the instructional operating budget. It was also agreed that all students would pay the same tuition rate. The tuition agreement has been sustained since the first class was admitted. Until 1996-97 only residents of Virginia and Maryland were admitted for study in the professional veterinary medicine curriculum.

Effective for the Fall 1996, the enrollment policy was modified to admit 10 out-of-state students (non-Maryland students) per year until fully implemented in the Fall of 1999. This results in a total enrollment of 40 out-of-state students. This change did not affect the enrollment totals for Virginia or Maryland.

Each year the tuition proposal is reviewed with the Virginia-Maryland Regional College of Veterinary Medicine Budget and Program Review Board (established to review the college's budget and comprised of representatives from Virginia Tech and the University of Maryland). The University, in conjunction with the Budget and Program Review Board, proposes to increase the tuition rates for all veterinary medicine students for 2005-06. The current and proposed annual tuition rates are displayed below:

	<u>Actual 2004-05</u>	<u>Proposed 2005-06</u>
Virginia/Maryland Students	\$11,542	\$12,350
Out-of-state Students	27,764	29,430

### Special Tuition Rate for Elementary and Secondary School Personnel

At the January 16, 1989, meeting of the Board of Visitors, a policy that endorsed a special rate for elementary and secondary school personnel was approved. Teachers, counselors, administrators, and supervisors employed by elementary and secondary school systems in the Commonwealth of Virginia may enroll in graduate classes, both on-campus and at off-campus locations, and pay approximately 60 percent of the authorized tuition rate. Further, elementary and secondary school personnel may enroll in an unlimited number of graduate courses for the purpose of recertification or for an advanced degree.

The original policy was approved in 1984 and allowed public school teachers to attend graduate classes at Virginia Tech on a reduced tuition schedule for purposes of recertification. Recertification is a statewide requirement and one that can strengthen the total education system. The original policy provided a more reasonable cost for teachers pursuing recertification. It also underscored the University's commitment to improving the quality of elementary and secondary education through the continued education of elementary and secondary school teachers. In January 1989 the Board of Visitors approved a revised policy, which expanded the policy in two ways: First, all elementary and secondary school personnel are now eligible for the reduced tuition rate. Secondly, all graduate hours qualify for the plan, not just recertification hours. In February 1999 the Board of Visitors approved an expansion of the special tuition rate to include undergraduate-level courses for vocational teachers who do not have a bachelor's degree.

The special instructional fees for elementary and secondary school personnel are 60 percent of the corresponding on-campus rates. The following table shows the proposed special rates per credit hour for 2005-06 Virginia residents:

	<u>Actual 2004-05</u>	<u>Proposed 2005-06</u>
<u>Undergraduate</u>		
Special rate for school personnel	\$113.00/hour	\$124.00/hour
<u>Graduate</u>		
Special rate for school personnel	206.00/hour	219.00/hour

### Special Tuition Rate for Study-Abroad Programs

Providing the opportunity for students to study abroad is an important strategy in strengthening the international programs of Virginia Tech, an objective of both the University and the Commonwealth, as specified in the report of the Commission on the University of the 21st Century. Examples of current study-abroad programs include Liberal Arts and Human Sciences in Europe, Mexico, West Africa, and Russia; Business in Western Europe, Scandinavia, India, South Africa, the Dominican Republic, China, Hong Kong, Japan, and Vietnam; Sciences in Western Europe and South Africa; Natural Resources in the Dominican Republic and India; Engineering in Germany; Architecture and Urban Affairs in Europe, Australia, and the Dominican Republic; and Agriculture in Australia. There are approximately 35 faculty-led programs, with an average of 15 students participating in each program. Approximately 250 students participate in semester or academic year programs through a wide variety of exchange programs throughout the world.

A special tuition rate has been approved previously by the Board of Visitors for students who participate in the various study-abroad programs operated by the University. The special tuition rate reflects instructional services that all students receive, but deletes the cost of on-campus services.

In 2004-05 students studying abroad paid 80 percent of the on-campus tuition rates. The University proposes to continue the special tuition rate for study-abroad programs. Consistent with prior years, the special tuition rate for study-abroad would not apply for students studying at the Center for European Studies and Architecture. The following table shows the proposed special rates per credit hour for 2005-06:

	<u>Actual 2004-05</u>	<u>Proposed 2005-06</u>
<u>Undergraduates</u>		
Virginia special rate	\$150.00/hour	\$165.00/hour
Out-of-state special rate	507.00/hour	543.00/hour
<u>Graduates</u>		
Virginia special rate	\$275.00/hour	\$291.00/hour
Out-of-state special rate	458.00/hour	502.00/hour

### Academic Fee

To meet the Board's identified priority of supporting the Educational and General program of the institution, an academic fee of \$275 per academic year was

established in 2004-05 for all students. The revenue is allocated to support the academic quality of the University's Educational and General program. A \$25 increase in the regular session fee is recommended for 2005-06. Part-time students pay one-half of the fee.

The discounts applicable to tuition for Virginia Elementary and Secondary School Personnel and for Study-Abroad Programs are also continued for the academic fee.

	<u>2004-05 Annual Fee</u>	<u>Proposed 2005-06 Annual Fee</u>
Full-time		
Regular	\$ 275.00	\$ 300.00
Virginia School Personnel	165.00	180.00
Study Abroad	220.00	240.00
Part-time		
Regular	137.50	150.00
Virginia School Personnel	82.50	90.00

### **Technology Service Fee**

In accordance with the language in the 1998 Appropriation Act, the University implemented a new Educational and General technology service fee effective with the 1998 fall semester. The fee is \$38 per academic year or \$19 per semester for full-time students. Part-time students pay half the full-time rate. The technology fee is paid by all students. The technology service fee will remain the same in 2005-06.

### **Capital and Equipment Fee**

The 2003 General Assembly required the establishment of a capital fee to be assessed to all nonresident students at institutions of higher education for 2003-04. The funding raised is utilized to pay an assessment made by the Virginia College Building Authority for debt service on bonds issued under the 21<sup>st</sup> Century Program. The 2004 General Assembly increased the nongeneral fund portion of lease payments for the 2004-06 allocation of equipment under the Higher Education Equipment Trust fund. The General Assembly stipulated the source of the nongeneral funds be an increase in fees for out-of-state students at public institutions of higher education starting in 2005-06. The 2004-05 capital fee of \$50 will be replaced with a capital and equipment fee of \$120 per academic year or \$60 per semester for full-time students in 2005-06. Part-time students pay half the full-time rate. The capital and equipment fee will be paid by all nonresident students.

## **Comprehensive Fee**

In 2004-05, students attending Virginia Tech paid a Comprehensive Fee to support six different services. The Student Activity Fee, the Athletic Fee, the Bus Fee, the Student Health Service Fee, the Recreational Sports Fee, and the Student Services Fee are consolidated into one fee in order to streamline the process for collecting and accounting for these charges. In 2004-05, the annual Comprehensive Fee is \$1,012 per student. The \$1,012 per student fee is the lowest Comprehensive Fee charged by any four-year institution in Virginia. Comprehensive fees at the other five doctoral institutions range from \$1,317 to \$2,711.

Individual descriptions and recommended amounts for 2005-06 are given below for each component of the Comprehensive Fee.

### **Student Activity Fee**

Full-time students currently pay \$231 annually for the Student Activity Fee, which covers the debt retirement, maintenance and operation of the student centers, and supports student activities as determined by the Student Budget Board. Part-time students pay one-half of this fee. A \$17 increase in the Student Activity Fee is recommended for 2005-06 to cover legislated raises, adjustments to fringe benefit rates, an inflationary increase in student budget board funding, to offset a slight decline in self-generated revenue, to maintain facilities, and an adjustment to personnel services costs. If approved, the current \$231 per year charge will be replaced by a \$248 annual, or \$124 per semester, charge in the 2005-06 academic year.

### **Health Service Fee**

Full-time students currently pay \$240 per year for normal medical and nursing attention and counseling services provided by University Student Health Services and Cook Counseling Center. Part-time students may elect to pay the fee for health service coverage. A \$12 increase in the Health Service Fee is recommended for 2005-06 to cover legislated raises, adjustments to fringe benefit rates, adjustments to personnel costs, to complete the computerized radiology system in Schiffert Health Center, and to implement an electronic medical records system in the Counseling Center. If approved, the current \$240 per year charge will be replaced by a \$252 annual, or \$126 per semester, charge in the 2005-06 academic year.

### **Athletic Fee**

Full-time students currently pay \$232 per year to support a portion of the athletic program operations. Part-time students may elect to pay the Athletic Fee. The student fee revenue covers the costs of athletic administration and sponsoring intercollegiate varsity sports that do not generate revenue. This fee entitles students

to free admission into sporting events. No change in the Athletic Fee is proposed for 2005-06. The Athletic Fee has not increased since Fall 1998.

### Bus Fee

Students enrolled at Virginia Tech have unlimited access to bus transportation provided by the Blacksburg Transit System through a contract the University negotiates with the Town of Blacksburg each year. In the current year, students pay \$75 per year for unlimited ridership. Approximately 2.2 million student trips on the Blacksburg Transit were reported in 2003-04. In addition to the convenience for students, the bus system saves the University considerable money by lowering requirements for on-campus parking services.

A \$5 increase in the Bus Fee is recommended for 2005-06 to accommodate the projected increase in the contract with the Town of Blacksburg. The current \$75 per year charge will be replaced by an \$80 annual, or \$40 per semester, charge in the 2005-06 academic year.

### Recreational Sports Fee

Full-time students currently pay \$150 annually for the Recreational Sports Fee, which supports debt retirement, maintenance, operations, intramural and extramural sports club programs, and recreational activities. Part-time students pay one-half of the fee. A \$6 increase in the Recreational Sports Fee is recommended for 2005-06 to cover legislative raises and related fringe benefit rates, adjustments to personnel services costs, and facility maintenance expenses. If approved, the current \$150 per year charge will be replaced by a \$156 annual, or \$78 per semester, charge in the 2005-06 academic year.

### Student Services Fee

Full-time students currently pay \$84 annually for the Student Services Fee, which supports the debt retirement and operation of the Career Services facility and non self-supporting student services components of the Hokie Passport office including the cost of new student Ids.

A \$29 increase in the Student Services Fee is recommended in 2005-06 to cover salary increases and related fringe benefit costs, to complete the previously approved plan to phase in the ongoing support for Career Services, to reallocate funding for the Office of Judicial Affairs from the Health Services Fee, and to provide students with unlimited access to the campus' new wireless network. The ongoing cost of maintaining the wireless network will be phased in over 3 years to ensure a sustainable network environment.

If approved, the current Student Services Fee of \$84 will be replaced with a \$113 annual, or \$56.50 per semester, fee in the 2005-06 academic year. Part-time students would pay one-half of this fee.

### Summary of Comprehensive Fee

	<u>2004-05 Annual Fee</u>	<u>Proposed 2005-06 Annual Fee</u>
Student Activity Fee	\$ 231	\$ 248
Health Service Fee	240	252
Athletic Fee	232	232
Bus Fee	75	80
Recreational Sports Fee	150	156
Student Services Fee	<u>84</u>	<u>113</u>
Total	\$1,012	\$1,081

### Room and Board Charges

The University's Residential and Dining Programs serve students by providing on-campus housing and dining services. Generally, all entering freshmen must live on campus and housing is available on a limited basis for returning students who choose to live on campus at the fee approved by the Board of Visitors. The University establishes optional room and board rates based on a direct derivation of the Board-approved fee and to appropriately reflect costs. All students living on campus must select a meal plan; off-campus students may elect to participate in one of the meal plan programs.

Virginia Tech has the lowest combined room and board rates in the Commonwealth. Individual descriptions and suggested amounts for 2005-06 are given below for each of the programs.

### Room Fees

A 9.12 percent increase is proposed for room rates to cover salary increases for personnel, adjustments to fringe benefit rates, repair and maintenance costs, costs associated with the conversion of the Donaldson Brown Hotel to on-campus graduate student housing, the on-going furniture repair and replacement program, and fixed costs increases. The dollar increase will range from \$184 per year to \$360 per year for undergraduate and graduate housing.

The Donaldson Brown hotel will open as a Graduate Life Center in Fall 2005. The proposed 2005-06 single room rate for the Donaldson Brown facility is \$4,310 annually, but the University intends to provide an initial incentive to graduate students of \$510 on a one-time basis during the transitional year. As a result, the

graduate student cost for a single room in the Donaldson Brown facility will be \$3,800 in 2005-06.

Included within the dormitory rate is a \$309 charge for the University's telecommunication system. Since 1988, voice, video, and data services have been provided for all dormitory residents. In the Fall of 1998, the University completed upgrades to the data connections to provide one Ethernet port per student in each of the residence hall rooms. No increase in the telecommunications portion of the room fee is proposed for 2005-06.

The proposed room rates by location are listed below:

	<u>2004-05</u> <u>Annual Fee</u>	<u>Proposed</u> <u>2005-06</u> <u>Annual Fee</u>	
Upper Quad	\$2,016	\$2,200	
Lower and Prairie Quad	2,150	2,346	
Cochrane Hall	2,624	2,864	
Special Purpose	2,690	2,936	
Payne Park			
-- Traditional – Single	3,244	3,540	
-- Traditional - Double	2,368	2,584	
-- Suite – Single	3,950	4,310	
-- Suite – Double	2,858	3,120	
Hillcrest			
-- Double	2,612	2,850	
-- Single	3,558	3,882	
Main Campbell			
-- Double	2,426	2,648	
-- Single	3,304	3,606	
Donaldson Brown Graduate Center			
-- Double	n/a	3,120	(a)
-- Single	n/a	4,310	(a)

(a) The proposed 2005-06 single room rate for the Donaldson Brown facility is \$4,310 annually, but the University intends to provide an initial incentive to graduate students of \$510 on a one-time basis during the transitional year. As a result, the graduate student cost for a single room in the Donaldson Brown facility will be \$3,800 in 2005-06. Similarly, the double room rate is proposed to be \$3,120 or \$2,750 after a \$370 incentive.

### Board Fees

Virginia Tech students living on-campus have a choice of two types of meal plans. Traditional meal plans are designed to allow students to pay based on a self-selected number of meals per week. Students may also choose a more flexible meal plan alternative titled the Flex Plan which is designed for students who eat their

meals during non-traditional hours or prefer the à la carte facilities. The Flex Plan operates like a debit account with a designated amount for the purchase of food in the dining facilities. Students are able to increase their Flex account balance during the year by making deposits into their Flex accounts. Consistent with purchasing power of traditional meal plans, the intent of annual rate changes for the Flex Plan is to hold overall purchasing power constant year-to-year.

In response to the success of the Flex Plan and student demand for more flexible dining options, the University restructured the meal plan offerings in 2002-03. Two new meal plans were offered, the 15 meals per week plus \$50 Flex Dollars and 10 meals per week plus \$30 Flex Dollars. These new plans are based on the traditional meal plan concept while also providing flexible dining options for students.

A 1.74 percent increase is proposed for board fees to cover legislated raises, adjustments to fringe benefit rates, increases in food and contract costs, facility maintenance costs, and other charges to operating and fixed costs.

The proposed board rates by meal plan program are listed below:

	<u>2004-05 Annual Fee</u>	<u>Proposed 2005-06 Annual Fee</u>
Flex Plan	\$2,074	\$2,110
15-meal plus \$50 Flex Dollars	2,138	2,176
10-meal plus \$30 Flex Dollars	1,918	1,952

#### Fee Rates for the Center for European Studies and Architecture

The Center for European Studies and Architecture (CESA) in Lugano, Switzerland, opened in the Fall of 1993. The Center serves as a resident educational facility for Virginia Tech students from many academic programs. Providing the opportunity for students to study abroad is an important strategy in strengthening the international programs of Virginia Tech, an objective of both the University and the Commonwealth, as specified in the report of the Commission on the University of the 21st Century.

For purposes of financing the operations of the Center, two separate programs are maintained. First, all instructional costs are accounted for in the Educational and General program of the University Division. Second, Auxiliary Enterprise activities, housing, dining, and student activity programs are recorded within the University's

Residential and Dining Hall System. The Ferrari Foundation, the University's Swiss subsidiary corporation, manages the day-to-day activities of the Center.

Prior to the Fall of 1997, special-reduced tuition rates were in effect for students who studied at the Center to encourage student participation in this new program. After three years of experience, the University believed that student interest and demand had increased to the point that maximum participation levels could be maintained without continuing the tuition discount. Since the Fall of 1997, students attending the Center for European Studies and Architecture have been assessed the same tuition as on-campus students. It is recommended that this tuition policy continue.

For housing and dining services at the Center, the proposed fees are higher than on-campus rates to reflect the higher cost of living at the Center. Students are not required to pay the on-campus Comprehensive Fees while studying abroad. Students currently pay a \$103 CESA student activity fee, which provides students with community-building social and recreational events and activities. The University proposes that the CESA student activity fee remain the same for the 2005-06 academic year. For 2005-06, a \$150 increase in the room and board fee is proposed to cover increased operating costs and to adjust for the decrease in the Swiss/US currency exchange rate. If approved, the students attending the Center for European Studies will pay \$4,629 per semester for room and board.

The University proposes the following semester rates for Virginia Tech students:

	<u>2004-05 Semester Rate</u>	<u>Proposed 2005-06 Semester Rate</u>
CESA Student Activity Fee	\$103	\$103
CESA Room and Board Costs	4,479	4,629

### **Parking Fee**

The General Assembly directed institutions of higher education to organize parking services as an auxiliary enterprise operation in 1989. The expenditure of General Fund for the maintenance or improvement of parking lots and facilities was prohibited. Accordingly, Virginia Tech established the Parking Services Auxiliary at the beginning of fiscal year 1989-90 and instituted a fee for faculty, staff, and students who parked in campus lots. For 2004-05, the annual parking fee was \$82 for faculty and staff and \$63 for students. The fee revenue covers the costs of operating, constructing, maintaining, and improving the parking lots and facilities.

The University proposes to increase the annual parking fee for faculty and staff from \$82 to \$89 and the student fee from \$63 to \$68 for 2005-06. The University also proposes to continue to provide a parking rate discount to encourage car-pooling in an effort to reduce the amount of vehicular traffic on campus.

### **Summary of Tuition and Fee Rates**

A summary of the recommended tuition rates is shown on Schedule 1 and 1.1, and a summary of fees is attached on Schedule 2. Also, the total cost for students to attend Virginia Tech is detailed on Schedule 3 for undergraduate students and Schedule 4 for graduate students.

### **RECOMMENDATION:**

That the proposed increases in the tuition and fee rates be approved, effective Fall Semester 2005.

## Schedule 1

## VIRGINIA TECH

## 2005-06 TUITION RECOMMENDATIONS

## SUMMARY OF ANNUAL CHARGES

RECOMMENDATION

	<u>Adjusted 2004-05 Charge</u>	<u>Proposed Total for 2005-06</u>	<u>Increase</u>	
			<u>\$</u>	<u>%</u>
<b>Undergraduate Students</b>				
Resident	\$4,513	\$4,959	\$446	9.9%
Nonresident	15,206	16,298	1,092	7.2%
<b>Graduate Students</b>				
On-Campus Programs				
Resident	\$6,187	\$6,558	\$371	6.0%
Nonresident	10,307	11,296	989	9.6%
Off-Campus Programs				
Resident	\$6,897	\$7,311	\$414	6.0%
Nonresident	11,076	12,139	1,063	9.6%
<b>Veterinary Medicine</b>				
Virginia/Maryland	\$11,542	\$12,350	\$808	7.0%
Out-of-State Non-Maryland	27,764	29,430	1,666	6.0%

**VIRGINIA TECH**  
**2005-06 SPECIAL TUITION RATES**  
**SUMMARY OF HOURLY RATES**

	Adjusted 2004-05 Charge	Proposed Total for 2005-06	Increase	
			\$	%
<b><u>Regular Part-Time Students</u> (a)</b>				
<u>Undergraduate Students</u>				
Resident	\$ 188.00	\$ 206.75	\$ 18.75	10.0%
Nonresident	633.50	679.00	45.50	7.2%
<u>Graduate Students</u>				
<u>On-Campus Programs</u>				
Resident	343.75	364.25	20.50	6.0%
Nonresident	572.50	627.50	55.00	9.6%
<u>Off-Campus Programs</u>				
Resident	383.25	406.25	23.00	6.0%
Nonresident	615.25	674.50	59.25	9.6%
<b><u>School Personnel</u></b>				
Undergraduate Resident	\$ 113.00	\$ 124.00	\$ 11.00	9.7%
Graduate Resident	206.00	219.00	13.00	6.3%
<b><u>Study Abroad Programs</u> (b)</b>				
Undergraduate Resident	\$ 150.00	\$ 165.00	\$ 15.00	10.0%
Undergraduate Nonresident	507.00	543.00	36.00	7.1%
Graduate Resident	275.00	291.00	16.00	5.8%
Graduate Nonresident	458.00	502.00	44.00	9.6%

- (a) Part-time tuition charges for all student categories are derived from the full-time rate and are directly related to the number of credit hours taken. For tuition calculation purposes, the full-time undergraduate semester rate is divided by 12 credit hours and the full-time graduate student semester rate is divided by nine hours.
- (b) Special tuition rates for study abroad do not include students studying at the Center for European Studies and Architecture.

**VIRGINIA TECH**  
**2005-06 FEE RECOMMENDATIONS**  
**SUMMARY OF ANNUAL CHARGES**

	2004-05 Charge	Proposed Total for 2005-06	Increase	
			\$	%
<b><u>Educational and General Fee</u></b>				
- Academic Fee	\$275	\$300	\$25	9.1%
- Technology Fee	\$38	\$38	\$0	0.0%
- Capital Fee				
Resident	\$0	\$0	\$0	-
Nonresident	50	120	70	140.0%
<b><u>Comprehensive Fee</u></b>				
- Student Activity Fee	\$231	\$248	\$17	7.4%
- Health Service Fee	240	252	12	5.0%
- Athletic Fee	232	232	0	0.0%
- Bus Fee	75	80	5	6.7%
- Recreational Sports Fee	150	156	6	4.0%
- Student Services Fee	84	113	29	34.5%
Total Comprehensive Fee	\$1,012	\$1,081	\$69	6.8%
<b><u>Room Fees</u></b>				
- Upper Quad	\$2,016	\$2,200	184	9.1%
- Pre-1983 Dormitories	2,150	2,346	196	9.1%
- Cochrane Hall	2,624	2,864	240	9.1%
- Special Purpose Housing	2,690	2,936	246	9.1%
- Payne Park				
- Traditional - Single	3,244	3,540	296	9.1%
- Traditional - Double	2,368	2,584	216	9.1%
- Suite - Single	3,950	4,310	360	9.1%
- Suite - Double	2,858	3,120	262	9.2%
- Hillcrest				
- Double Occupancy	2,612	2,850	238	9.1%
- Single Occupancy	3,558	3,882	324	9.1%
- Main Campbell				
- Double Occupancy	2,426	2,648	222	9.2%
- Single Occupancy	3,304	3,606	302	9.1%
- Donaldson Brown Graduate Center				
- Double Occupancy	n/a	3,120 (a)	n/a	n/a
- Single Occupancy	n/a	4,310 (a)	n/a	n/a
<b><u>Board Fees</u></b>				
- Flex Plan	\$2,074	\$2,110	\$36	1.7%
- 15-Meal Plan Plus \$50 Flex Dollars	2,138	2,176	38	1.8%
- 10-Meal Plan Plus \$30 Flex Dollars	1,918	1,952	34	1.8%

(a) The proposed 2005-06 single room rate for the Donaldson Brown facility is \$4,310 annually, but the University intends to provide an initial incentive to graduate students of \$510 on a one-time basis during the transitional year. As a result, the graduate student cost for a single room in the Donaldson Brown facility will be \$3,800 in 2005-06. Similarly, the double room rate is proposed to be \$3,120 or \$2,750 after a \$370 incentive.

## VIRGINIA TECH

## TOTAL COST TO STUDENTS

## Comparison of 2004-05 and 2005-06 Annual Charges

UNDERGRADUATE STUDENTS

	2004-05 Charge	Proposed Total for 2005-06	Increase	
			\$	%
<b><u>Resident</u></b>				
Tuition	\$4,513	\$4,959	\$446	9.9%
Educational and General Fee	313	338	25	8.0%
Comprehensive Fee	<u>1,012</u>	<u>1,081</u>	<u>69</u>	<u>6.8%</u>
Subtotal All Resident Students	\$5,838	\$6,378	\$540	9.2%
Room (Pre-1983 Dorms)	2,150	2,346	196	9.1%
Board (Flex Plan)	<u>2,074</u>	<u>2,110</u>	<u>36</u>	<u>1.7%</u>
Subtotal Room and Board	<u>\$4,224</u>	<u>\$4,456</u>	<u>\$232</u>	<u>5.5%</u>
Total Cost for Residents Living on Campus	<u>\$10,062</u>	<u>\$10,834</u>	<u>\$772</u>	<u>7.7%</u>
<b><u>Nonresident</u></b>				
Tuition	\$15,206	\$16,298	\$1,092	7.2%
Educational and General Fee	363	458	95	26.2%
Comprehensive Fee	<u>1,012</u>	<u>1,081</u>	<u>69</u>	<u>6.8%</u>
Subtotal All Nonresident Students	\$16,581	\$17,837	\$1,256	7.6%
Room (Pre-1983 Dorms)	2,150	2,346	196	9.1%
Board (Flex Plan)	<u>2,074</u>	<u>2,110</u>	<u>36</u>	<u>1.7%</u>
Subtotal Room and Board	<u>\$4,224</u>	<u>\$4,456</u>	<u>\$232</u>	<u>5.5%</u>
Total Cost for Nonresidents Living on Campus	<u>\$20,805</u>	<u>\$22,293</u>	<u>\$1,488</u>	<u>7.2%</u>

**VIRGINIA TECH**  
**TOTAL COST TO STUDENTS**

**Comparison of 2004-05 and 2005-06 Annual Charges**

	2004-05 Charge	Proposed Total for 2005-06	Increase	
			\$	%
<b><u>GRADUATE STUDENTS</u></b>				
<b>On-Campus Programs</b>				
<b><u>Resident</u></b>				
Tuition	\$6,187	\$6,558	\$371	6.0%
Educational and General Fee	313	338	25	8.0%
Comprehensive Fee	1,012	1,081	69	6.8%
<b>Total Cost for Residents</b>	<b>\$7,512</b>	<b>\$7,977</b>	<b>\$465</b>	<b>6.2%</b>
<b><u>Nonresident</u></b>				
Tuition	\$10,307	\$11,296	\$989	9.6%
Educational and General Fee	363	458	95	26.2%
Comprehensive Fee	1,012	1,081	69	6.8%
<b>Total Cost for Nonresidents</b>	<b>\$11,682</b>	<b>\$12,835</b>	<b>\$1,153</b>	<b>9.9%</b>
<b>Off-Campus Programs</b>				
<b><u>Resident</u></b>				
Tuition	\$6,897	\$7,311	\$414	6.0%
Educational and General Fee	313	338	25	8.0%
<b>Total Cost for Residents</b>	<b>\$7,210</b>	<b>\$7,649</b>	<b>\$439</b>	<b>6.1%</b>
<b><u>Nonresident</u></b>				
Tuition	\$11,076	\$12,139	\$1,063	9.6%
Educational and General Fee	363	458	95	26.2%
<b>Total Cost for Nonresidents</b>	<b>\$11,439</b>	<b>\$12,597</b>	<b>\$1,158</b>	<b>10.1%</b>
<b><u>VETERINARY MEDICINE</u></b>				
<b>Virginia/Maryland Students</b>				
Tuition	\$11,542	\$12,350	\$808	7.0%
Educational and General Fee	313	338	25	8.0%
Comprehensive Fee	1,012	1,081	69	6.8%
<b>Total Cost for Virginia/Maryland Students</b>	<b>\$12,867</b>	<b>\$13,769</b>	<b>\$902</b>	<b>7.0%</b>
<b>Out-of-State Students</b>				
Tuition	\$27,764	\$29,430	\$1,666	6.0%
Educational and General Fee	363	458	95	26.2%
Comprehensive Fee	1,012	1,081	69	6.8%
<b>Total Cost for Out-of-State Students</b>	<b>\$29,139</b>	<b>\$30,969</b>	<b>\$1,830</b>	<b>6.3%</b>

## Virginia Polytechnic Institute and State University

### 2005-06 Compensation for Graduate Assistants

Graduate students who work as graduate assistants while pursuing the master's or doctoral degrees provide a valuable service to the university. Many teach undergraduate classes. Others support faculty in scholarly and sponsored research activities. To be competitive in the recruitment and retention of high quality graduate students, it is important for the University to provide compensation packages that are comparable with those offered by peer institutions. The key components of the compensation packages are competitive stipends, tuition assistance, and health insurance.

#### Graduate Stipends

One of the primary goals of Virginia Tech during the 1980s was to build a graduate stipend schedule that was competitive with those offered by comparable institutions. A stipend table was developed and levels have been adjusted each year. Individual amounts within the table were realigned to eliminate perceived discrepancies, and a new category was added for graduate students working on sponsored research projects. In the 1990's, the university developed a more comprehensive program of tuition scholarships for graduate students. Four sources finance the tuition program: the General Fund appropriation for student financial assistance, a scholarship program in the Educational and General budget, tuition payments in grants and contracts, and private gifts. To respond to increasing competition for quality graduate students among peer institutions, the graduate student stipend scale was revised for Fall 2003 and approved by the Board to better position Virginia Tech departments and to reflect the minimum stipend levels authorized by the National Science Foundation. The Fall 2004 stipend scale added ten additional stipend steps, numbered 41-50, to increase the University's competitive position in attracting outstanding PhD students.

The University proposes to advance the stipend scale for 2005-06 by continuing the previously approved November 2004 increase of 4.5% and by overlaying a 3.0% stipend increase that would normally be effective November 2005. The University would establish the effective date of stipend increases as August 10, 2005 rather than November 25, 2005 with an offsetting decrease to the stipend increase percentage. This process is consistent with the treatment of stipend increases in prior years, and it will result in an overall increase of 3.58% for the 2005-06 academic year. The shift to the beginning of the Fall academic term does not affect the total compensation for the graduate students; rather, it spreads the increase over the entire academic year. Further, the University realizes administrative process savings and student recruitment advantages by making the adjustment to the effective date.

The 2005-06 graduate stipend compensation plan is described in Table 1.

## Health Insurance Premium Compensation

At the March 5, 2001 meeting of the Board of Visitors, a health insurance program for graduate students on assistantship was approved as a part of the graduate student compensation package to enhance the University's competitiveness in recruiting highly qualified graduate students. The program was initially designed to help full-time graduate students receiving a full or partial assistantship, including graduate research assistants, graduate teaching assistants, and graduate assistants offset a portion of the cost of health insurance premiums. The program was designed to support insurance procured through the University or privately obtained.

For 2004-05 the Board of Visitors authorized \$390,000 for the pilot program which covered 34%\* of the annual insurance premium.

The University has recently completed a comprehensive review of the graduate health insurance program. As a result, substantial enhancements to the program are proposed for 2005-06 based on the current success of the program, benchmarking of programs at other institutions, and the strategic objectives of the institution.

In 2005-06 the University proposes to enhance the benefit to provide 70% of the cost of health insurance premiums. Further, the program will no longer provide support to graduate students with privately obtained insurance; instead it will focus on and seek to enhance the University plan's coverage for participating students. Full-time graduate students must have at least a 50% or greater appointment to qualify. Furthermore, graduate students will have the option to decline coverage if they so choose.

To address the enhanced benefit and manage inflationary escalation, the University proposes to allocate \$610,000 for a total program cost of \$1 million in 2005-06.

### RECOMMENDATION:

That the stipend levels and graduate health insurance program be approved.

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\* In 2004-05, the University provided 34% of the \$1,110 annual premium cost of the Basic Plan. The Basic Plan has a \$50,000 maximum benefit and a 20% co-pay. Students can obtain dental and vision coverage for an additional cost.

**2005-06 Full-Time Graduate Monthly Stipend Compensation**

Effective August 10, 2005

	<b>2005-06 *</b>		
	<u>Monthly</u>	<u>9 Month</u>	<u>12 Month</u>
Step 1	1,131	10,179	13,572
Step 2	1,175	10,575	14,100
Step 3	1,219	10,971	14,628
Step 4	1,262	11,358	15,144
Step 5	1,306	11,754	15,672
Step 6	1,349	12,141	16,188
Step 7	1,393	12,537	16,716
Step 8	1,437	12,933	17,244
Step 9	1,481	13,329	17,772
Step 10	1,523	13,707	18,276
Step 11	1,566	14,094	18,792
Step 12	1,610	14,490	19,320
Step 13	1,654	14,886	19,848
Step 14	1,698	15,282	20,376
Step 15	1,741	15,669	20,892
Step 16	1,784	16,056	21,408
Step 17	1,828	16,452	21,936
Step 18	1,872	16,848	22,464
Step 19	1,915	17,235	22,980
Step 20	1,959	17,631	23,508
Step 21	2,002	18,018	24,024
Step 22	2,045	18,405	24,540
Step 23	2,089	18,801	25,068
Step 24	2,132	19,188	25,584
Step 25	2,176	19,584	26,112
Step 26	2,220	19,980	26,640
Step 27	2,264	20,376	27,168
Step 28	2,308	20,772	27,696
Step 29	2,350	21,150	28,200
Step 30	2,394	21,546	28,728
Step 31	2,437	21,933	29,244
Step 32	2,481	22,329	29,772
Step 33	2,524	22,716	30,288
Step 34	2,568	23,112	30,816
Step 35	2,611	23,499	31,332
Step 36	2,655	23,895	31,860
Step 37	2,699	24,291	32,388
Step 38	2,742	24,678	32,904
Step 39	2,786	25,074	33,432
Step 40	2,830	25,470	33,960
Step 41	2,874	25,866	34,488
Step 42	2,917	26,253	35,004
Step 43	2,960	26,640	35,520
Step 44	3,004	27,036	36,048
Step 45	3,048	27,432	36,576
Step 46	3,092	27,828	37,104
Step 47	3,135	28,215	37,620
Step 48	3,178	28,602	38,136
Step 49	3,222	28,998	38,664
Step 50	3,266	29,394	39,192

\*Continues the 4.5% increase for November 25, 2004 and overlays 11/18 of 3% increase scheduled for November 25, 2005

**VIRGINIA TECH**

**FINANCIAL PERFORMANCE REPORT**

**Operating and Capital Expenditures**

**July 1, 2004 to December 31, 2004**

## **FINANCIAL PERFORMANCE REPORT**

The Financial Performance Report of income and expenditures is prepared from two sources: actual accounting data as recorded at Virginia Tech and with the Commonwealth of Virginia, and the annual budgets. The actual accounting data reflect the modified accrual basis of accounting, which recognizes revenues when received rather than when earned and the expenditures when obligated rather than when paid. The annual budgets are based upon the amount of funds anticipated, approved, and appropriated to Virginia Tech by the General Assembly and the Governor of the Commonwealth of Virginia before the beginning of the fiscal year. The projected year-end budgets reflect adjustments to incorporate actual experience during the fiscal year. The adjustments are coordinated with the State Department of Planning and Budget.

The July to December 2004-2005 budget (year-to-date) is prepared from historical data and reflects trends in expenditures from previous years. Differences between the actual income and expenditures and the year-to-date budget may occur for a variety of reasons, such as an accelerated or delayed flow of documents through the accounting system, a change in spending patterns at the college level, or increases in revenues for a particular area.

Quarterly budget estimates are prepared to provide an intermediate measure of income and expenditures. Actual revenues and expenditures may vary from the budget estimates. The projected year-end budgets are, however, the final measure of accountability since the institution has a legislative mandate to remain within the total revenue and expenditure amounts appropriated by the General Assembly for the two divisions of Virginia Tech, including transfers from the Commonwealth's Central Appropriation for classified salary increase and fringe benefit rate changes.

## OPERATING BUDGET

1. Tuition and Fee revenue is higher than historical projections through the second quarter due to the timing of awarding and processing unfunded scholarships.
2. Revenue in All Other Income is higher than projected primarily due to increased activity at the Equine Medical Center and Veterinary Medicine Hospital.
3. Academic expenditures are lower than historical budget projections due to salary savings from vacant positions in the current year. These savings will be redistributed during the remainder of the year to operating accounts.
4. Support expenditures in the University Division are ahead of historical budget projections due to the timing of expenditures.
5. The budget for federal revenue is established to match projected allotments from the federal government. All expenses in federal programs are covered by drawdowns of federal revenue up to allotted amounts. Federal revenue in the Cooperative Extension/Agriculture Experiment Station Division was less than the projected budget due to lower-than-anticipated federal expenditures and the timing of receipt of federal drawdowns.
6. Expenses in the Cooperative Extension/Agriculture Experiment Station Division are lower than historical budget projections due to salary savings from vacant positions in the current year. These savings will be redistributed during the remainder of the year to operating accounts.
7. Quarterly and projected annual variances are explained in the Auxiliary Enterprises section of this report.
8. Historical patterns have been used to develop a measure of the revenue and expenditure activity for Sponsored Programs. Actual revenues and expenses may vary from the budget estimates because projects are initiated and concluded on an individual basis without regard to fiscal year. Total sponsored and overhead revenue and expenditures were less than projected, but sponsored research expenditures are ahead of 2003-2004 activity levels and the rate of growth in sponsored programs is increasing.
9. Expenses for Student Financial Assistance through the second quarter are higher than projected due to the timing of student financial aid awards. Awards for both undergraduate scholarships and graduate fellowships are being processed earlier than last fiscal year.
10. The General Fund revenue budget has been increased by \$219,087 for a transfer from Student Financial Assistance to the Educational and General program for assistantships in the Multicultural Academic Opportunities Program, by \$2,004,625 for one-time General Fund support for research, by \$34,763 for VIVA libraries distribution costs, and by \$475,741 to match the actual central appropriations transfer based on revisions in statewide fringe benefit rates. The corresponding expenditure budgets have been adjusted accordingly.
11. The annual budget for Tuition and Fees has been increased by \$97,999 to finalize the revenue estimates for the Virginia/Maryland Regional College of Veterinary Medicine regional capitation agreement and decreased by \$2,080,849 in anticipation of fewer fall enrollments than originally projected, additional unfunded need based scholarships, and the finalization of the tuition and academic fee budget. The corresponding expenditure budgets have been adjusted accordingly.
12. The revenue budget for All Other Income has been increased by \$1,157,208 for the carryover of funding for the Virginia Bioinformatics Institute and decreased by \$60,000 for revised printing revenue projections. The corresponding expenditure budgets have been adjusted accordingly.
13. The General Fund revenue budget for the Cooperative Extension/Agriculture Station Division has been increased by \$243,773 to match the actual central appropriations transfer based on revisions in statewide fringe benefit rates. The corresponding expenditure budgets have been adjusted accordingly.
14. The annual budget for Federal Appropriations in the Cooperative Extension/Agriculture Experiment Station Division has been adjusted to reflect additional federal funds which are available to be expended prior to June 30, 2005. The corresponding expenditure budgets have been adjusted accordingly.
15. The projected year-end revenue and expense budgets for Student Financial Assistance were reduced by \$219,087 for the transfer from Student Financial Assistance to the Educational and General program for assistantships in the Multicultural Academic Opportunities Program and increased for the reappropriation of \$14,723 in unexpended balances from the prior fiscal year.
16. The projected year-end budgets in All Other Programs were adjusted to reflect funding changes and the relocation of the Office of Investment and Debt Management, the carryover of surplus property authorizations for 2003-2004 commitments, and an accounting adjustment in the work study program to return excess federal allotments that were received prior to June 30, 2004.

**OPERATING BUDGETS**  
**2004-2005 Fiscal Year**

Dollars in Thousands

	July 1, 2004 to December 31, 2004			Annual Budget for 2004-2005		
	Actual	Budget	Change	Original	Adjusted	Change
<b>Educational and General Programs</b>						
<b><u>University Division</u></b>						
<u>Revenues</u>						
- General Fund	\$148,543	\$148,543	\$0	\$144,870	\$147,605	\$2,735 (10)
- Tuition and Fees	109,478	109,135	343 (1)	200,696	198,713	-1,983 (11)
- All Other Income	14,287	13,692	595 (2)	24,437	25,534	1,097 (12)
Total Revenues	\$272,308	\$271,370	\$938	\$370,003	\$371,852	\$1,849
<u>Expenses</u>						
- Academic Programs	\$-115,437	\$-118,377	\$2,940 (3)	\$-235,381	\$-236,779	\$-1,398 (10, 11,12)
- Support Programs	-63,999	-63,741	-258 (4)	-134,622	-135,073	-451 (10, 11,12)
Total Expenses	\$-179,436	\$-182,118	\$2,682	\$-370,003	\$-371,852	\$-1,849
NET	\$92,872	\$89,252	\$3,620	\$0	\$0	\$0
<b><u>CE/AES Division</u></b>						
<u>Revenues</u>						
- General Fund	\$56,363	\$56,363	\$0	\$56,044	\$56,288	\$244 (13)
- Federal Appropriation	5,532	7,331	-1,799 (5)	14,361	14,520	159 (14)
- All Other Income	422	324	98	660	660	0
Total Revenues	\$62,317	\$64,018	\$-1,701	\$71,065	\$71,468	\$403
<u>Expenses</u>						
- Academic Programs	\$-30,586	\$-32,678	\$2,092 (5,6)	\$-65,565	\$-66,121	\$-556 (13, 14)
- Support Programs	-2,329	-2,454	125	-5,500	-5,347	153 (13)
Total Expenses	\$-32,915	\$-35,132	\$2,217	\$-71,065	\$-71,468	\$-403
NET	\$29,402	\$28,886	\$516	\$0	\$0	\$0
<b>Auxiliary Enterprises</b>						
Revenues	\$81,656	\$77,418	\$4,238 (7)	\$141,386	\$142,440	\$1,054 (7)
Expenses	-72,311	-71,008	-1,303 (7)	-136,396	-144,191	-7,795 (7)
Reserve Drawdown (Deposit)	-9,345	-6,410	-2,935 (7)	-4,990	1,751	6,741 (7)
NET	\$0	\$0	\$0	\$0	\$0	\$0
<b>Sponsored Programs</b>						
Revenues	\$76,551	\$82,897	\$-6,346 (8)	\$168,502	\$168,502	\$0
Expenses	-83,992	-91,778	7,786 (8)	-168,502	-168,502	0
Reserve Drawdown (Deposit)	7,441	8,881	-1,440	0	0	0
NET	\$0	\$0	\$0	\$0	\$0	\$0
<b>Student Financial Assistance</b>						
Revenues	\$12,273	\$12,273	\$0	\$12,273	\$12,069	\$-204 (15)
Expenses	-5,986	-5,778	-208 (9)	-12,273	-12,069	204 (15)
NET	\$6,287	\$6,495	\$-208	\$0	\$0	\$0
<b>All Other Programs *</b>						
Revenues	\$1,679	\$1,580	\$99	\$4,366	\$4,389	\$23 (16)
Expenses	-2,026	-2,063	37	-4,366	-4,533	-167 (16)
Reserve Drawdown (Deposit)	347	483	-136	0	144	144
NET	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total University</b>						
Revenues	\$506,784	\$509,556	\$-2,772	\$767,595	\$770,720	\$3,125
Expenses	-376,666	-387,877	11,211	-762,605	-772,615	-10,010
Reserve Drawdown (Deposit)	-1,557	2,954	-4,511	-4,990	1,895	6,885
NET	\$128,561	\$124,633	\$3,928	\$0	\$0	\$0

\* All Other Programs include federal work study, alumni affairs, surplus property, and unique military activities.

## AUXILIARY ENTERPRISE BUDGET

1. Revenues in the Residence and Dining Halls are higher than projected due to better-than-projected off-campus meal plan sales and income from dining dollar deposits. Expenditures are higher-than-projected due to the timing of food purchases, maintenance expenses, renovations, and residence hall furniture replacement occurring earlier than in prior years.
2. Revenues in the Telecommunications auxiliary are higher than projected due to sales and services. Operating expenditures are lower than projected due to timing of equipment purchases for the expanded wireless connectivity project.
3. Expenditures in the University Services System are lower than projected due to salary savings and the timing of operating expenditures.
4. Revenues are higher than projected in Intercollegiate Athletics due to higher-than-anticipated football and basketball ticket sales, increased concessions, internet and handling fee collections, income from the ISP video-boards, increased interest earnings, and income from the settlement of the contract of the previous women's head basketball coach.
5. Revenues are lower than projected in the Electric Service Auxiliary due to the timing of receipts and lower-than-anticipated interest income. Expenditures are higher than projected due to repairs to the steam plant generator voltage regulator in the first half of the fiscal year and the timing of recoveries for contract labor.
6. Expenditures are lower than projected in the Donaldson Brown Hotel and Conference Center due to the timing of expenses.
7. Revenues are higher than projected in the Other Enterprise Functions due to higher-than-projected royalties in the Licensing and Trademark auxiliary, door access revenue in the Hokie Passport auxiliary, and income from software sales in the Student Software auxiliary.
8. The projected year-end budget was increased for outstanding 2003-2004 commitments and projects that were initiated but not completed before June 30, 2004.
9. The projected annual expenditure and reserve drawdown budgets for Residence and Dining Halls were adjusted for a less favorable currency exchange rate in the European Studies Center Auxiliary.
10. The projected annual revenue and reserve drawdown budgets for the Telecommunications auxiliary were adjusted to reflect the deferral of an optional student fee for wireless computing access on campus. The cost of providing campus-wide wireless access for students will be funded by the auxiliary reserves in 2004-2005 and built into the Comprehensive Fee beginning in 2005-2006.
11. The projected annual revenue, expenditure and reserve drawdown budgets for the University Services System were adjusted to accommodate Squires regional chiller system repairs and cooling tower replacement and to reflect an endowment payout that was planned in 2003-2004 but was not received until 2004-2005.
12. The projected annual revenue, expenditure, and reserve drawdown budget for Intercollegiate Athletics were adjusted to accommodate the football team's participation in the 2005 Nokia Sugar Bowl.
13. The projected annual revenue, expenditure and reserve drawdown budgets for the Donaldson Brown Hotel and Conference Center were adjusted for pre-opening expenses for the new hotel, emergency repairs to Alumni Hall, the payment of management fees to the Hilton Hotels Corporation, and additional sales income.
14. The expenditure and reserve drawdown budgets for Other Enterprise Functions were adjusted to accommodate an increase in the Licensing and Trademark contribution to athletics and academic scholarships in 2003-2004, to accommodate the purchase of new windbreakers for cadets in the Tailor Shop auxiliary, to fund repairs to the Golf Course clubhouse, and to support the construction of the new hotel and conference center in accordance with the golf course relocation plan.

**UNIVERSITY DIVISION  
AUXILIARY ENTERPRISES**

Dollars in Thousands

	July 1, 2004 to December 31, 2004			Annual Budget for 2004-2005		
	Actual	Budget	Change	Original	Adjusted	Change
<b>Residence and Dining Halls</b>						
Revenues	\$25,760	\$24,498	\$1,262 (1)	\$47,293	\$47,293	\$0
Expenses	-24,720	-22,386	-2,334 (1)	-46,033	-46,613	-580 (8, 9)
Reserve Drawdown (Deposit)	-1,040	-2,112	1,072	-1,260	-680	580 (8, 9)
Net	\$0	\$0	\$0	\$0	\$0	\$0
<b>Parking and Transportation</b>						
Revenues	\$2,888	\$2,882	\$6	\$4,508	\$4,508	\$0
Expenses	-2,818	-2,885	67	-4,476	-4,658	-182 (8)
Reserve Drawdown (Deposit)	-70	3	-73	-32	150	182 (8)
Net	\$0	\$0	\$0	\$0	\$0	\$0
<b>Telecommunications Services</b>						
Revenues	\$7,611	\$7,071	\$540 (2)	\$14,744	\$14,214	\$-530 (10)
Expenses	-6,339	-6,664	325 (2)	-14,622	-15,092	-470 (8)
Reserve Drawdown (Deposit)	-1,272	-407	-865	-122	878	1,000 (8,10)
Net	\$0	\$0	\$0	\$0	\$0	\$0
<b>University Services System</b>						
Revenues	\$11,084	\$11,094	\$-10	\$19,425	\$19,485	\$60 (11)
Expenses	-9,539	-10,065	526 (3)	-19,710	-20,512	-802 (8, 11)
Reserve Drawdown (Deposit)	-1,545	-1,029	-516	285	1,027	742 (8,11)
Net	\$0	\$0	\$0	\$0	\$0	\$0
<b>Intercollegiate Athletics</b>						
Revenues	\$22,662	\$20,291	\$2,371 (4)	\$31,076	\$32,596	\$1,520 (12)
Expenses	-15,561	-15,581	20	-27,303	-29,778	-2,475 (8, 12)
Reserve Drawdown (Deposit)	-7,101	-4,710	-2,391	-3,773	-2,818	955 (8,12)
Net	\$0	\$0	\$0	\$0	\$0	\$0
<b>Electric Service</b>						
Revenues	\$6,768	\$6,930	\$-162 (5)	\$15,342	\$15,342	\$0
Expenses	-7,999	-7,836	-163 (5)	-15,953	-16,132	-179 (8)
Reserve Drawdown (Deposit)	1,231	906	325	611	790	179 (8)
Net	\$0	\$0	\$0	\$0	\$0	\$0
<b>Donaldson Brown Hotel and Conference Center</b>						
Revenues	\$1,901	\$1,981	\$-80	\$4,106	\$4,110	\$4 (13)
Expenses	-2,094	-2,257	163 (6)	-4,228	-5,266	-1,038 (13)
Reserve Drawdown (Deposit)	193	276	-83	122	1,156	1,034 (13)
Net	\$0	\$0	\$0	\$0	\$0	\$0
<b>Other Enterprise Functions</b>						
Revenues	\$2,982	\$2,671	\$311 (7)	\$4,892	\$4,892	\$0
Expenses	-3,241	-3,334	93 (7)	-4,071	-6,140	-2,069 (8, 14)
Reserve Drawdown (Deposit)	259	663	-404	-821	1,248	2,069 (8,14)
Net	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL AUXILIARIES</b>						
Revenues	\$81,656	\$77,418	\$4,238	\$141,386	\$142,440	\$1,054
Expenses	-72,311	-71,008	-1,303	-136,396	-144,191	-7,795
Reserve Drawdown (Deposit)	-9,345	-6,410	-2,935	-4,990	1,751	6,741
Net	\$0	\$0	\$0	\$0	\$0	\$0

## CAPITAL OUTLAY BUDGET

### Educational and General Projects

1. The project total budget reflects the appropriation available for fiscal year 2005. The total budget was increased to reflect the state's allocation of the second year's \$2.486 million of general fund maintenance reserve authorization six months early. The annual budget was increased to include anticipated expenditures from maintenance reserve equivalent to 50% of the additional funding; the remaining funds will be spent in the second year of the biennium.
2. Blanket Authorizations allow unforeseen renovation needs under \$2,000,000 to be authorized administratively for expediency. The only blanket project currently active is the planned purchase of the Heavener property, as approved by the Commonwealth. The acquisition cost of the property is expected to be \$1,406,751.
3. The project is substantially complete and final payment has been made to the contractor. The total project cost is expected to be \$1.67 million.
4. The project is complete and will be closed when final payments are processed. The total cost is expected to be \$420,000 less than budgeted as a result of bid savings.
5. The project is complete and will be closed when final payments are processed.
6. The project is complete and will be closed when final payments are processed.
7. The project is complete and will be closed when final payments are processed.
8. The project is complete and will be closed when final payments are processed.
9. The project is complete and will be closed when final payments are processed. The total project cost is expected to be \$3.02 million, which is lower than the original cost due to bid savings.
10. This project includes the construction of a federally funded laboratory located near the Brooks Center. All bids were over budget. The project is being re-designed with a new estimated bid date of spring 2005. The annual budget was adjusted to reflect resultant project delays.
11. This project is complete and will be closed when final payments are processed.
12. This project will bring the primary boiler up to current emission standards by adding pollution controls. The project is in the preliminary design phase, with construction expected to be complete by summer 2007.
13. This planning project, which encompasses the design of new heating and cooling system infrastructure needed to accommodate current and future buildings in the southwest area of campus, is in the preliminary planning phase. The annual budget was adjusted to reflect revised project cash flows for this fiscal year.

### 2002 General Obligation Bond Program

14. This project will build a state-of-the-art laboratory facility to support plant science teaching and research. Construction is underway with occupancy expected in December 2005.
15. The project, which is in the design phase, utilizes a CM (Construction Manager) at Risk contracting method. A Guaranteed Maximum Price (GMP) contract should be awarded in April and construction is expected to begin this summer.
16. This project will construct a new laboratory facility to support instructional programs in the Building Construction department. The project is in the preliminary design phase, with an estimated bid date of spring 2006 and occupancy expected in 2007. The annual budget was reduced to reflect a delay in the project that occurred when cost estimates came in \$650,000 over budget. The University is seeking additional funding authorization in the 2005 General Assembly.
17. This project is envisioned to update about 46,500 gross square feet of the most out-of-date general assignment classrooms on campus. Preliminary planning is underway with an estimated bid date of summer 2006 for the initial phase of renovation. The annual budget was adjusted to reflect revised project cash flows for this fiscal year.
18. This project will update the building's power and HVAC infrastructure to support modern instructional technology. Pre-planning work is underway to finalize the scope of work and an estimated bid date will be established at that time.
19. This project will repair current exterior pre-cast concrete panels that are failing. The project is in the preliminary planning phase with an estimated bid date in fall 2005.
20. This project will provide cooling capacity to the north zone of campus to support several new construction and renovation projects. Design is underway with an estimated bid date of April 2005. The annual budget was increased to reflect advanced purchase of chiller equipment.
21. This project will renovate Henderson Hall to house art programs and construct a state-of-the-art performance theatre. Pre-planning work is underway to finalize the scope of work and an estimated bid date will be established at that time. The annual budget was revised to \$100,000 to reflect architectural and engineering service expenditures anticipated this year.
22. The project calls for the renovation of Williams Hall, Agnew Hall, and part of Burruss Hall for state-of-the-art instructional space. The Williams Hall component is complete with a budget of \$5.701 million, including \$4.566 million of VCBA Bonds and \$482,000 of General Fund monies. The project includes \$652,000 of nongeneral fund authorization for the Williams Hall component that was a placeholder until the 2002 General Obligation Bond funds were available. The estimated bid date for the Agnew and Burruss components is October 2006.
23. This project envisions building a state-of-the-art, multidisciplinary research laboratory utilizing a CM (Construction Manager) at Risk contracting method. Independent cost estimates recently came in over budget. The University is currently addressing the situation through a combination of a request for additional funding authorization from the State and a redesign of the facility. The annual budget has been reduced to incorporate consequential delays in the project schedule.
24. The starting time of this project is based on the state's capital implementation plan.

**CAPITAL OUTLAY PROJECTS  
AUTHORIZED AS OF DECEMBER 31, 2004**

Dollars in Thousands

	CURRENT YEAR			TOTAL PROJECT BUDGET						
	ORIGINAL ANNUAL BUDGET	REVISED ANNUAL BUDGET	YTD EXPENSES	STATE SUPPORT	GENERAL OBLIGATION BOND	NONGENERAL FUND	REVENUE BOND	TOTAL BUDGET	CUMULATIVE EXPENSES	
<u>Educational and General Projects</u>										
Maintenance Reserve	\$ 2,657	\$ 3,700	\$ 1,887	\$ 4,972	\$ 0	\$ 0	\$ 0	\$ 4,972	\$ 1,887	(1)
Blanket Authorizations	0	1,407	0	0	0	9,885	0	9,885	0	(2)
Airport Taxiway Construction	0	139	139	0	0	3,129	0	3,129	1,534	(3)
Chemistry/Physics - Phase II	0	1,147	827	23,431	0	3,763	0	27,194	26,454	(4)
Dairy Science Facilities	0	1,221	651	5,343	0	0	0	5,343	4,773	(5)
Hampton Roads Wing Replacement	0	68	59	1,345	0	83	0	1,428	1,418	(6)
Career Services Facility	281	441	228	0	0	0	4,608	4,608	4,394	(7)
Bioinformatics Building - Phase I	0	1,209	637	0	0	0	21,864	21,864	21,292	(8)
Multipurpose Livestock Arena	367	352	67	1,900	0	1,818	0	3,718	2,735	(9)
Fisheries and Aquatics Research Center	472	200	9	0	0	800	0	800	89	(10)
Bioinformatics Building Phase II	9,551	11,672	7,323	24,394	0	0	0	24,394	20,045	(11)
Boiler Pollution Controls	350	350	8	3,850	0	0	2,000	5,850	8	(12)
Planning: Southwest Campus Heating/Cooling	500	25	0	0	0	2,750	0	2,750	0	(13)
TOTAL	14,178	21,931	11,835	65,235	0	22,228	28,472	115,935	84,630	
<u>2002 General Obligation Bond Program</u>										
Agriculture & Natural Resources Research Laboratory	10,823	10,823	4,387	2,555	23,168	256	0	25,979	10,633	(14,24)
Biology/Vivarium Building	2,867	2,867	908	0	26,263	0	8,750	35,013	1,745	(15,24)
Bishop-Favrao Hall	311	200	142	0	2,500	5,000	0	7,500	256	(16,24)
Classroom Improvements, Phase I	410	150	0	0	4,530	0	0	4,530	0	(17,24)
Cowgill Hall HVAC and Power	165	165	0	0	7,500	0	0	7,500	0	(18,24)
Litton-Reaves Hall Exterior Repairs	271	271	0	0	2,500	0	0	2,500	0	(19,24)
Main Campus Chilled Water Central Plant	404	900	110	0	2,800	0	0	2,800	115	(20,24)
Henderson Hall and Performing Arts Center	2,814	100	0	0	6,542	2,235	40,000	48,777	0	(21,24)
Williams, Agnew, & Burruss Renovation	50	480	380	5,048	5,452	652	0	11,152	5,650	(22,24)
Institute for Critical Technology and Applied Science	4,146	2,000	944	0	13,996	0	17,000	30,996	1,997	(23,24)
TOTAL	22,261	17,956	6,872	7,603	95,251	8,143	65,750	176,747	20,397	

## CAPITAL OUTLAY BUDGET (continued)

### Auxiliary Enterprises Projects

1. Projects are scheduled and funded by the auxiliary enterprises during the annual Auxiliary Enterprise Budgeting Process.
2. Blanket Authorizations allow unforeseen renovation needs under \$2,000,000 to be authorized administratively for expediency. This blanket has no active project authorizations.
3. Recent improvements to four existing parking lots have been completed. The outstanding project budget balance is envisioned for parking structures that are on hold.
4. This project is under construction, with occupancy expected by August 2005. The total estimated cost is expected to be \$43.118 million.
5. This project was envisioned to build a new clubhouse and driving range. The project is on hold pending programmatic decisions regarding future use of the on-campus course.
6. Phase I, South End Zone: This component is complete with a total cost of \$34.098 million. Phase II, West Side Stands: Construction is underway with an estimated occupancy date of August 2005, and an expected total cost of \$54.02 million.
7. This project envisions a new residence hall of approximately 256 beds along with office space for residential services and judicial affairs. The project is on hold pending review of future residential fees and program priorities.
8. The project is complete and will be closed when final payments are processed.
9. This project is envisioned to build dining, student activity, meeting, and classroom space. The project is on hold pending further review of the site location and program priorities.
10. This project is envisioned to expand the existing student center by adding dining, student activity, meeting, and classroom space. The project is on hold pending further review of the site and program priorities.
11. This project will install seating stands and restrooms to support the field adjacent to McComas Hall. The initial section of bleachers is complete. The cost estimate for the restrooms exceeds the available budget. The University has requested additional funding authorization from the State in the 2005 General Assembly session to cover the necessary budget increase. The annual budget has been adjusted to reflect architectural and engineering costs anticipated if the authorization request is approved.
12. This project will provide upgrades and improvements to existing residence and dining halls. The project is currently in the preliminary programming phase. Planning will begin once project priorities have been defined. The annual budget has been adjusted to reflect anticipated architectural and engineering costs.

Capital Outlay Projects Authorized as of December 31, 2004 (Continued)

Dollars in Thousands

	CURRENT YEAR			TOTAL PROJECT						
	ORIGINAL ANNUAL BUDGET	REVISED ANNUAL BUDGET	YTD EXPENSES	STATE SUPPORT	GENERAL OBLIGATION BOND	NONGENERAL FUND	REVENUE BOND	TOTAL BUDGET	CUMULATIVE EXPENSES	
<b>Auxiliary Enterprises Projects</b>										
Maintenance Reserve	\$ 2,616	\$ 2,677	\$ 1,849	\$ 0	\$ 0	\$ 5,200	\$ 0	\$ 5,200	\$ 1,997	(1)
Auxiliary Enterprise Blanket Authorizations	0	0	0	0	0	4,809	0	4,809	0	(2)
Parking Auxiliary Projects	0	90	90	0	0	79	20,554	20,633	1,049	(3)
Alumni/CEC/Hotel Complex	16,182	18,000	9,528	0	0	25,099	20,732	45,831	28,965	(4)
Golf Course Facilities	0	0	0	0	0	1,500	0	1,500	0	(5)
Expand Lane Stadium - Phases I and II	31,646	31,646	12,307	0	0	13,062	80,738	93,800	51,863	(6)
New Residence Hall	0	0	0	0	0	1,041	15,000	16,041	86	(7)
Dietrick Servery/HVAC, Phase II	2,396	3,567	3,013	0	0	1,500	5,000	6,500	5,946	(8)
Dining and Student Union Facility	0	0	0	0	0	0	6,250	6,250	0	(9)
G. Burke Johnston Student Center Addition	0	0	0	0	0	0	6,250	6,250	46	(10)
Soccer/Lacrosse Complex	0	25	0	0	0	750	0	750	352	(11)
Major Residence and Dining Hall Improvements	280	25	0	0	0	0	4,000	4,000	0	(12)
TOTAL	53,120	56,030	26,787	0	0	53,040	158,524	211,564	90,303	
<b>GRAND TOTAL</b>	<b>\$ 89,559</b>	<b>\$ 95,917</b>	<b>\$ 45,494</b>	<b>\$ 72,838</b>	<b>\$ 95,251</b>	<b>\$ 83,411</b>	<b>\$ 252,746</b>	<b>\$ 504,246</b>	<b>\$ 195,330</b>	

RECOMMENDATION:

That the report of income and expenditures for the University Division and the Cooperative Extension/Agriculture Experiment Station Division for the period of July 1, 2004 through December 31, 2004 and the Capital Outlay report be accepted.

## POTENTIAL LIST OF PROJECTS FOR THE 2006-2012 CAPITAL PLAN

### VIRGINIA TECH

as of February 25, 2005

The University prepares an updated Six-Year Capital Outlay Plan (Plan) every two years as part of the state budget cycle. The next plan will be the 2006-2012 Plan. Traditionally, the submission of the upcoming capital plan to the state occurs in the spring and summer of the year before the biennium begins. Based on that timetable, the 2006-2012 Plan will be due in the spring or summer of 2005. However, the state has not yet provided guidance for the development of 2006-2012 Plan.

In order to be prepared for the submission of the 2006-2012 Plan, the University began work during 2004 on the identification and evaluation of potential projects for inclusion in the Plan. The list of unfunded capital projects from the 2004-2010 Plan served as the starting point for the identification of projects for the 2006-2012 Plan. New projects for high priority initiatives or infrastructure were then added to the list of potential projects, and project cost estimates were developed and updated, as needed.

Based on this preliminary work, and in anticipation of future guidance and instructions from the state, the University has developed a list of potential projects for inclusion in the 2006-2012 Plan. These projects are consistent with programmatic needs established for the prior planning period and with the strategic plan of the University, and they position the University with options to respond to guidance from the state. Because such guidance is not yet available, the list of potential projects is not divided into biennia or priority order at this time. Rather, the projects are arranged by type (renovation, infrastructure, or new construction) and are sorted in alphabetical order.

Traditionally, the state has required the review and approval by the Board of Visitors of the updated Plan. Since the submission date for the new Plan may occur before the June 2005 Board of Visitors meeting, the University is seeking, at this time, the review and approval of the list of potential projects for inclusion in the 2006-2012 Plan. The list is shown on the attached schedule. When guidance and instructions are received from the state, the University will prepare a final 2006-2012 Plan. The Plan will be based upon the projects included in the list of potential projects, and will be organized by biennia and priority order. The University will provide an update to the status of the 2006-2012 Plan at the June Board of Visitors meeting. This update will include the final 2006-2012 Plan, which will provide the arrangement of projects by each biennium for the six-year plan.

**Recommendation:** That the list of potential projects for inclusion in the 2006-2012 Capital Outlay Plan be approved and that the University be authorized to develop and submit the Plan, in accordance with future guidance from the state and based on the projects in the approved list.

**LISTING OF POTENTIAL CAPITAL OUTLAY PROJECTS FOR INCLUSION IN THE 2006-2012 CAPITAL PLAN**

as of February 25, 2005

	ESTIMATED COSTS IN THOUSANDS		
	STATE FUNDS	NONGENERAL FUNDS	TOTAL
<b>RENOVATION PROJECTS</b>			
<b><u>Educational and General Programs</u></b>			
Classroom Infrastructure Improvements, Phase II	\$10,840		\$10,840
Demolish: Femoyer Hall	1,594		1,594
Demolish: Military Building	1,328		1,328
Demolish: Randolph Hall	6,066		6,066
Renovate: Derring Hall for Science Departments	37,684		37,684
Renovate: Deteriorated Section of Davidson Hall	20,038		20,038
Renovate: Donaldson Brown Conference Center	3,033		3,033
Renovate: Historic Section of Davidson Hall	20,769		20,769
Renovate: Holden Hall	13,208		13,208
Renovate: Hutcheson/Smyth Halls	35,130		35,130
Renovate: Kentland Facilities - 229	5,127		5,127
Renovate: Lane Hall & Construct Addition	12,324		12,324
Renovate: Liberal Arts Building	4,860		4,860
Renovate: McBryde Hall	35,481		35,481
Renovate: Newman Library First & Second Floor	12,105		12,105
Renovate: Norris Hall	22,730		22,730
Renovate: Patton Hall	16,583		16,583
Renovate: Price Hall	27,601		27,601
Renovate: Robeson Hall	19,231		19,231
Renovate: Sandy Hall	3,810		3,810
Renovate: Thomas Hall for Academic Programs	10,049		10,049
	<b>\$319,591</b>		<b>\$319,591</b>
<b><u>Auxiliary Enterprise Programs</u></b>			
Major Residence and Dining Hall Improvements (2006-08)		\$9,763	9,763
Major Residence and Dining Hall Improvements (2008-10)		10,544	10,544
Major Residence and Dining Hall Improvements (2010-12)		11,388	11,388
Replace: Moseley Field Playing Surface		1,875	1,875
		<b>33,570</b>	<b>33,570</b>
<b>TOTAL RENOVATION PROJECTS</b>	<b>\$319,591</b>	<b>\$33,570</b>	<b>\$353,161</b>
<b>INFRASTRUCTURE PROJECTS</b>			
Campus Heat Plant	\$15,692	\$10,462	\$26,154
Code Compliance: Fire Alarm Systems and Accessible Access (2006-2008)	2,769		2,769
Code Compliance: Fire Alarm Systems and Accessible Access (2008-2010)	2,991		2,991
Code Compliance: Fire Alarm Systems and Accessible Access (2010-2012)	3,230		3,230
Hahn Hall Exhaust Fan Replacement	2,492		2,492
Maintenance Reserve (2006-08)	22,252		22,252
Maintenance Reserve (2008-10)	24,032		24,032
Maintenance Reserve (2010-12)	25,955		25,955
<b>TOTAL INFRASTRUCTURE PROJECTS</b>	<b>\$99,413</b>	<b>\$10,462</b>	<b>\$109,875</b>

**LISTING OF POTENTIAL CAPITAL OUTLAY PROJECTS FOR INCLUSION IN THE 2006-2012 CAPITAL PLAN**

as of February 25, 2005

	<b>ESTIMATED COSTS IN THOUSANDS</b>		
	<b>STATE FUNDS</b>	<b>NONGENERAL FUNDS</b>	<b>TOTAL</b>
<b>NEW CONSTRUCTION PROJECTS</b>			
<b><u>Educational and General Programs</u></b>			
Construct: Academic & Student Programs Building	\$8,640	\$8,640	\$17,280
Construct: Administrative Services Building		10,051	10,051
Construct: Architecture Research Facility, Phase III	5,025	5,025	10,050
Construct: Classroom Building	20,672		20,672
Construct: Computational Sciences Instructional Facility	17,723		17,723
Construct: Engineering/Computational Sciences Research Facility I	16,047	16,047	32,094
Construct: Engineering/Computational Sciences Research Facility II	17,331	17,331	34,662
Construct: Hazardous Material Facility	1,738		1,738
Construct: Human & Agricultural Biosciences Building I -- 229	35,659		35,659
Construct: ICTAS II	16,262	16,262	32,524
Construct: Large Animal Teaching Facility	5,184		5,184
Construct: Life Sciences Research Facility II	17,830	17,830	35,660
Construct: Life Sciences Research Facility III	19,256	19,256	38,512
Construct: Natural Resources/Sciences Research Laboratory -- 229	21,418	21,418	42,836
Construct: New Architecture Building(s)	24,959		24,959
Construct: New Police Facility	1,538		1,538
Construct: New Visitor's Center		1,758	1,758
Construct: Newman Library Addition - ARC	7,692		7,692
Construct: NIH Research Facility	4,309	4,309	8,618
Construct: Sciences Research Laboratory	19,831	19,831	39,662
Construct: Surge/Swing Space Project	12,000		12,000
Construct: Veterinary Medicine Instruction Addition	8,308		8,308
	281,422	157,758	439,180
<b><u>Auxiliary Enterprise Programs</u></b>			
Construct: Additional Recreation, Counseling, and Clinical Space		10,729	10,729
Construct: CNS Storage Facility		3,323	3,323
Construct: Indoor Athletic Training Facility		22,217	22,217
Construct: Northwest Student Union Facility		28,050	28,050
Construct: Oak Lane Commons Building		5,742	5,742
		70,061	70,061
<b>TOTAL NEW CONSTRUCTION PROJECTS</b>	<b>\$281,422</b>	<b>\$227,819</b>	<b>\$509,241</b>
 <b>TOTAL OF POTENTIAL CAPITAL OUTLAY PROJECTS FOR INCLUSION IN THE 2006-2012 CAPITAL PLAN</b>	<b>\$700,426</b>	<b>\$271,851</b>	<b>\$972,277</b>

**STUDENT AFFAIRS COMMITTEE OF THE BOARD OF VISITORS**

**March 14, 2005**

**Walking Tour of Campus  
Lobby, Donaldson Brown Hotel & Conference Center  
7:00 a.m.**

Ms. Melinda Cep, the Undergraduate Student Representative to the Board of Visitors led the Student Affairs Committee on a walking tour of campus. They were given the opportunity to interact with students and view campus aesthetics. The committee had an informal breakfast at Deet's Place during the tour.

**Conference Room C  
Donaldson Brown Hotel & Conference Center  
8:30 a.m.**

**PRESENT:** Michael Anzilotti, Chair  
Melinda Cep  
L. Bruce Holland  
A. Ronald Petera

**GUESTS:** Jerrold Allen, Thomas Brown, Jr., Landrum Cross, Susan Dickerson, Benjamin Dixon, Michael Goode, Larry Hincker, Paul Lockaby, Kevin Miller, Robert Miller, Maya Newhagen, Tim Parker, Donna Ratcliffe, Kerry Redican, Donna Sanzenbach, Edward Spencer, Kimberly Ware, James Weaver

1. **Opening remarks and approval of November 8, 2004, minutes.** Mr. Michael Anzilotti, Chair, provided opening remarks and submitted the minutes of the November 8 Student Affairs Committee meeting to the committee for review and approval. The minutes were approved as written.
2. **Athletic Department Quarterly Report.** Mr. James Weaver, Athletic Director, and Mr. Tim Parker, Assistant Director of Athletics for Compliance, provided the quarterly report on the Athletic Department. Mr. Parker gave a presentation on the NCAA Academic Performance Rate. One component of the Academic Reform Package developed and implemented by university presidents, the Academic Performance Rate (APR), was designed to provide a real-time measurement of each NCAA member's academic performance, on a team-by-team basis. The APR is based on a point system, calculated by semester, and scored on a four-year rolling total. Objectives rewarded by the APR are: eligibility, retention, and graduation. In the future, the APR will operate hand-in-hand with the NCAA's Graduation Success Rate.
3. **Current Challenges and Opportunities for the Division of Student Affairs.**

A. Dr. Edward Spencer, Associate Vice President for Student Affairs, utilized the first part of his presentation to highlight “points of pride” in the Student Programs area. Of particular note were the following:

- a highly successful dining program which has earned extremely high student satisfaction ratings, won numerous national awards, and attracted more than 5,300 off-campus students to purchase *optional* dining plans;
- nine theme housing programs (learning communities) in which about 28% of on-campus students reside;
- the Oak Lane Community where 616 students live in 18, 32- or 36-bed fraternity and sorority houses in a \$22 million Greek housing project which continues to serve as a model for numerous other campuses;
- fraternity and sorority membership growing at a time when such membership has been on the decline nationally;
- two student centers offering first class facilities, programs, and services to students and others and to 590 student organizations;
- an International Center which provides outstanding programs and services to international students and others and which has helped lead the way in the on-going “Team Hokies” Tsunami Relief Project;
- the innovative Town/Gown Community Relations Committee which meets monthly and brings together for discussion of mutual issues a variety of constituencies (Town and University administration, undergraduate and graduate student leaders, police agencies, property managers, neighborhood association representatives, etc.); and
- the forthcoming Graduate Life Center at Donaldson Brown which will be unique in the country by offering, all in one building: graduate housing, a graduate-oriented academic and student center space, a snack bar/coffee shop, offices for graduate student organizations, and the offices of the Graduate School.

In the second part of his presentation, Dr. Spencer outlined “points of concern” in his area, i.e. topics needing more attention and funding. He noted the following as items of special concern:

- millennial generation students and their parents who often have very high expectations and needs for attention, special consideration, and customer service at a time when budgets for facilities, services, programs, and staffing are ill-prepared to meet those expectations and needs;
- the “mixed blessing” of extremely low on-campus housing fees which have helped keep the total cost of attending Virginia Tech low, but have resulted in lengthy lists of deferred maintenance items and growing needs for renovation, upgrades, and new furnishings (a major Facilities Assessment and Feasibility Study is underway in response to this situation);
- the desirability of instituting and requiring a Freshman Seminar (often known as a “University 101” course on other campuses) to address for new students topics and issues which are critical such as: study skills, time management,

choosing a major and career, substance abuse, sexuality, building relationships with roommates and others, making wise use of University resources, etc.; and

- the challenges of recruiting and retaining both administrative and support staff amidst: low salary levels, salary compression issues (new staff having to be hired in at pay levels too close to those of current employees with years of service on the staff), keen competition for candidates with other colleges and universities, and low unemployment levels in college towns.
- B. Dr. Robert Miller, Director of Thomas E. Cook Counseling Center, discussed data gathered by the Cook Counseling Center at Virginia Tech, in addition to information from university counseling centers nationwide, which confirms that undergraduate and graduate students are presenting with more significant mental health concerns. Students often arrive on campus with a pre-existing psychiatric diagnosis and treatment history that includes utilization of antidepressant medications. On the national level these trends appear to be resulting in an increase in litigious action against colleges and universities as students and families hold higher education institutions responsible for mental health care. Dr. Miller's presentation summarized the causes of the increase in mental health issues on campus, summarized national and Cook Counseling Center data relevant to the topic, and examined the most frequent concerns reported by students to Cook Counseling Center staff. The presentation concluded with a discussion of how Virginia Tech can augment psychological services to students and be proactive in protecting the interests of the university with respect to the mental health services provided students.
- C. Dr. Donna Ratcliffe, Director of Career Services, described the changing times and trends of company and government recruiting Virginia Tech students. Factors having an impact on these changes include the economy, technology, early identification programs developed by companies such as cooperative education, internships, and leadership programs/retreats, diversity goals, demographics -- the increased number of retirees in the workplace, and college relations efforts made by corporations and government agencies. The recent priority placed on employer relations has required Career Services to dedicate a higher level of time, staff, and resources in order to maintain the relationships they currently have and develop new ties to employing organizations. Career Services focuses on excellent customer service as they work closely with employers to develop name recognition among faculty and students, attract candidates for job openings, interview students on campus, make presentations to student groups, meet with faculty and advisors, and post job listings.
- D. Maj. Gen. Jerrold Allen, Commandant of Cadets, updated the committee on Corps initiatives and achievements. He discussed the need for the ROTC departments and commandant's staff to collocate in Lane Hall, in accordance with the university master plan. He also reported that the legislature voted an additional \$150,000 for the Virginia Tech Corps of Cadets Unique Military Activities appropriation. The university sought \$310,000 to make Corps of Cadets funding comparable with that provided to VMI.

- 4. Multicultural Affairs at Virginia Tech.** Dr. Benjamin Dixon, Vice President for Multicultural Affairs, and Mr. Tom Brown, Director, Student Life Office, presented a progress report and updates related to campus climate. Mr. Brown gave updates from Student Affairs which included student center updates; an overview of the Campus Climate Team; the Face to Face program for students; new plans for diversity education during new student orientation; and an ongoing effort to gather student input related to climate, the Students' Voice organization. He also reviewed plans for the first Campus Climate Check-Up scheduled for March 28<sup>th</sup> on campus. The Check-Up will serve as a proactive event to facilitate campus dialog related to climate.

Dr. Dixon reviewed the University Strategic Plan related to diversity and community. He also reviewed the diversity strategic plan, goal two, to improve the university climate. In addition, he reviewed the current supports for positive campus climate, including education and training, diversity research initiative, the Commission on Equal Opportunity and Diversity, and community initiatives. He concluded with suggested next steps to improve campus climate.

Mr. Anzilotti thanked Dr. Dixon and Mr. Brown for giving this presentation as a follow-up to diversity discussions at the November committee meeting. He stressed the need for faculty and administrators to continue their interaction with students in order to deal with diversity issues. He also encouraged students to continue giving input on how to improve the campus climate.

- 5. Adjournment.**

There being no further business, the meeting adjourned at 12:05 p.m.

**RESOLUTION HONORING SPECIALIST NICHOLAS MASON**  
**March 14, 2005**

**WHEREAS**, Specialist Nicholas Mason was a Virginia Tech student, pursuing a degree in agriculture and attending the university on a full scholarship from the National Guard; and

**WHEREAS**, Nicholas Mason completed his freshman year in spring 2003, before assuming active military leave; and

**WHEREAS**, Nicholas Mason enlisted in the Army in 2001 at the age of 17, and completed his military training at Fort Leonard Wood, Missouri in 2003; and

**WHEREAS**, Spc. Mason was a member of Company A, 229<sup>th</sup> Engineer Battalion from Fredericksburg, and was reassigned to the Richmond-based 276<sup>th</sup> Engineer Battalion when it was mobilized for duty in Iraq; and

**WHEREAS**, on December 21, 2004, Nicholas Mason tragically lost his life in an enemy attack on Forward Operating Base Marez in Iraq; and

**WHEREAS**, Nick Mason was well respected by his peers and his superiors, and leading by example, he exhibited his commitment to the core values that are inherent to Virginia Tech--Brotherhood, Honor, Leadership, Sacrifice, Service, Loyalty, Duty and *Ut Prosim*; and

**WHEREAS**, Specialist Nicholas Mason made the ultimate sacrifice for his country, and will be remembered in perpetuity for his unwavering courage and valor;

**NOW, THEREFORE, BE IT RESOLVED**, that the Virginia Tech Board of Visitors proudly honors Specialist Nicholas Mason for his steadfast loyalty to his country and the ideals of "*Ut Prosim*," and for making the ultimate sacrifice in service to his country.

**RECOMMENDATION:**

That the above resolution honoring Specialist Nicholas Mason be approved.

**RESOLUTION HONORING CORPORAL CHRISTOPHER LEE WEAVER**  
**March 14, 2005**

**WHEREAS**, Corporal Christopher Weaver was a 2002 graduate of Virginia Tech, having earned a Bachelor of Arts degree in History; and

**WHEREAS**, while a student at Virginia Tech, Christopher Weaver was a member of the Theta Xi fraternity and was highly respected by his peers and fraternity brothers; and

**WHEREAS**, Corporal Weaver was an employee at Bechtel Nevada, where he managed funding as a project controls engineer in the company's terrorism program; and

**WHEREAS**, Christopher Weaver was a Corporal in the United States Marines, having joined the Marine Reserve after his freshman year at Virginia Tech and attending boot camp in Parris Island, South Carolina; and

**WHEREAS**, Cpl. Weaver was a member of the Marine Corps Reserve's Company C, 4<sup>th</sup> Combat Engineer Battalion based in Lynchburg, Virginia, having been called up for active duty in June 2004 and having left for Iraq in September 2004; and

**WHEREAS**, on January 26, 2005, Corporal Weaver was tragically killed when an insurgent ambush attacked his marine convoy near Haditha, in western Iraq; and

**WHEREAS**, Christopher Weaver embodied the core values that are inherent to Virginia Tech--Brotherhood, Honor, Leadership, Sacrifice, Service, Loyalty, Duty and *Ut Prosim* and his sacrifice will forever be commemorated on the *Ut Prosim* Pylon of the Virginia Tech War Memorial; and

**WHEREAS**, Christopher Lee Weaver made the ultimate sacrifice for his country, and will be remembered in perpetuity for his unwavering courage and valor;

**NOW, THEREFORE, BE IT RESOLVED**, that the Virginia Tech Board of Visitors proudly honors Corporal Christopher Lee Weaver for his steadfast loyalty to his country and the ideals of "*Ut Prosim*," and for making the ultimate sacrifice in service to his country.

**RECOMMENDATION:**

That the above resolution honoring Corporal Christopher Lee Weaver be approved.

**Resolution Authorizing Negotiation of a Comprehensive Management Agreement with  
the Commonwealth of the Virginia under the  
Restructured Higher Education Financial and Administrative Operations Act  
March 14, 2005**

**WHEREAS**, the 2005 General Assembly has enacted the Restructured Higher Education Financial and Administrative Operations Act, §23-38.88 et seq., *Code of Virginia*, as amended, which includes the general framework of the original charter proposal as part of a three-level process for all public institutions of higher education; and

**WHEREAS**, the University will remain a public, land-grant university and state agency with its employees remaining state employees; and

**WHEREAS**, the Board of Visitors will be provided full authority to manage Virginia Polytechnic Institute and State University as specified in a management agreement between the Commonwealth and the institution; and

**WHEREAS**, the management agreement will include provisions for Agency 229 Cooperative Extension and Agricultural Experiment Station Division to utilize the same flexibility in financial and administrative operations; and

**WHEREAS**, university administration will prepare a six-year financial plan, in accordance with a six-year academic and enrollment plan, that includes a plan for nongeneral and general fund revenues and tuition and fee schedules; and

**WHEREAS**, the University will undertake a periodic assessment of tuition and fees, net of financial aid, to ensure that we do not inhibit the application and enrollment of any qualified student; and

**WHEREAS**, the University will provide additional financial aid in concert with the Commonwealth to ensure affordability and accessibility; and

**WHEREAS**, the university's academic programs and course offerings will maintain high academic standards and will be regularly examined by the State Council of Higher Education to address the need for more graduates in academic disciplines and professions in regions across the state; and

**WHEREAS**, the Board of Visitors supports the negotiation of a Comprehensive Management agreement granting maximum financial and administrative operational flexibility subject to this Board's oversight; and

**NOW THEREFORE BE IT RESOLVED** that the University leadership is authorized to negotiate a Comprehensive Management Agreement with the Commonwealth of Virginia, subject to final approval by the Board.

**RECOMMENDATION:**

That the university leadership continue negotiations with the administration and others as needed to develop a management agreement as well as any related policies and procedures. Final Board approval of the related policies and management agreement will occur at an upcoming meeting.

VIRGINIA TECH SPRING SEMESTER ON-CAMPUS HEADCOUNT BY YEAR  
FRESHMEN

COLLEGE	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>AGRICULTURE AND LIFE SCIENCES*</b>										
MEN	113	123	88	87	75	49	51	53	70	70
WOMEN	178	187	159	143	128	124	125	100	170	164
<b>TOTAL</b>	<b>291</b>	<b>310</b>	<b>247</b>	<b>230</b>	<b>203</b>	<b>173</b>	<b>176</b>	<b>153</b>	<b>240</b>	<b>234</b>
<b>ARCHITECTURE AND URBAN STUDIES*</b>										
MEN	114	115	103	109	114	96	98	96	80	97
WOMEN	61	50	42	42	69	53	48	81	84	97
<b>TOTAL</b>	<b>175</b>	<b>165</b>	<b>145</b>	<b>151</b>	<b>183</b>	<b>149</b>	<b>146</b>	<b>177</b>	<b>164</b>	<b>194</b>
<b>BUSINESS*</b>										
MEN	322	421	376	410	332	305	351	334	339	353
WOMEN	272	275	223	272	224	237	236	262	231	225
<b>TOTAL</b>	<b>594</b>	<b>696</b>	<b>599</b>	<b>682</b>	<b>556</b>	<b>542</b>	<b>587</b>	<b>596</b>	<b>570</b>	<b>578</b>
<b>ENGINEERING*</b>										
MEN	507	1032	965	940	912	739	743	673	878	780
WOMEN	119	204	175	172	156	151	166	125	137	125
<b>TOTAL</b>	<b>626</b>	<b>1236</b>	<b>1140</b>	<b>1112</b>	<b>1068</b>	<b>890</b>	<b>909</b>	<b>798</b>	<b>1015</b>	<b>905</b>
<b>INTERDISCIPLINARY</b>										
MEN	750	507	418	398	476	478	662	584	624	676
WOMEN	429	432	341	350	386	401	422	380	400	414
<b>TOTAL</b>	<b>1179</b>	<b>939</b>	<b>759</b>	<b>748</b>	<b>862</b>	<b>879</b>	<b>1084</b>	<b>964</b>	<b>1024</b>	<b>1090</b>
<b>LIBERAL ARTS AND HUMAN SCIENCES**</b>										
MEN	0	0	0	0	0	0	0	0	161	155
WOMEN	0	0	0	0	0	0	0	0	338	317
<b>TOTAL</b>	<b>0</b>	<b>499</b>	<b>472</b>							
<b>NATURAL RESOURCES*</b>										
MEN	100	77	64	49	41	43	46	47	40	45
WOMEN	46	51	32	38	21	35	20	23	26	14
<b>TOTAL</b>	<b>146</b>	<b>128</b>	<b>96</b>	<b>87</b>	<b>62</b>	<b>78</b>	<b>66</b>	<b>70</b>	<b>66</b>	<b>59</b>
<b>SCIENCE**</b>										
MEN	0	0	0	0	0	0	0	0	201	190
WOMEN	0	0	0	0	0	0	0	0	354	291
<b>TOTAL</b>	<b>0</b>	<b>555</b>	<b>481</b>							
<b>UNIVERSITY TOTALS</b>										
MEN	2521	2953	2613	2626	2562	2324	2559	2292	2393	2366
WOMEN	1930	2079	1748	1876	1804	1861	1787	1653	1740	1647
<b>TOTAL</b>	<b>4451</b>	<b>5032</b>	<b>4361</b>	<b>4502</b>	<b>4366</b>	<b>4185</b>	<b>4346</b>	<b>3945</b>	<b>4133</b>	<b>4013</b>

\* Effective Fall 2003, includes addition of academic departments as a result of University restructuring.

\*\*Effective Fall 2003, University restructuring results in creation of Liberal Arts and Human Sciences [formerly known as Human Sciences and Education] and College of Science [formerly known as Arts and Sciences].

VIRGINIA TECH SPRING SEMESTER ON-CAMPUS HEADCOUNT BY YEAR  
SOPHOMORES

COLLEGE	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>AGRICULTURE AND LIFE SCIENCES*</b>										
MEN	111	120	127	99	79	91	73	69	101	104
WOMEN	154	168	183	149	143	121	133	150	206	245
<b>TOTAL</b>	<b>265</b>	<b>288</b>	<b>310</b>	<b>248</b>	<b>222</b>	<b>212</b>	<b>206</b>	<b>219</b>	<b>307</b>	<b>349</b>
<b>ARCHITECTURE AND URBAN STUDIES*</b>										
MEN	131	132	141	133	148	147	132	169	140	150
WOMEN	59	67	65	64	63	80	79	144	127	125
<b>TOTAL</b>	<b>190</b>	<b>199</b>	<b>206</b>	<b>197</b>	<b>211</b>	<b>227</b>	<b>211</b>	<b>313</b>	<b>267</b>	<b>275</b>
<b>BUSINESS*</b>										
MEN	347	398	509	422	494	453	398	463	436	432
WOMEN	260	300	294	267	326	284	282	299	325	289
<b>TOTAL</b>	<b>607</b>	<b>698</b>	<b>803</b>	<b>689</b>	<b>820</b>	<b>737</b>	<b>680</b>	<b>762</b>	<b>761</b>	<b>721</b>
<b>ENGINEERING*</b>										
MEN	686	831	931	874	845	884	844	876	1027	1020
WOMEN	128	168	172	159	181	152	149	177	146	144
<b>TOTAL</b>	<b>814</b>	<b>999</b>	<b>1103</b>	<b>1033</b>	<b>1026</b>	<b>1036</b>	<b>993</b>	<b>1053</b>	<b>1173</b>	<b>1164</b>
<b>INTERDISCIPLINARY</b>										
MEN	283	215	220	212	217	277	286	329	336	354
WOMEN	150	142	169	121	154	180	170	153	153	214
<b>TOTAL</b>	<b>433</b>	<b>357</b>	<b>389</b>	<b>333</b>	<b>371</b>	<b>457</b>	<b>456</b>	<b>482</b>	<b>489</b>	<b>568</b>
<b>LIBERAL ARTS AND HUMAN SCIENCES**</b>										
MEN	0	0	0	0	0	0	0	0	279	347
WOMEN	0	0	0	0	0	0	0	0	503	516
<b>TOTAL</b>	<b>0</b>	<b>782</b>	<b>863</b>							
<b>NATURAL RESOURCES*</b>										
MEN	90	102	85	86	71	64	61	69	73	60
WOMEN	64	49	63	36	46	27	46	25	30	29
<b>TOTAL</b>	<b>154</b>	<b>151</b>	<b>148</b>	<b>122</b>	<b>117</b>	<b>91</b>	<b>107</b>	<b>94</b>	<b>103</b>	<b>89</b>
<b>SCIENCE**</b>										
MEN	0	0	0	0	0	0	0	0	275	299
WOMEN	0	0	0	0	0	0	0	0	418	418
<b>TOTAL</b>	<b>0</b>	<b>693</b>	<b>717</b>							
<b>UNIVERSITY TOTALS</b>										
MEN	2307	2603	2880	2610	2674	2741	2599	2815	2667	2766
WOMEN	1839	1968	2084	1797	1960	1892	1997	1981	1908	1980
<b>TOTAL</b>	<b>4146</b>	<b>4571</b>	<b>4964</b>	<b>4407</b>	<b>4634</b>	<b>4633</b>	<b>4596</b>	<b>4796</b>	<b>4575</b>	<b>4746</b>

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VIRGINIA TECH SPRING SEMESTER ON-CAMPUS HEADCOUNT BY YEAR  
JUNIORS

COLLEGE	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>AGRICULTURE AND LIFE SCIENCES*</b>										
MEN	166	145	144	139	124	91	99	94	138	143
WOMEN	147	176	164	182	169	138	134	126	269	215
<b>TOTAL</b>	<b>313</b>	<b>321</b>	<b>308</b>	<b>321</b>	<b>293</b>	<b>229</b>	<b>233</b>	<b>220</b>	<b>407</b>	<b>358</b>
<b>ARCHITECTURE AND URBAN STUDIES*</b>										
MEN	145	120	151	144	133	149	171	195	189	150
WOMEN	52	51	60	74	70	65	72	144	151	132
<b>TOTAL</b>	<b>197</b>	<b>171</b>	<b>211</b>	<b>218</b>	<b>203</b>	<b>214</b>	<b>243</b>	<b>339</b>	<b>340</b>	<b>282</b>
<b>BUSINESS*</b>										
MEN	388	395	445	595	533	591	617	554	574	503
WOMEN	247	271	305	322	304	342	346	346	309	350
<b>TOTAL</b>	<b>635</b>	<b>666</b>	<b>750</b>	<b>917</b>	<b>837</b>	<b>933</b>	<b>963</b>	<b>900</b>	<b>883</b>	<b>853</b>
<b>ENGINEERING*</b>										
MEN	885	756	770	900	789	781	828	798	1035	966
WOMEN	170	159	158	150	159	157	159	135	181	148
<b>TOTAL</b>	<b>1055</b>	<b>915</b>	<b>928</b>	<b>1050</b>	<b>948</b>	<b>938</b>	<b>987</b>	<b>933</b>	<b>1216</b>	<b>1114</b>
<b>INTERDISCIPLINARY</b>										
MEN	33	23	14	25	17	24	13	18	24	23
WOMEN	8	6	11	5	10	13	6	3	10	4
<b>TOTAL</b>	<b>41</b>	<b>29</b>	<b>25</b>	<b>30</b>	<b>27</b>	<b>37</b>	<b>19</b>	<b>21</b>	<b>34</b>	<b>27</b>
<b>LIBERAL ARTS AND HUMAN SCIENCES**</b>										
MEN	0	0	0	0	0	0	0	0	421	431
WOMEN	0	0	0	0	0	0	0	0	555	578
<b>TOTAL</b>	<b>0</b>	<b>976</b>	<b>1009</b>							
<b>NATURAL RESOURCES*</b>										
MEN	149	94	102	100	100	85	69	69	88	83
WOMEN	50	54	46	65	29	50	30	47	30	29
<b>TOTAL</b>	<b>199</b>	<b>148</b>	<b>148</b>	<b>165</b>	<b>129</b>	<b>135</b>	<b>99</b>	<b>116</b>	<b>118</b>	<b>112</b>
<b>SCIENCE**</b>										
MEN	0	0	0	0	0	0	0	0	314	309
WOMEN	0	0	0	0	0	0	0	0	380	390
<b>TOTAL</b>	<b>0</b>	<b>694</b>	<b>699</b>							
<b>UNIVERSITY TOTALS</b>										
MEN	2621	2341	2577	2921	2621	2653	2820	2629	2783	2608
WOMEN	1881	1798	1903	2010	1865	1876	1904	1947	1885	1846
<b>TOTAL</b>	<b>4502</b>	<b>4139</b>	<b>4480</b>	<b>4931</b>	<b>4486</b>	<b>4529</b>	<b>4724</b>	<b>4576</b>	<b>4668</b>	<b>4454</b>

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VIRGINIA TECH SPRING SEMESTER ON-CAMPUS HEADCOUNT BY YEAR  
SENIORS

Attachment S

COLLEGE	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>AGRICULTURE AND LIFE SCIENCES*</b>										
MEN	174	178	216	192	183	171	133	128	164	183
WOMEN	137	184	201	210	251	227	197	191	323	373
<b>TOTAL</b>	<b>311</b>	<b>362</b>	<b>417</b>	<b>402</b>	<b>434</b>	<b>398</b>	<b>330</b>	<b>319</b>	<b>487</b>	<b>556</b>
<b>ARCHITECTURE AND URBAN STUDIES*</b>										
MEN	187	246	269	290	325	300	295	387	382	375
WOMEN	91	97	115	129	162	143	132	235	267	269
<b>TOTAL</b>	<b>278</b>	<b>343</b>	<b>384</b>	<b>419</b>	<b>487</b>	<b>443</b>	<b>427</b>	<b>622</b>	<b>649</b>	<b>644</b>
<b>BUSINESS*</b>										
MEN	374	468	520	583	785	795	814	887	827	792
WOMEN	205	262	341	399	422	422	486	547	520	452
<b>TOTAL</b>	<b>579</b>	<b>730</b>	<b>861</b>	<b>982</b>	<b>1207</b>	<b>1217</b>	<b>1300</b>	<b>1434</b>	<b>1347</b>	<b>1244</b>
<b>ENGINEERING*</b>										
MEN	1034	1165	1188	1232	1399	1299	1299	1302	1637	1719
WOMEN	194	218	235	267	269	266	291	272	312	337
<b>TOTAL</b>	<b>1228</b>	<b>1383</b>	<b>1423</b>	<b>1499</b>	<b>1668</b>	<b>1565</b>	<b>1590</b>	<b>1574</b>	<b>1949</b>	<b>2056</b>
<b>INTERDISCIPLINARY</b>										
MEN	1	1	1	0	0	3	1	0	0	0
WOMEN	0	0	0	0	0	2	0	0	0	0
<b>TOTAL</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>LIBERAL ARTS AND HUMAN SCIENCES**</b>										
MEN	0	0	0	0	0	0	0	0	266	540
WOMEN	0	0	0	0	0	0	0	0	540	662
<b>TOTAL</b>	<b>0</b>	<b>806</b>	<b>1202</b>							
<b>NATURAL RESOURCES*</b>										
MEN	143	159	137	136	129	123	118	98	108	112
WOMEN	58	53	71	62	77	54	61	46	73	50
<b>TOTAL</b>	<b>201</b>	<b>212</b>	<b>208</b>	<b>198</b>	<b>206</b>	<b>177</b>	<b>179</b>	<b>144</b>	<b>181</b>	<b>162</b>
<b>SCIENCE**</b>										
MEN	0	0	0	0	0	0	0	0	369	401
WOMEN	0	0	0	0	0	0	0	0	484	520
<b>TOTAL</b>	<b>0</b>	<b>853</b>	<b>921</b>							
<b>UNIVERSITY TOTALS</b>										
MEN	2884	3211	3332	3587	4077	3868	3850	4035	3753	4122
WOMEN	1794	2067	2232	2402	2600	2444	2588	2603	2519	2663
<b>TOTAL</b>	<b>4678</b>	<b>5278</b>	<b>5564</b>	<b>5989</b>	<b>6677</b>	<b>6312</b>	<b>6438</b>	<b>6638</b>	<b>6272</b>	<b>6785</b>

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Attachment S

VIRGINIA TECH SPRING SEMESTER ON-CAMPUS HEADCOUNT BY YEAR  
TOTAL UNDERGRADUATES \*\*\*

COLLEGE	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>AGRICULTURE AND LIFE SCIENCES*</b>										
MEN	567	568	576	519	463	404	358	345	473	500
WOMEN	626	724	714	689	699	612	591	570	969	999
<b>TOTAL</b>	<b>1193</b>	<b>1292</b>	<b>1290</b>	<b>1208</b>	<b>1162</b>	<b>1016</b>	<b>949</b>	<b>915</b>	<b>1442</b>	<b>1499</b>
<b>ARCHITECTURE AND URBAN STUDIES*</b>										
MEN	578	614	667	676	721	694	696	848	791	773
WOMEN	263	267	282	314	367	343	331	607	630	624
<b>TOTAL</b>	<b>841</b>	<b>881</b>	<b>949</b>	<b>990</b>	<b>1088</b>	<b>1037</b>	<b>1027</b>	<b>1455</b>	<b>1421</b>	<b>1397</b>
<b>BUSINESS*</b>										
MEN	1431	1684	1852	2014	2148	2147	2181	2241	2177	2083
WOMEN	992	1112	1171	1271	1288	1292	1352	1455	1386	1320
<b>TOTAL</b>	<b>2423</b>	<b>2796</b>	<b>3023</b>	<b>3285</b>	<b>3436</b>	<b>3439</b>	<b>3533</b>	<b>3696</b>	<b>3563</b>	<b>3403</b>
<b>ENGINEERING*</b>										
MEN	3116	3792	3861	3951	3950	3713	3718	3653	4581	4494
WOMEN	612	750	740	750	769	729	765	712	776	754
<b>TOTAL</b>	<b>3728</b>	<b>4542</b>	<b>4601</b>	<b>4701</b>	<b>4719</b>	<b>4442</b>	<b>4483</b>	<b>4365</b>	<b>5357</b>	<b>5248</b>
<b>INTERDISCIPLINARY</b>										
MEN	1081	756	666	654	719	788	967	939	1001	1069
WOMEN	607	601	530	494	565	600	604	546	580	656
<b>TOTAL</b>	<b>1688</b>	<b>1357</b>	<b>1196</b>	<b>1148</b>	<b>1284</b>	<b>1388</b>	<b>1571</b>	<b>1485</b>	<b>1581</b>	<b>1725</b>
<b>LIBERAL ARTS AND HUMAN SCIENCES**</b>										
MEN	0	0	0	0	0	0	0	0	1388	1476
WOMEN	0	0	0	0	0	0	0	0	2129	2077
<b>TOTAL</b>	<b>0</b>	<b>3517</b>	<b>3553</b>							
<b>NATURAL RESOURCES*</b>										
MEN	487	433	393	377	346	319	295	284	309	300
WOMEN	219	211	213	203	174	169	157	141	159	122
<b>TOTAL</b>	<b>706</b>	<b>644</b>	<b>606</b>	<b>580</b>	<b>520</b>	<b>488</b>	<b>452</b>	<b>425</b>	<b>468</b>	<b>422</b>
<b>SCIENCE**</b>										
MEN	0	0	0	0	0	0	0	0	1163	1202
WOMEN	0	0	0	0	0	0	0	0	1641	1619
<b>TOTAL</b>	<b>0</b>	<b>2804</b>	<b>2821</b>							
<b>UNIVERSITY TOTALS</b>										
MEN	10375	11149	11454	11808	11979	11642	11859	11799	11883	11897
WOMEN	7518	7983	8021	8173	8311	8144	8309	8229	8270	8171
<b>TOTAL</b>	<b>17893</b>	<b>19132</b>	<b>19475</b>	<b>19981</b>	<b>20290</b>	<b>19786</b>	<b>20168</b>	<b>20028</b>	<b>20153</b>	<b>20068</b>

\* Effective Fall 2003, includes addition of academic departments as a result of University restructuring.

\*\*Effective Fall 2003, University restructuring results in creation of Liberal Arts and Human Sciences [formerly known as Human Sciences and Education] and College of Science [formerly known as Arts and Sciences].

\*\*\*Includes Special Student Undergraduate Enrollment

VIRGINIA TECH SPRING SEMESTER ON-CAMPUS HEADCOUNT BY YEAR  
ALL CLASSES AND TOTALS-AGRICULTURE TECHNOLOGY

COLLEGE	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>FIRST YEAR</b>										
MEN	54	70	49	57	39	57	55	46	54	43
WOMEN	6	5	8	6	3	4	8	9	11	7
<b>TOTAL</b>	<b>60</b>	<b>75</b>	<b>57</b>	<b>63</b>	<b>42</b>	<b>61</b>	<b>63</b>	<b>55</b>	<b>65</b>	<b>50</b>
<b>SECOND YEAR</b>										
MEN	29	40	66	51	52	37	53	48	48	53
WOMEN	6	4	4	4	6	3	6	11	8	9
<b>TOTAL</b>	<b>35</b>	<b>44</b>	<b>70</b>	<b>55</b>	<b>58</b>	<b>40</b>	<b>59</b>	<b>59</b>	<b>56</b>	<b>62</b>
<b>UNIVERSITY TOTALS</b>										
MEN	83	110	115	108	91	94	108	94	102	96
WOMEN	12	9	12	10	9	7	14	20	19	16
<b>TOTAL</b>	<b>95</b>	<b>119</b>	<b>127</b>	<b>118</b>	<b>100</b>	<b>101</b>	<b>122</b>	<b>114</b>	<b>121</b>	<b>112</b>

VIRGINIA TECH SPRING SEMESTER ON-CAMPUS HEADCOUNT BY YEAR  
TOTAL GRADUATES

Attachment S

COLLEGE	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>AGRICULTURE AND LIFE SCIENCES*</b>										
MEN	143	144	131	125	113	120	122	111	120	116
WOMEN	99	97	93	96	97	113	122	117	146	151
<b>TOTAL</b>	<b>242</b>	<b>241</b>	<b>224</b>	<b>221</b>	<b>210</b>	<b>233</b>	<b>244</b>	<b>228</b>	<b>266</b>	<b>267</b>
<b>ARCHITECTURE AND URBAN STUDIES*</b>										
MEN	149	168	173	172	155	173	168	162	183	194
WOMEN	94	105	107	104	103	130	143	141	138	143
<b>TOTAL</b>	<b>243</b>	<b>273</b>	<b>280</b>	<b>276</b>	<b>258</b>	<b>303</b>	<b>311</b>	<b>303</b>	<b>321</b>	<b>337</b>
<b>BUSINESS*</b>										
MEN	226	231	206	183	172	147	131	163	173	146
WOMEN	111	112	105	111	127	120	99	121	108	102
<b>TOTAL</b>	<b>337</b>	<b>343</b>	<b>311</b>	<b>294</b>	<b>299</b>	<b>267</b>	<b>230</b>	<b>284</b>	<b>281</b>	<b>248</b>
<b>ENGINEERING*</b>										
MEN	887	922	874	846	868	972	1022	1063	1183	1148
WOMEN	181	188	167	168	173	197	218	240	264	273
<b>TOTAL</b>	<b>1068</b>	<b>1110</b>	<b>1041</b>	<b>1014</b>	<b>1041</b>	<b>1169</b>	<b>1240</b>	<b>1303</b>	<b>1447</b>	<b>1421</b>
<b>INTERDISCIPLINARY</b>										
MEN	1	0	0	0	0	75	6	16	38	83
WOMEN	0	0	0	0	0	44	3	11	15	34
<b>TOTAL</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>119</b>	<b>9</b>	<b>27</b>	<b>53</b>	<b>117</b>
<b>LIBERAL ARTS AND HUMAN SCIENCES**</b>										
MEN	0	0	0	0	0	0	0	0	266	278
WOMEN	0	0	0	0	0	0	0	0	540	520
<b>TOTAL</b>	<b>0</b>	<b>806</b>	<b>798</b>							
<b>NATURAL RESOURCES*</b>										
MEN	82	84	98	93	87	87	82	69	74	84
WOMEN	26	35	43	37	33	39	39	36	35	37
<b>TOTAL</b>	<b>108</b>	<b>119</b>	<b>141</b>	<b>130</b>	<b>120</b>	<b>126</b>	<b>121</b>	<b>105</b>	<b>109</b>	<b>121</b>
<b>SCIENCE**</b>										
MEN	0	0	0	0	0	0	0	0	304	313
WOMEN	0	0	0	0	0	0	0	0	196	190
<b>TOTAL</b>	<b>0</b>	<b>500</b>	<b>503</b>							
<b>VETERINARY MEDICINE GRAD. &amp; PH.D.</b>										
MEN	22	30	32	35	30	36	28	30	29	35
WOMEN	22	19	28	37	46	48	45	48	42	36
<b>TOTAL</b>	<b>44</b>	<b>49</b>	<b>60</b>	<b>72</b>	<b>76</b>	<b>84</b>	<b>73</b>	<b>78</b>	<b>71</b>	<b>71</b>
<b>UNIVERSITY TOTALS</b>										
MEN	2191	2323	2285	2181	2114	2391	2361	2358	2370	2396
WOMEN	1329	1367	1327	1307	1289	1503	1557	1563	1484	1487
<b>TOTAL</b>	<b>3520</b>	<b>3690</b>	<b>3612</b>	<b>3488</b>	<b>3403</b>	<b>3894</b>	<b>3918</b>	<b>3921</b>	<b>3854</b>	<b>3883</b>

\* Effective Fall 2003, includes addition of academic departments as a result of University restructuring.

\*\*Effective Fall 2003, University restructuring results in creation of Liberal Arts and Human Sciences [formerly known as Human Sciences and Education] and College of Science [formerly known as Arts and Sciences].

VIRGINIA TECH SPRING SEMESTER ON-CAMPUS HEADCOUNT BY YEAR  
ALL CLASSES AND TOTALS - VETERINARY MEDICINE

COLLEGE	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>VETERINARY MEDICINE - FIRST YEAR</b>										
MEN	24	27	22	20	21	22	12	28	17	15
WOMEN	57	61	68	67	69	70	77	62	73	74
<b>TOTAL</b>	<b>81</b>	<b>88</b>	<b>90</b>	<b>87</b>	<b>90</b>	<b>92</b>	<b>89</b>	<b>90</b>	<b>90</b>	<b>89</b>
<b>VETERINARY MEDICINE - SECOND YEAR</b>										
MEN	18	24	28	22	20	19	20	12	26	17
WOMEN	59	55	60	68	65	69	71	76	63	73
<b>TOTAL</b>	<b>77</b>	<b>79</b>	<b>88</b>	<b>90</b>	<b>85</b>	<b>88</b>	<b>91</b>	<b>88</b>	<b>89</b>	<b>90</b>
<b>VETERINARY MEDICINE - THIRD YEAR</b>										
MEN	24	19	24	28	21	20	21	20	12	24
WOMEN	56	62	57	59	67	65	68	71	75	64
<b>TOTAL</b>	<b>80</b>	<b>81</b>	<b>81</b>	<b>87</b>	<b>88</b>	<b>85</b>	<b>89</b>	<b>91</b>	<b>87</b>	<b>88</b>
<b>VETERINARY MEDICINE - FOURTH YEAR</b>										
MEN	19	25	19	24	28	22	21	19	20	12
WOMEN	51	54	62	56	60	65	64	68	72	76
<b>TOTAL</b>	<b>70</b>	<b>79</b>	<b>81</b>	<b>80</b>	<b>88</b>	<b>87</b>	<b>85</b>	<b>87</b>	<b>92</b>	<b>88</b>
<b>UNIVERSITY TOTALS</b>										
MEN	85	95	93	94	90	83	74	79	75	68
WOMEN	223	232	247	250	261	269	280	277	283	287
<b>TOTAL</b>	<b>308</b>	<b>327</b>	<b>340</b>	<b>344</b>	<b>351</b>	<b>352</b>	<b>354</b>	<b>356</b>	<b>358</b>	<b>355</b>

VIRGINIA TECH SPRING SEMESTER ON-CAMPUS HEADCOUNT BY YEAR  
TOTAL UNIVERSITY STUDENTS \*\*\*

COLLEGE	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>AGRICULTURE AND LIFE SCIENCES*</b>										
MEN	793	822	822	752	667	618	588	550	695	712
WOMEN	737	830	819	795	805	732	727	707	1134	1166
<b>TOTAL</b>	<b>1530</b>	<b>1652</b>	<b>1641</b>	<b>1547</b>	<b>1472</b>	<b>1350</b>	<b>1315</b>	<b>1257</b>	<b>1829</b>	<b>1878</b>
<b>ARCHITECTURE AND URBAN STUDIES*</b>										
MEN	727	782	840	848	876	867	864	1010	974	967
WOMEN	357	372	389	418	470	473	474	748	768	767
<b>TOTAL</b>	<b>1084</b>	<b>1154</b>	<b>1229</b>	<b>1266</b>	<b>1346</b>	<b>1340</b>	<b>1338</b>	<b>1758</b>	<b>1742</b>	<b>1734</b>
<b>BUSINESS*</b>										
MEN	1657	1915	2058	2197	2320	2294	2312	2404	2350	2229
WOMEN	1103	1224	1276	1382	1415	1412	1451	1576	1494	1422
<b>TOTAL</b>	<b>2760</b>	<b>3139</b>	<b>3334</b>	<b>3579</b>	<b>3735</b>	<b>3706</b>	<b>3763</b>	<b>3980</b>	<b>3844</b>	<b>3651</b>
<b>ENGINEERING*</b>										
MEN	4003	4714	4735	4797	4818	4685	4740	4716	5764	5642
WOMEN	793	938	907	918	942	926	983	952	1040	1027
<b>TOTAL</b>	<b>4796</b>	<b>5652</b>	<b>5642</b>	<b>5715</b>	<b>5760</b>	<b>5611</b>	<b>5723</b>	<b>5668</b>	<b>6804</b>	<b>6669</b>
<b>INTERDISCIPLINARY</b>										
MEN	1082	756	666	654	719	863	973	955	1039	1152
WOMEN	607	601	530	494	565	644	607	557	595	690
<b>TOTAL</b>	<b>1689</b>	<b>1357</b>	<b>1196</b>	<b>1148</b>	<b>1284</b>	<b>1507</b>	<b>1580</b>	<b>1512</b>	<b>1634</b>	<b>1842</b>
<b>LIBERAL ARTS AND HUMAN SCIENCES**</b>										
MEN	0	0	0	0	0	0	0	0	1654	1754
WOMEN	0	0	0	0	0	0	0	0	2669	2597
<b>TOTAL</b>	<b>0</b>	<b>4323</b>	<b>4351</b>							
<b>NATURAL RESOURCES*</b>										
MEN	569	517	491	470	433	406	377	353	383	384
WOMEN	245	246	256	240	207	208	196	177	194	159
<b>TOTAL</b>	<b>814</b>	<b>763</b>	<b>747</b>	<b>710</b>	<b>640</b>	<b>614</b>	<b>573</b>	<b>530</b>	<b>577</b>	<b>543</b>
<b>SCIENCE**</b>										
MEN	0	0	0	0	0	0	0	0	1467	1515
WOMEN	0	0	0	0	0	0	0	0	1837	1809
<b>TOTAL</b>	<b>0</b>	<b>3304</b>	<b>3324</b>							
<b>VETERINARY MEDICINE</b>										
MEN	107	125	125	129	120	119	102	109	104	103
WOMEN	245	251	275	287	307	317	325	325	325	323
<b>TOTAL</b>	<b>352</b>	<b>376</b>	<b>400</b>	<b>416</b>	<b>427</b>	<b>436</b>	<b>427</b>	<b>434</b>	<b>429</b>	<b>426</b>
<b>UNIVERSITY TOTALS</b>										
MEN	12734	13677	13947	14191	14274	14210	14402	14330	14430	14457
WOMEN	9082	9591	9607	9740	9870	9923	10160	10089	10056	9961
<b>TOTAL</b>	<b>21816</b>	<b>23268</b>	<b>23554</b>	<b>23931</b>	<b>24144</b>	<b>24133</b>	<b>24562</b>	<b>24419</b>	<b>24486</b>	

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\*\*\*Total Includes Special Student Undergraduate Enrollment

**Strategic Plan Update -- Calendar of Events**

1. March 2005  
Letter to faculty regarding meetings  
Letter to UDPs  
Letter to Advisory Council Chairs
  
2. March-April 2005  
College meetings beginning with  
Engineering/perhaps several departments  
at a time.  
  
Feedback from colleges on Plan update.
  
3. April 2005  
Appoint Strategic Plan Update  
Committee.
  
4. Summer 2005  
Process input and have meeting(s) of  
Strategic Plan Update Committee.
  
5. September 2005  
Strategic Plan Committee recommends  
changes to Plan.
  
6. September 2005  
Academic Council Retreat
  
7. November 2005  
Board of Visitors Retreat to Review Plan

**RESOLUTION FOR EMERITUS STATUS  
March 14, 2005**

**WHEREAS**, Mr. Thomas W. Covey, III faithfully served Virginia Tech with distinction for 25 years in the College of Agriculture and Life Sciences beginning in 1978; and

**WHEREAS**, as a member of the faculty in the Virginia Cooperative Extension, he served the educational needs of clientele in the areas of farm security, cattle marketing options, farm recordkeeping, estate planning, farm safety, fencing laws, farm tax laws, farm profitability, and farm leasing; and

**WHEREAS**, he served as the Extension representative for the Virginia Tech Farm and Family Showcase; and

**WHEREAS**, Thomas W. Covey, III served in many leadership roles including president, president-elect, vice president, treasurer, and secretary of the Virginia Association of Agricultural Extension Agents; and

**WHEREAS**, he received numerous awards, he attained the highest rank of Senior Extension Agent, and he made a positive difference in lives of Virginia's farm families;

**THEREFORE**, be it resolved that the Board of Visitors recognizes Mr. Thomas W. Covey for his service to the university with the title of Senior Extension Agent Emeritus.

**RECOMMENDATION:**

That the above resolution recommending Mr. Thomas W. Covey for emeritus status be approved.

**RESOLUTION FOR EMERITUS STATUS**  
**March 14, 2005**

**WHEREAS**, Dr. Michael J. Furey faithfully served Virginia Tech with distinction for 35 years in the College of Engineering beginning in 1968; and

**WHEREAS**, as a member of the faculty in the Department of Mechanical Engineering, he was a dedicated teacher of a variety of courses, from the sophomore to the advanced graduate level; and he advised and counseled numerous undergraduate and graduate students during his career; and

**WHEREAS**, he expertly developed and sustained the area of tribology education and research over his 35-year association with the department and university; and

**WHEREAS**, he made significant contributions to research in tribology, including fundamental contributions on the friction and wear of sliding surfaces, lubricant technology, and molecular-level insights into sliding contact including the field of tribopolymerization; and

**WHEREAS**, Dr. Furey made many applied contributions to the fields of sliding bearing surfaces, friction and wear, and animal and human joint function, authoring more than 100 published papers; and

**WHEREAS**, he served as session chairman, speaker, plenary speaker and committee member for the American Society of Lubrication Engineers and the Society of Tribology and Lubrication Engineers, and was a leader in the International Congresses on Tribology; and

**WHEREAS**, he received many honors from his peers, including election as an honorary member of the Polish Tribological Society, the first and only American so honored;

**THEREFORE**, be it resolved that the Board of Visitors recognizes Dr. Michael J. Furey for his service to the university with the title of Professor Emeritus of Mechanical Engineering.

**RECOMMENDATION:**

That the above resolution recommending Dr. Michael J. Furey for emeritus status be approved.

**RESOLUTION FOR EMERITUS STATUS**  
**March 14, 2005**

**WHEREAS**, Dr. James Hoerner faithfully served Virginia Tech with distinction for 25 years in the College of Liberal Arts and Human Sciences beginning in 1974; and

**WHEREAS**, as a member of the faculty of the Department of Educational Leadership and Policy Studies, Dr. Hoerner's scholarship and outreach as represented by over 100 publications and presentations in "Work Based Learning" influenced the thinking of professionals nationally and internationally; and

**WHEREAS**, Dr. Hoerner was a member of 23 research project teams, representing over \$1.28 million in sponsored program funding; and

**WHEREAS**, he provided extensive service and leadership to his professional organizations while serving in 22 national professional leadership positions and 16 editorial assignments; and

**WHEREAS**, he worked as a consultant in the reform of Vocational Technical Education, which helped to change the directions of programs in 42 states;

**THEREFORE**, be it resolved that the Board of Visitors recognizes Dr. James Hoerner for his service to the university with the title of Professor Emeritus of Vocational and Technical Education.

**RECOMMENDATION:**

That the above resolution recommending Dr. James Hoerner for emeritus status be approved.

**RESOLUTION FOR EMERITUS STATUS**  
**March 14, 2005**

**WHEREAS**, Dr. Philip A. Mellen faithfully served Virginia Tech with distinction for 24 years in the College of Liberal Arts and Human Sciences beginning in 1980; and

**WHEREAS**, as a member of the faculty in the Department of Foreign Languages and Literatures, Dr. Mellen's superb teaching was recognized by the prestigious William E. Wine Award, and he was inducted into the Academy of Teaching Excellence; and

**WHEREAS**, he served as a respected and sought-after advisor to myriad majors and minors, and as German section coordinator for 20 years, helping to preserve and enhance the quality of the curriculum through several rounds of budget reductions; and

**WHEREAS**, Dr. Mellen was twice chosen by his colleagues to author the departmental publication entitled *Departmental Vision*; and

**WHEREAS**, he published three important books on German literature, as well as numerous articles and reviews; and

**WHEREAS**, he was an invited member of the Dante Society of America and Gerhardt Hauptmann Gesellschaft (Berlin);

**THEREFORE**, be it resolved that the Board of Visitors recognizes Dr. Philip A. Mellen for his service to the university with the title of Professor Emeritus of German.

**RECOMMENDATION:**

That the above resolution recommending Dr. Philip A. Mellen for emeritus status be approved.

**RESOLUTION FOR EMERITUS STATUS**  
**March 14, 2005**

**WHEREAS**, Dr. Stephen R. Parson faithfully served Virginia Tech with distinction for 30 years in the College of Liberal Arts and Human Sciences, beginning in 1974; and

**WHEREAS**, as a faculty member in the Department of Educational Leadership and Policy Studies, he was a dedicated teacher of a wide range of courses offered at the graduate level; and

**WHEREAS**, he advised and counseled masters and doctoral students, served on numerous doctoral committees, and served as major advisor to 57 Ph.D. and Ed.D. candidates, helping them to achieve their career goals and contribute to the profession of school leadership; and

**WHEREAS**, Dr. Parson provided effective leadership to the educational leadership program, resulting in enhanced state, national, and international visibility; and was named to the National Community Education Hall of Fame; and

**WHEREAS**, he provided leadership in the university through participation in administrative and governance activities including vice president of the faculty of the College of Education, associate dean of the College of Education, chair of the Department of Educational Leadership and Policy Studies, program area leader for the Educational Leadership Program, director of the Roanoke Valley Graduate Center, and chair of numerous college committees; and

**WHEREAS**, he contributed to research in education, authored articles in professional journals, wrote two books, and directed several sponsored research and development projects; and

**WHEREAS**, he served in leadership positions in a number of professional organizations including member of the board of directors and president of the National Community Education Association;

**THEREFORE**, be it resolved that the Board of Visitors recognizes Dr. Stephen R. Parson for his service to the university with the title of Associate Professor Emeritus of Educational Leadership and Policy Studies.

**RECOMMENDATION:**

That the above resolution recommending Dr. Stephen R. Parson for emeritus status be approved.

**RESOLUTION FOR EMERITUS STATUS**  
**March 14, 2005**

**WHEREAS**, Dr. Merle D. Pierson faithfully served Virginia Tech with distinction for 35 years in the College of Agriculture and Life Sciences, beginning in 1970; and

**WHEREAS**, as a faculty member in the Department of Food Science and Technology, he established an internationally-recognized food safety research program at Virginia Tech, and he received international recognition for his accomplishments and service to food science, especially to the areas of food microbiology and food safety; and

**WHEREAS**, he has always kept the student and industry clientele in mind as his foremost responsibilities; and

**WHEREAS**, Dr. Pierson's extension and outreach work in food safety and hazard analysis critical control point systems have provided valuable assistance to the food industry; and

**WHEREAS**, his academic contributions have brought international leadership status to the Department of Food Science and Technology;

**THEREFORE**, be it resolved that the Board of Visitors recognizes Dr. Merle D. Pierson for his service to the university with the title of Professor Emeritus of Food Science and Technology.

**RECOMMENDATION:**

That the above resolution recommending Dr. Merle D. Pierson for emeritus status be approved.

**RESOLUTION FOR EMERITUS STATUS**  
**March 14, 2005**

**WHEREAS**, Dr. Josiah S. Tlou faithfully served Virginia Tech with distinction for 26 years in the College of Liberal Arts and Human Sciences beginning in 1978; and

**WHEREAS**, as a member of the faculty in the Department of Teaching and Learning, he was a dedicated teacher of a wide range of courses from sophomore to advanced graduate level in elementary, social studies, multicultural, and comparative education; and

**WHEREAS**, he advised and counseled numerous undergraduate and graduate students during his career in education, serving as the graduate advisor for over 100 masters and 2 doctoral students; and

**WHEREAS**, Dr. Tlou made contributions to the research on social studies, civic education, multicultural, and international education; he made significant contributions on extending Virginia Tech abroad, connecting with at least ten universities in Africa; and

**WHEREAS**, he authored 51 publications, 3 books/monographs and 8 book chapters; and

**WHEREAS**, he has been instrumental as co-principal investigator in attracting major grants from USAID for the School of Education; and

**WHEREAS**, he served as a senior member of a number of international professional organizations, including the National Council for the Social Studies, International Assembly, where he was a founding member and member of the board; and he contributed to diversity efforts at Virginia Tech by serving as a Multicultural Fellow and by working on a variety of committees;

**THEREFORE**, be it resolved that the Board of Visitors recognizes Dr. Josiah S. Tlou for his service to the university with the title of Professor Emeritus of Education.

**RECOMMENDATION:**

That the above resolution recommending Dr. Josiah S. Tlou for emeritus status be approved.

**RESOLUTION FOR EMERITUS STATUS**  
**March 14, 2005**

**WHEREAS**, Dr. Gary L. Wamsley faithfully served Virginia Tech with distinction for 28 years in the College of Architecture and Urban Studies, beginning in 1977; and

**WHEREAS**, as a member of the faculty in the Center for Public Administration and Policy, within the School of Public and International Affairs, he was a dedicated teacher of a wide range of courses at the graduate level; and

**WHEREAS**, he advised and counseled masters students, served on numerous doctoral committees, and served as major advisor to many Ph.D. candidates, helping students achieve their career goals and contribute to the profession; and

**WHEREAS**, Dr. Wamsley founded and provided effective leadership to the Center's program, resulting in enhanced national and international visibility and ranking; and

**WHEREAS**, he provided leadership in the profession, editing the highly regarded journal, *Administration and Society*, the *Blacksburg Manifesto*, and the *Refounding of Public Administration*; and

**WHEREAS**, he contributed to the research on governance and administration, authoring nearly 100 publications during his career and directing numerous sponsored research and development projects; and

**WHEREAS**, he served in leadership positions in a number of professional organizations, including the National Academy of Public Administration and the American Society for Public Administrators;

**THEREFORE**, be is resolved that the Board of Visitors recognizes Dr. Gary L. Wamsley for his service to the university with the title of Professor Emeritus of Public Administration.

**RECOMMENDATION:**

That the above resolution recommending Dr. Gary L. Wamsley for emeritus status be approved.

## FACULTY LEAVES

Virginia Tech's program of professional development for tenured faculty members provides two kinds of opportunities: Study-Research Leaves at one-half salary for up to one year and one-semester Research Assignments at full salary.

The following faculty members are requesting Study-Research Leave for the purpose and period of time specified:

**Robin Andrews**, Professor, Department of Biology, for AY 2005-2006, to conduct field and laboratory studies on the developmental biology of the European Chameleon. Studies will take place in Seville, Spain.

**William T. Baumann**, Associate Professor, Department of Electrical & Computer Engineering, for AY 2005-2006, to expand research into systems biology in order to obtain new sources of funding and to strengthen the biomedical area in the department.

**Jeff Borggaard**, Associate Professor, Department of Mathematics, for AY 2005-2006, to study computational methods and applications in mathematics at Florida State University, École Polytechnique de Montréal, and Sandia National Laboratory in Livermore, California.

**Athman Bouquettaya**, Associate Professor, Department of Computer Science, for AY 2005-2006, to collaborate with colleagues at Purdue University to design and develop key components of a web service management system.

**Wilma A. Dunaway**, Associate Professor, Government & International Affairs Program, for AY 2005-2006, to complete research, analyze data, and write a book entitled *Southern Laboring Women: Gendered Work and the Boundaries of Race, Ethnicity and Class, 1700-1860*. Research will be conducted at University of Virginia, University of North Carolina, West Virginia University, University of Kentucky, and Duke University.

**Edward L. Green**, Professor, Department of Mathematics, for Fall 2005, to pursue ongoing research projects related to the representation theory of algebras by homological techniques with a colleague at Norges Teknisk-naturvitenskapelige Universitet in Norway.

**Guy Indebetouw**, Professor, Department of Physics, for AY 2005-2006, to develop a novel holographic fluorescence microscope at Johns Hopkins University, and bring the new technology to Virginia Tech.

**Sharon P. Johnson**, Associate Professor, Department of Foreign Languages & Literatures, for AY 2005-2006, to continue research and to complete a book tentatively entitled *Narration and Interpretation: The Shaping of the Feminine Body in Law, Literature, and History in Seventeenth-Century to Nineteenth-Century France*, which draws on political, legal, and medical discourses from different literary periods.

**Jesse J. Richardson, Jr.**, Associate Professor, School of Public & International Affairs, for AY 2005-2006, to develop and implement a research program related to drinking water supply and development at The Water Systems Council in Washington, D.C.

**Mark Shimozone**, Associate Professor, Department of Mathematics, for AY 2005-2006, to conduct mathematical research in algebraic geometry and representation theory, using combinatorial methods. Dr. Shimozone will spend three months as a visiting professor at the Research Institute for Mathematical Sciences in Kyoto, Japan, and may also collaborate with colleagues at University of California, Berkeley and Davis, and University of Minnesota.

The following faculty member requested a Research Assignment for Spring 2005, which was approved administratively.

**Gregory E. Welbaum**, Professor, Department of Horticulture, for the period of February 1 to July 31, 2005, to collaborate with Dr. Chung-Li Wang at the National Pingtung University of Science and Technology on research involving isolating and characterizing soil borne fungi that enhance plant growth. The invitation from the host university was not received in time to include the request in the November board meeting materials.

The following faculty members are requesting Research Assignments for Fall 2005.

**Amy E. Bell**, Associate Professor, Department of Electrical & Computer Engineering, to identify and establish research collaborations and to prepare proposals for submission to NIH related to early cancer detection and prevention.

**Carol J. Burger**, Associate Professor, Department of Interdisciplinary Studies, to conduct research and edit a volume of manuscripts about pivotal transitions in girls' decision-making processes related to careers in information technology.

**James A. Burger**, Professor, Department of Forestry, to collaborate with colleagues in Australia and New Zealand on forestland productivity and ecosystem restoration.

**Scott W. Case**, Associate Professor, Department of Engineering Science & Mechanics, to develop a new class of autonomic materials that utilize ion conduction for self-interrogation, self-healing, and self-cooling.

**John J. Donovan**, Associate Professor, Department of Psychology, to collaborate and pursue external grant funding in the area of work motivation with colleagues at Sacramento State University, Bristol-Myers Squibb, and Sepracor.

**W. Samuel Easterling**, Professor, Department of Civil & Environmental Engineering, to develop publications and a research proposal for submission to NSF in the field of composite floor system design. Interaction with colleagues at Georgia Tech will be necessary in the development of the NSF proposal.

**Alnoor Ebrahim**, Associate Professor, School of Public & International Affairs, to conduct research on accountability in two multilateral development banks: the World Bank and the Inter-American Development Bank. If pending funding proposals to outside agencies are successful, applicant requests that this leave be changed to a Study-Research Leave for the 2005-2006 academic year.

**Edward Falco**, Professor, Department of English, to write a new comic narrative, while simultaneously developing playwriting and production opportunities by actively developing relationships within the New York theatre community.

**Paul Heilker**, Associate Professor, Department of English, to complete a book manuscript entitled *A Philosophy of Style: Style as Philosophy*, which will provide a unified history and theory for the teaching of style in first-year writing courses.

**Michael Hughes**, Professor, Department of Sociology, to write grant proposals to study race differences in mental health.

**Dennis Benson Jones**, Associate Professor, School of Architecture + Design, to complete several pending publications, presentations, and research proposals, the main focus of which is to develop a three-dimensional digital model of Riva San Vitale and the region around Lake Geneva, Switzerland.

**Russell T. Jones**, Professor, Department of Psychology, to continue research in the area of assisting children to cope with fire-related trauma. Collaboration will be continued with the Center for Disease Control and Prevention in Atlanta, Georgia, Yale University's Child Study Center in New Haven, Connecticut, and rural communities in Southwest Virginia.

**Jih-Sheng Lai**, Professor, Department of Electrical & Computer Engineering, to conduct research and to publish in the area of utility power electronics. Travel to Knoxville and Oak Ridge, Tennessee, University of Illinois, Purdue University, and overseas to conduct research and to give keynote speeches and seminars are anticipated.

**Barbara B. Locke**, Associate Professor, Department of Teaching & Learning, to examine the re-design of distance-delivered training for international learning environments with regard to pharmaceutical corporations. Some travel to Mexico will be necessary

**Nancy Metz**, Associate Professor, Department of English, to research and publish articles for publication, and to revise and develop several conference presentations related to a study of Dickens' ideas about America.

**Lamine M. Mili**, Professor, Department of Electrical & Computer Engineering, to develop a strong joint research and scientific exchange program in the power and signal processing areas between Virginia Tech and Supelec and Électricité de France in Paris, France. Short visits will also be made to laboratories in Grenoble, France; Zurich, Switzerland; and Nuremberg, Germany.

**Tetsuro Mizutani**, Associate Professor, Department of Physics, to collaborate with researchers at either Tokyo Institute of Technology in Japan or Universitat de Barcelona, Spain to perform an extensive study of quarks, which are now believed to be the fundamental building blocks of matter around us.

**Kent Nakamoto**, Professor, Department of Marketing, to collaborate on two monographs on research methods and a program of research in social marketing related to the wood industry with Dr. David Brinberg and to collaborate with a co-author on a textbook in behavioral marketing strategy at Northwestern University.

**Anita Puckett**, Associate Professor, Department of Interdisciplinary Studies, to complete a book entitled *Melungeon and Scotch-Irish: Genealogy and the Construction of Linguistic Heirlooms*, which examines the ways self-identifying Melungeons and Scotch-Irish in the Upper South use the terms "Melungeon" and "Scotch-Irish" in genealogical and other discourse to construct their identify.

**Debra A. Salvador**, Associate Professor, Department of Accounting & Information Systems, to conduct research on the effects of risk perceptions and propensity on tax compliance decisions, and an analysis of framing effects and their relationship to tax compliance.

**Donald J. Shoemaker**, Professor, Department of Sociology, to complete a textbook on juvenile delinquency, and to pursue research opportunities and grant funds for the Center for the Study of Violence in Society at Virginia Tech.

**Uwe C. Täuber**, Associate Professor, Department of Physics, to enhance international collaborations, pursue research in the field of non-equilibrium statistical mechanics, and to write the advanced graduate-level textbook on critical dynamics. Travel includes trips to Université de Paris-Sud, Orsay France and University of Oxford, United Kingdom.

**Fabrice Teulon**, Associate Professor, Department of Foreign Languages & Literatures, to complete research for a book on the political economy of the senses in collaboration with scholars at the Research Center on Jean-Baptiste Say (Université Paris-Dauphine), the Jean-Baptiste Say Institute (Université Paris XII-Val de Marne), and the Auguste and Léon Walras (Université Lumière-Lyon). Research will also be conducted at the French National Library.

**Dennis M. Welch**, Associate Professor, Department of English, to complete a book on William Blake and Emanuel Kant, which will be the first comprehensive study exclusively on Blake in relation to Kant. One trip to the New York Public Library or the Houghton Library at Harvard University will be necessary to access information from Richardson's collection *Essays and Treatises* by Emanuel Kant.

**Anne Zajac**, Associate Professor, Department of Biomedical & Pathobiology, to collaborate with Dr. Robin Gasser, Department of Veterinary Science, at the University of Melbourne, Werribee, Victoria, Australia, to learn molecular parasitology techniques that can be applied to a host/parasite system as it relates to wild horses.

The following faculty members are requesting Research Assignments for Spring 2006.

**Katherine R. Allen**, Professor, Department of Human Development, to collaborate with a colleague at Oregon State University on the study of sibling ties in midlife.

**Beverly A. Bunch-Lyons**, Associate Professor, Department of History, to continue work on a book entitled *Juke Joint Culture in the Segregated South, 1875-1975*, which focuses on the underground culture and economy of juke joints operating in the South from 1875-1975. Interviews and archival research will be conducted in North Carolina, Mississippi, and Florida.

**John G. Casali**, John Grado Professor of Industrial & Systems Engineering, Department of Industrial & Systems Engineering, to gain expertise in new techniques in acoustical and hearing protection measurements in order to expand the research and teaching capabilities of the

auditory systems laboratory at Virginia Tech. Possible travels include trips to labs in Brazil, Canada, Indiana, Maryland, Ohio, Massachusetts, and Virginia.

**Donald S. Cherry**, Professor, Department of Biology, to collaborate with three former post-docs at Arkansas State University, Oklahoma State University, and Roanoke College in the field of aquatic ecotoxicology. A number of peer-reviewed papers and two bench-mark monograph papers are anticipated from this collaboration.

**Catherine C. Eckel**, Professor, Department of Economics, to develop and test innovative methods for the measurement of preferences of individual respondents in population-based social and demographic surveys for use in policy design. Research will be conducted while in residence at the University of California, Los Angeles, Department of Economics, and California Center for Population Research.

**JoAnn M. Emmel**, Associate Professor, Department of Apparel, Housing, & Resource Management, to pursue work in the areas of research, writing, and curriculum development in the field of home technology.

**Thomas Gardner**, Professor, Department of English, to write a book entitled *Fifty Great American Poems* to be used in the high school classroom.

**James W. Garrison**, Professor, Department of Teaching & Learning, to conduct research in the area of modern developmental systems and human development.

**Daniel J. Inman**, Professor, Department of Mechanical Engineering, to study morphing unmanned aircraft at the Department of Aerospace Engineering at the University of Bristol in the United Kingdom.

**Michal Kowalewski**, Associate Professor, Department of Geosciences, to conduct research on marine shellfish at the Institute of Biosciences of the Sao Paulo State University in Brazil.

**Christopher P. Neck**, Associate Professor, Department of Management, to conduct research on self-leadership, which is expected to result in multiple articles and at least one book.

**Quinton Nottingham**, Associate Professor, Department of Business Information Technology, to study issues regarding security and privacy on wireless local area networks.

**Everett Peterson**, Associate Professor, Department of Agricultural & Applied Economics, to conduct research on non-tariff trade barriers. Work will be carried out at the Danish Research Institute of Food Economics and The Royal Veterinary and Agricultural University in Copenhagen, Denmark.

**David Radcliffe**, Professor, Department of English, to write a book entitled *Culture and Commerce in Eighteenth Century Pastoral Verse*, which focuses on eighteenth-century poetry with an emphasis on the pastoral aspect.

**Hesham Rakha**, Associate Professor, Department of Civil & Environmental Engineering, to write a textbook on traffic flow theory, and to develop a curriculum on transportation systems analysis in collaboration with colleagues at the Virginia Tech campus in Cairo, Egypt.

**Sanjay Raman**, Associate Professor, Department of Electrical & Computer Engineering, to develop a graduate-level textbook in radio frequency integrated circuit design and to conduct research in single-chip wireless sensor microsystems in collaboration with colleagues at the Virginia Bioinformatics Institute and at the Canadian National Institute for Nanotechnology at the University of Alberta.

**Richard D. Salmon**, Professor, Department of Educational Leadership & Policy Studies, to conduct research on the current trends of equitable and adequate funding of public schools. Much of the research will take place in the Washington, D.C. area.

**Beate Schmittmann**, Professor, Department of Physics, to conduct research on nonequilibrium phenomena. The majority of the leave will be spent at a program on "Principles of the Dynamics of Nonequilibrium Systems", hosted by the Newton Institute in Cambridge, United Kingdom.

**Leonard M. Scigaj**, Professor, Department of English, to publish a book entitled *Richard Flanagan: Econonovelist*, which is intended to aid readers in interpreting Flanagan's novels.

**Robert Siegle**, Professor, Department of English, to write a book on Buddhist Poetics and American culture.

**Kurt Stephenson**, Associate Professor, Department of Agricultural & Applied Economics, to collaborate with the U.S. Army Corps of Engineers' Institute for Water Resources on water resource planning issues.

**RECOMMENDATION:**

That the above Study-Research Leaves and Research Assignments be approved as requested.

**ALUMNI DISTINGUISHED PROFESSOR**  
**March 14, 2005**

Dr. Ezra "Bud" Brown's expertise is in number theory and elliptic curves. These mathematical concepts are not easy to grasp, nor are they easy to explain. It is Dr. Brown's remarkable achievement that he has managed to do so for audiences at all levels. On more than one occasion, he has been described as an extraordinary ambassador for Virginia Tech.

Dr. Brown came to the University in 1969 and was awarded full professorship in 1981. Included among his numerous distinguished honors are: the Mathematical Association of America's Carol B. Allendoerfer Award for Excellence in Expository Writing (2003), the prestigious George Polya Award for Excellence in Expository Writing (2000 and 2001), the Edward S. Diggs Teaching Scholar Award (1997), the William E. Wine Award (1998), and the G. Burke Johnston Award for Teaching Excellence (2000).

By virtue of his supporting hand in the classroom his booming voice in the auditorium, and his deft touch in writing, Dr. Brown has affected countless individuals, from very young students, to those gifted in mathematics, to those who struggle, to fellow faculty members. As a classroom teacher, Dr. Brown is inspiring. His student evaluation numbers are consistently superlative. He is noted for his instructional charisma and his focus on the individual, prodding and coaching his students to reach their full potential. As one recent graduate noted, "Dr. Brown doesn't advise students; he invests in them."

Dr. Brown serves as a mentor to some of the best and the brightest students on campus, but the true measure of his dedication and skill has been his success helping those students who struggle with mathematics. Dr. Brown served as hands-on director and chief cheerleader for undergraduates who were enrolled in engineering calculus but were identified to be at risk by assessment tests. Under his tutelage, participating students significantly improved performance and grades.

Described by his colleagues as having a "remarkable influence on fellow faculty members," Dr. Brown conducts dozens of workshops on campus to help strengthen the learning environment and support improved teaching. His concept of "teaching trios" in the math department brought together voluntary groups of faculty who supported each other, listened to each other's challenges, and cajoled each other to do better with classroom activities.

Dr. Brown's lectures outside the University are legendary. There are thousands of budding mathematicians across the country who mentally associate M&Ms with "chocolate cryptography." His personal style hides his agenda to teach the best of applied number theory to as many as will listen.

Within mathematics, it is extremely rare to find a talented mathematician with both the insight and ability to express great ideas in a lively manner. In his teaching, writing, speaking, mentoring and advising, Dr. Ezra Brown has proven to be one of those rare exceptions.

**RECOMMENDATION:**

That Dr. Ezra "Bud" Brown be appointed Alumni Distinguished Professor effective March 25, 2005.

**ALUMNI DISTINGUISHED PROFESSOR**  
**March 14, 2005**

Dr. Scott Geller's expertise in behavioral community psychology has led him to renowned work in areas such as environmental protection, automobile safety, and occupational health.

Dr. Geller joined the faculty at Virginia Tech in 1969, and for the past 35 years he has been an exemplary teacher, scientist, and disseminator of psychology. He has been a model of excellence for students, faculty, and the general public through his extraordinary professional accomplishments. Dr. Geller has influenced thousands of Virginia Tech students in the classroom, hundreds of undergraduate students working with him intensively on research projects, and untold numbers of citizens through his public service and outreach.

A dynamic teacher, Dr. Geller has received numerous awards for his instruction, including six Certificates of Teaching Excellence, the University Alumni Teaching Award in 1983, the Sporn Award in 1990, and the William E. Wine Award in 1999. He is also a recipient of the Alumni Award for Excellence in Graduate Advising. In addition, he was recognized nationally by the American Psychological Association with its Teaching Excellence Award in 1982. A recent student commented, "I have never been affected by a professor quite like Dr. Geller. He has influenced me and inspired me time and again with his enthusiasm and willingness to help others and the community."

Graduate and undergraduate students alike are influenced by Dr. Geller's teaching, mentoring, and modeling. Mentoring undergraduate majors directly in research while running an active program isn't easy; it is time consuming and requires abundant patience. Dr. Geller includes students as co-authors on research publications, book chapters, conference presentations, and workshops. Students who work with Dr. Geller make numerous presentations at regional and national psychological conferences. These experiences influence their futures, with many of them gaining admission to highly competitive graduate programs in psychology.

Dr. Geller is a national and international leader in behavioral community psychology. He is a prolific author and speaker. In addition to his teaching awards, he also has received several awards for his research, including the Alumni Award for Research Excellence. His research has been supported by more than \$5 million in grants and contracts.

Throughout his professional career, Dr. Geller has been a consultant to hundreds of corporations and organizations. His occupational safety programs have been implemented in more than 150 Fortune 500 companies. His outreach efforts have made him and his behavioral programs for industrial safety an "industry standard." He is one of the University's most visible, active, and effective ambassadors to alumni and the general public, and his contributions have been recognized with the Alumni Award for Outreach Excellence.

Professor E. Scott Geller has made extraordinary contributions to Virginia Tech's teaching, research, and outreach missions. He has sustained a level of excellence in all of his professional activities that is rare.

**RECOMMENDATION:**

That Dr. E. Scott Geller is appointed Alumni Distinguished Professor effective March 25, 2005.

**EDUCATIONAL LEAVE  
March 14, 2005**

Emet LaBoone, Assistant Director for Instructional Design, Development and Support, is requesting a half-time educational leave with full pay for the period March 1 to August 31, 2005. The purpose of this leave is to allow Mr. LaBoone to make significant progress towards the coursework requirements for the doctoral program in Curriculum and Instruction, in which he is enrolled at Virginia Tech. The Director for the Institute for Distance and Distributed Learning and the Vice Provost for Academic Affairs recommend approval of the educational leave so that the employee may continue to make sustained progress on his degree requirements before returning to full-time work effective August 31, 2005.

**RECOMMENDATION:**

That the approval of the half-time educational leave with full pay for Emet LaBoone for the period March 1 through August 31, 2005 be approved.

**EDUCATIONAL LEAVE  
March 14, 2005**

Kelly D. Oaks, Equity Manager in the Office of Equal Opportunity, is requesting a half-time educational leave with full pay for the period January 25 through May 9, 2005. The purpose of this leave is to allow Ms. Oaks to make significant progress towards the coursework requirements for the doctoral program in Counselor Education, in which she is enrolled at Virginia Tech. The Interim Director for the Office of Equal Opportunity and the University Provost and Vice President for Academic Affairs recommend approval of the educational leave so that the employee may continue to make sustained progress on her degree requirements before returning to full-time work effective May 10, 2005.

**RECOMMENDATION:**

That the approval of the half-time educational leave with full pay for Kelly D. Oaks for the period January 25 through May 9, 2005 be approved.

**Resolution Naming**

**A Research Laboratory**

**In the William E. Lavery Animal Health Research Center of the Virginia-Maryland  
Regional College of Veterinary Medicine  
at the Virginia Polytechnic Institute and State University.**

**WHEREAS**, this individual, who wishes to remain anonymous, has been a leader in the veterinary profession; and

**WHEREAS**, this individual has generously donated funds and provided leadership for the creation and establishment of a research laboratory dedicated to a specific research focus, which will advance the stature of the College's research endeavor and advance the borders of knowledge in this area of importance; and

**WHEREAS**, this individual has graciously suggested that the laboratory be named generically during the individual's lifetime so as to attract more easily funding from others;

**NOW, THEREFORE BE IT RESOLVED** that, as an enduring tribute to this individual's foresight, leadership, and generosity and to the high medical standards, dedication, and ever fresh scientific curiosity that has been a hallmark of this person's career, this laboratory housed in the Virginia-Maryland Regional College of Veterinary Medicine will be named at the individual's demise or sooner if the individual requests.

**RECOMMENDATION:**

That the above resolution naming a Research Laboratory for an anonymous individual be approved, with the naming to be made public upon the individual's demise or sooner if the individual requests.

**RESOLUTION ENDORSING PLAN FOR COMPLIMENTARY  
SEATS IN LANE STADIUM**

RESOLVED that the Board of Visitors endorses the plan proposed by the administration and the Athletic Department, as follows:

Those individuals given complimentary seats in the Hokie Club Box (which no longer exists) prior to and including August 10, 1989, will be offered complimentary indoor seats by the President for home games during the 2005 football season. This offer will be reviewed on a year-by-year basis and is not transferable.

**RECOMMENDATION:**

That the above resolution be approved.

## **DESCRIPTION OF FACULTY PERSONNEL CHANGES**

(Prepared by Personnel Services)

### **I. FACULTY PERSONNEL & SALARY CHANGES**

This section includes new appointments and changes in appointments for the general faculty, including faculty in the colleges and in the library, and for administrative and professional faculty in all areas under educational & general funding.

#### **A. New Appointments**

This section includes documentation of all new faculty appointments for the positions noted above. Some appointments, for example visiting faculty, may be “restricted” with a fixed-term appointment. If a senior-level appointment (Associate or Full Professor) is to be made with tenure, it is so noted.

#### **B. Adjustments in Appointment and/or Salary**

This section includes a listing and brief explanation of all off-cycle salary adjustments, conversion of positions from classified to faculty status, changes in the percent of employment (example: 50% to 75%), etc.

### **II. SPONSORED RESEARCH FACULTY**

Section II documents appointments and changes to faculty positions funded by sponsored grants and contracts. These positions are usually “restricted” with a fixed-term appointment. Occasionally, appointments may be designated as regular (non-restricted) and will be noted as such.

#### **A. New Appointments**

This section includes appointments such as Visiting Assistant Professor, Professional Lecturer, or Instructor, as well as any of the various “Special Research-Ranked Faculty” titles, such as Research Associate, Postdoctoral Associate, or Research Scientist. Faculty appointed to these positions are funded from sponsored grants and contracts on one-year or multi-year appointments, which may be renewed depending on availability of funding, need for services, and performance.

#### **B. Adjustments in Appointment and/or Salary**

This section contains annual merit adjustments for faculty not included in the special research-ranked positions, changes in rank, special adjustments made for equity, funding availability, or changes in job responsibilities, and similar changes. Also included are adjustments in the percentage of employment and reappointments.

**FACULTY PERSONNEL CHANGES**  
**March 13 - 14, 2005**

Attachment AA

**TEACHING AND RESEARCH FACULTY**

***NEW APPOINTMENTS***

NAME	TITLE	DEPARTMENT	EFF DATE	% APPT	ANNUAL RATE
<u>Agriculture &amp; Life Sciences</u>					
Adelman, Zachary	Assistant Professor	Entomology	10-Aug-05	100	\$ 55,000
Arogo, Jactone	Assistant Professor	Biological Systems Engineering	10-Jan-05	100	\$ 75,000
Corl, Benjamin	Assistant Professor	Dairy Science	10-Aug-05	100	\$ 65,000
Mainville, Denise	Assistant Professor	Ag & Applied Economics	10-Jan-05	100	\$ 70,000
Myles, Kevin	Assistant Professor	Entomology	10-Aug-05	100	\$ 55,000
<u>Business</u>					
Cloyd, C. Bryan	Professor w/Tenure	Accounting & Information Systems	10-Aug-05	100	\$ 161,000
Daugherty, Richard	Instructor- Rstr	Management	25-Dec-04	100	\$ 37,000
Perdue, Richard	Professor w/Tenure/Dept Head	Hospitality & Tourism	1-Jul-05	100	\$ 164,860
<u>Engineering</u>					
Borrego, Maura	Assistant Professor	Engineering Education	25-Dec-04	100	\$ 56,000
Plassmann, Paul	Professor w/Tenure	Electrical & Computer Engineering	25-Dec-04	100	\$ 110,000
Sotelino, Elisa	Professor w/Tenure	Civil & Environmental Engineering	10-Jan-05	100	\$ 105,000
Xu, Yong	Assistant Professor	Electrical & Computer Engineering	25-Dec-04	100	\$ 74,500
<u>Executive Vice President</u>					
Marathe, Achla	Associate Professor w/Tenure	VA Bioinformatics Institute	3-Jan-05	100	\$ 135,000
Marathe, Madhav	Professor w/Tenure	VA Bioinformatics Institute	3-Jan-05	100	\$ 155,000
<u>Natural Resources</u>					
Brunner, Amy	Associate Professor	Forestry	1-Jul-05	100	\$ 80,000
Hopkins, William	Associate Professor	Fisheries & Wildlife Sciences	10-Aug-05	100	\$ 92,000
Jiao, Yan	Assistant Professor	Fisheries & Wildlife Sciences	1-May-05	100	\$ 65,000
Wiseman, P. Eric	Assistant Professor	Forestry	15-May-05	100	\$ 65,000
<u>Science</u>					
Li, Jie	Associate Professor	Mathematics	10-Aug-05	100	\$ 60,000
Ryan, Jennifer	Assistant Professor	Mathematics	10-Aug-05	100	\$ 58,500
Turner, James	Visiting Professor - Rstr	Mathematics	25-Dec-04	100	\$ 100,000

Continued

**TEACHING AND RESEARCH FACULTY**

***NEW APPOINTMENTS***

NAME	TITLE	DEPARTMENT	EFF DATE	% APPT	ANNUAL RATE
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Veterinary Medicine

Iurascu, Mihai	Clinical Instructor	Biomedical Sciences	10-Jan-05	100	\$ 60,000
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**TEACHING AND RESEARCH FACULTY**

***ADJUSTMENTS***

NAME	TITLE	DEPARTMENT	EFF DATE	% APPT	ANNUAL RATE
<u>Agriculture &amp; Life Sciences</u>					
Dillaha, Theo	Professor	Biological Systems Engineering	30-Sep-04	100	\$ 126,866
Dolan, Erin	Assistant Professor	Biochemistry	25-Dec-04	100	\$ 64,240
Kennelly, Peter	Professor/Dept Head	Biochemistry	18-Jan-05	100	\$ 115,000
Notter, David	Professor	Animal & Poultry Science	25-Nov-04	100	\$ 113,080
Sutphin, H Dean	Professor	Agriculture & Extension Education	18-Jan-05	100	\$ 140,075
<u>Architecture and Urban Studies</u>					
Capone, Truman	Associate Professor/Dept Head	Art & Art History	10-Dec-04	100	\$ 80,000
<u>Engineering</u>					
Ha, Dong	Professor	Electrical & Computer Engineering	25-Oct-04	100	\$ 78,400
Midkiff, Scott	Professor	Electrical & Computer Engineering	24-Aug-04	50	\$ 47,500
			25-Dec-04	100	\$ 100,500
Riad, Sedki	Professor	Electrical & Computer Engineering	25-Nov-04	100	\$ 122,500
Scott, Elaine	Professor	Mechanical Engineering	10-Sep-04	100	\$ 105,700
Wang, Fei	Associate Professor	Electrical & Computer Engineering	10-Dec-04	100	\$ 84,396
			10-Dec-04	100	\$ 112,500
<u>Executive Vice President</u>					
Martino-Catt, Susan	Associate Professor	VA Bioinformatics Institute	6-Oct-04	100	\$ 123,000
<u>Liberal Arts &amp; Human Sciences</u>					
Hicok, Bob	Assistant Professor	English	10-Jan-05	100	\$ 50,721
Hunsinger, Jeremy	Instructor - Rstr	Political Science	10-Jan-05	100	\$ 46,000
Luciak, Ilja	Professor/Dept Chair	Political Science	10-Jan-05	100	\$ 100,624
Perini, Laura	Assistant Professor	Philosophy	25-Dec-04	100	\$ 50,028
Precoda, Karl	Instructor - Rstr	Dept of Interdisciplinary Studies	25-Dec-04	100	\$ 30,232
<u>Natural Resources</u>					
Hammett, AL	Associate Professor	Wood Science & Forest Products	5-Nov-04	100	\$ 98,027
			30-Nov-04	100	\$ 89,115
Prisley, Stephen	Associate Professor	Forestry	2-Oct-04	100	\$ 90,200
			16-Oct-04	100	\$ 82,000
Smith, Robert	Associate Professor	Wood Science & Forest Products	1-Sep-04	100	\$ 82,005
			18-Sep-04	100	\$ 74,550

Continued

**TEACHING AND RESEARCH FACULTY*****ADJUSTMENTS***

NAME	TITLE	DEPARTMENT	EFF DATE	% APPT	ANNUAL RATE
<u>Provost</u>					
Stone, Nicholas	Professor	National Capital Region Operations	24-Nov-04	100	\$ 101,410
<u>Science</u>					
McNabb, Florence	Associate Professor/Associate Dean	Biology	25-Jan-05	100	\$ 94,000
Simonetti, John	Associate Professor	Physics	25-Dec-04	100	\$ 88,000
<u>Veterinary Medicine</u>					
Brown, Jennifer	Instructor	Equine Medical Center	25-Sep-04	100	\$ 80,000
<u>Vice Provost for Outreach</u>					
Farmer, Scott	Lecturer	Educational Conferences - CEU	10-Jan-05	100	\$ 52,180

**ADMINISTRATIVE AND PROFESSIONAL**

***NEW APPOINTMENTS***

NAME	TITLE	DEPARTMENT	EFF DATE	% APPT	ANNUAL RATE
<u>Agriculture &amp; Life Sciences</u>					
Andruczyk, Michael	Extension Agent	VA Cooperative Extension	25-Jan-05	100	\$ 39,000
Branch, Bryan	Center Director	Holiday Lake 4-H Educational Cntr	10-Nov-04	100	\$ 38,000
Bunn, Joel	Assoc Ext Agent	VA Cooperative Extension	10-Jan-05	100	\$ 39,000
Calderwood, Colleen	Assoc Ext Agent	VA Cooperative Extension	15-Nov-04	100	\$ 48,000
Carson, Andrea	Program Director	Airfield 4-H Educational Cntr	10-Dec-04	100	\$ 34,000
Crisman, Celeste	Equine Extension Specialist	Animal & Poultry Sciences	10-Jan-05	100	\$ 59,000
Dailey, Jocelyn	Assoc Ext Agent	VA Cooperative Extension	25-Jan-05	100	\$ 31,000
DuBois, Leanne	Assoc Ext Agent	VA Cooperative Extension	10-Dec-04	100	\$ 33,000
Eanes, Linda	Assoc Ext Agent - Rstr	VA Cooperative Extension	10-Dec-04	100	\$ 31,000
Estienne, Cynthia	Assoc Ext Agent	VA Cooperative Extension	10-Jan-05	100	\$ 35,000
Ferrigan, Jan	Extension Agent - Rstr	VA Cooperative Extension	3-Jan-05	100	\$ 40,549
Fisher, Michael	Assoc Ext Agent	VA Cooperative Extension	10-Nov-04	100	\$ 36,500
Hall, Jody	Assoc Ext Agent	VA Cooperative Extension	10-Feb-05	100	\$ 35,000
Hamm, Jolene	Assoc Ext Agent - Rstr	VA Cooperative Extension	25-Dec-04	100	\$ 33,000
Hensley, Rachel	Assoc Ext Agent	VA Cooperative Extension	25-Oct-04	100	\$ 36,000
Hibbitts, Angela	Extension Agent	VA Cooperative Extension	25-Jan-05	50	\$ 16,000
Hodges, Christine	Assoc Ext Agent	VA Cooperative Extension	25-Nov-04	100	\$ 31,600
Jones, Brian	Assoc Ext Agent	VA Cooperative Extension	25-Oct-04	100	\$ 39,000
McClellan, Matthew	Assoc Ext Agent - Rstr	VA Cooperative Extension	23-Jan-05	100	\$ 31,000
McConnell, Kelly	Assoc Ext Agent	VA Cooperative Extension	25-Nov-04	100	\$ 31,000
Morris, Wythe	Assoc Ext Agent	VA Cooperative Extension	10-Dec-04	100	\$ 40,000
Redmon, Kendra	Assoc Ext Agent - Rstr	VA Cooperative Extension	10-Jan-05	100	\$ 38,000
Riley, Rosalea	4-H Project Associate - Rstr	VA Cooperative Extension	10-Feb-05	100	\$ 28,000
Robinson, Barry	Assoc Ext Agent	VA Cooperative Extension	10-Nov-04	100	\$ 33,000
Stevens, Robert	Assoc Ext Agent	VA Cooperative Extension	10-Nov-04	100	\$ 45,000
Wells, Theresa	Assoc Ext Agent - Rstr	VA Cooperative Extension	25-Nov-04	100	\$ 39,000
White, Lindsay	Assoc Ext Agent	VA Cooperative Extension	25-Jan-05	100	\$ 31,000
<u>Athletics</u>					
Johnson, Lawrence	Asst Track & Field Coach	Athletics	24-Jan-05	100	\$ 36,000
Sharp, Brian	Asst Golf Coach	Athletics	17-Dec-04	80	\$ 23,660
Vidt, Stacey	Asst Coach, Cross Country & Distance	Athletics	3-Jan-05	100	\$ 28,000
<u>Business</u>					
Clemenz, Candice	Assoc Dean of Undergraduate Programs	Dean of Business	1-Jul-05	100	\$ 128,978

**ADMINISTRATIVE AND PROFESSIONAL*****NEW APPOINTMENTS***

NAME	TITLE	DEPARTMENT	EFF DATE	% APPT	ANNUAL RATE
<u>Liberal Arts &amp; Human Sciences</u>					
Trager, Eve	Scholarly Information Specialist - Rstr	English	10-Jan-05	100	\$ 38,000
<u>Dean of Libraries</u>					
Shaffer, Amy	Manuscript Archivist - Rstr	University Libraries	10-Jan-05	100	\$ 36,000
<u>Provost</u>					
Jackson, Angela	Asst Dir for Learning Assistance Programs - Rstr	Academic Support Services	3-Jan-05	100	\$ 34,000
Tretola, Betsy	Assoc Dir for Research & Assessment of Teaching & Learning in Electronic Environments	Institute for Distance & Distributed Learning	17-Jan-05	100	\$ 55,000
Wallace, Raymond	Research Analyst	Institutional Research	31-Jan-05	100	\$ 56,750
Williams, Carlton	Program Coordinator	Multicultural Academic Opportunities Program	1-Dec-04	100	\$ 40,000
<u>Vice President for Development &amp; University Relations</u>					
Hamilton, Deborah	Assoc Dir of Corp & Foundation Relations	University Development	21-Feb-05	100	\$ 65,000
Howland, Timothy	Assoc Dir of Corp Relations for the College of Science	University Development	3-Jan-05	100	\$ 68,000
Landis, Bruce	Asst VP of Devel for Constituent Groups	University Development	1-Mar-05	100	\$ 94,000
Meacham, Vernon	Assoc Dir of Corp Relations	University Development	31-Jan-05	100	\$ 70,000
Robbins, Erin	Special Gifts Officer	University Development	10-Jan-05	100	\$ 35,000
Smythers, Robert	Asst Director of Gift Planning	University Development	5-Jan-05	100	\$ 68,000
Werner, Mary	Director of Foundation Relations	University Development	3-Jan-05	100	\$ 65,500
Woods, Sarah	Asst Director of Development, Corps of Cadets	University Development	10-Jan-05	100	\$ 38,500
<u>Vice President for Multicultural Affairs</u>					
Wright, John	Coordinator for Disability Outreach & Advocacy	Multicultural Affairs	3-Jan-05	50	\$ 36,400

**ADMINISTRATIVE AND PROFESSIONAL*****NEW APPOINTMENTS***

NAME	TITLE	DEPARTMENT	EFF DATE	% APPT	ANNUAL RATE
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Vice President for Research

Murch, Randall	Assoc Dir for Research Prgm Development	Research & Interdisciplinary Programs - Administration	6-Dec-04	100	\$ 180,000
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Vice President for Student Affairs

Hudson, Robyn	Coordinator of Services for Students with Disabilities - Rstr	Services for Students with Disabilities	3-Jan-05	100	\$ 35,000
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**ADMINISTRATIVE AND PROFESSIONAL**

***ADJUSTMENTS***

NAME	TITLE	DEPARTMENT	EFF DATE	% APPT	ANNUAL RATE
<u>Agriculture &amp; Life Sciences</u>					
Abel, Jennifer	Ext Agent/Unit Coordinator	VA Cooperative Extension	15-Nov-04	100	\$ 41,613
Adcock, Michelle	Ext Agent/Acting Unit Coordinator	VA Cooperative Extension	25-Oct-04	100	\$ 37,677
Artis, Loretta	Assoc Ext Agent	VA Cooperative Extension	10-Jan-05	100	\$ 31,000
Daniel, Martin	Director of Operations	CALS Administration	3-Jan-05	100	\$ 90,000
Dickerson, Keith	Extension Agent	VA Cooperative Extension	10-Feb-05	100	\$ 43,000
Eberly, Eric	Ext Agent/Acting Unit Coordinator	VA Cooperative Extension	10-Jan-05	100	\$ 51,566
Hess, John	Associate Dean	Dir, CALS Resident Instruction	18-Jan-05	100	\$ 140,000
Moore-Sivels, Gina	Assoc Ext Agent/ Acting Unit Coordinator	VA Cooperative Extension	25-Oct-04	100	\$ 43,600
Patterson, Katherine	Extension Agent	VA Cooperative Extension	10-Nov-04	100	\$ 33,000
Reiter, James	Ext Agent/Acting Unit Coordinator	VA Cooperative Extension	25-Oct-04	100	\$ 37,216
Sutphin, Cathy	Human Resources Director	CALS Administration	10-Dec-04	100	\$ 76,000
Tyler, Crystal	Assoc Ext Agent	VA Cooperative Extension	25-Jan-05	100	\$ 45,600
<u>Athletics</u>					
Beamer, Frank	Head Football Coach	Athletics	1-Jan-05	100	\$ 272,328
Foster, Robert	Defensive Coordinator	Athletics	1-Jan-05	100	\$ 184,149
Gentry, Michael	Asst Athletic Director	Athletics	1-Jan-05	100	\$ 116,689
Hite, William	Assoc Head Football Coach	Athletics	1-Jan-05	100	\$ 153,444
Stinespring, Bryan	Offensive Coordinator	Athletics	1-Jan-05	100	\$ 147,018
Weaver, James	Director of Athletics	Athletics	1-Jul-04	100	\$ 275,367
			31-Dec-04	100	\$ 275,367
			1-Jan-05	100	\$ 289,135
<u>Engineering</u>					
Martens, Bradley	Director of Finance & Budget	Engineering	25-Jan-05	100	\$ 50,000
Nelson, Edward	Interim Asst Dean for Administration	Engineering	25-Jan-05	100	\$ 85,000
<u>Graduate School</u>					
Telbis-Forster, Marija	Student Services Administrator	Graduate School	1-Jan-05	100	\$ 49,354
<u>Natural Resources</u>					
Kelly, Michael	Dean	Natural Resources	1-Jan-05	100	\$ 194,250

**ADMINISTRATIVE AND PROFESSIONAL****ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	EFF DATE	% APPT	ANNUAL RATE
<u>President</u>					
Cain, Jerry	General Counsel	Legal Counsel	25-Nov-04	100	\$ 113,634
Heidbreder, Kay	Associate General Counsel	Legal Counsel	25-Nov-04	100	\$ 102,216
<u>Provost</u>					
Kirk, Gary	Asst Dir for eLearning Planning & Operations	Inst for Distance & Distributed Learning	10-Nov-04	100	\$ 50,000
LaBoone, Kimberly	Asst Dir for College Transition Programs	Academic Enrichment & Excellence	10-Dec-04	100	\$ 34,000
<u>Vice President for Development &amp; University Relations</u>					
Edwards, Erin	Assoc Dir of Development Coll of Engineering	University Development	1-Feb-05	100	\$ 70,000
Flanagan, Elizabeth	VP Development & Univ Relations	VP for Development & University Relations	10-Dec-04	100	\$ 220,000
Hayes, Angela	Asst to the VP for Development & University Relations	VP for Development & University Relations	25-Nov-04	100	\$ 55,028
Nottingham, Jacqueline	Dir of Annual Giving & Special Gifts	University Development	1-Jan-05	100	\$ 62,000
Pearsall, Edward	Dir of Development for the VA-MD Regional College of Vet Med	University Development	18-Oct-04	100	\$ 75,154
Raymond, Lindsay	Dir of Development for Architecture & Urban Studies	University Development	1-Sep-04	100	\$ 53,944
<u>Vice President for Information Technology</u>					
Crowder, Jeffrey	IT Program Director	Telecommunications Auxiliary	1-Mar-05	100	\$ 108,000
Harris, Carl	Dir, Network & Systems Engineering	Telecommunications Auxiliary	1-Mar-05	100	\$ 112,000
Rogers, Patricia	Dir, Business Tech & Services	Communications Network Svcs	1-Mar-05	100	\$ 82,500
<u>Vice President for Research</u>					
Hall, Roderick	Interim Dir for ICTAS & AVP for Research	Research/Interdisciplinary Programs Administration	25-Jan-05	100	\$ 130,000

**ADMINISTRATIVE AND PROFESSIONAL****ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	EFF DATE	% APPT	ANNUAL RATE
<u>Vice President for Student Affairs</u>					
Beisecker, Kim	Director	University Unions-Cranwell Cntr	25-Jan-05	100	\$ 50,851
Betzel, Cathye	Interim Training Director - Rstr	Thomas E Cook Counseling Cntr	25-Oct-04	100	\$ 51,622
Brown, James	Dean of Student Life	Student Life Office	25-Jan-05	100	\$ 67,676
Campion, William	Director	Recreational Sports	25-Jan-05	100	\$ 76,641
Conrad, Sherry	Counselor	Thomas E Cook Counseling Cntr	25-Jan-05	100	\$ 56,878
<u>Vice President for Student Affairs</u>					
Farrier, Paul	Associate Director	Schiffert Health Center	10-Jan-05	100	\$ 59,180
Freel, Michael	Assistant Director	Recreational Sports	25-Jan-05	100	\$ 36,783
Gore, Michael	Counselor	Thomas E Cook Counseling Cntr	25-Jan-05	100	\$ 58,972
Haden, Kathy	Asst to the Vice President	VP for Student Affairs	25-Jan-05	100	\$ 57,358
Hickerson, Laura	Assistant Director	Career Services	25-Jan-05	100	\$ 36,245
Klein, Rita	Assistant Director	Thomas E Cook Counseling Cntr	25-Jan-05	100	\$ 58,970
Miller, Robert	Director	Thomas E Cook Counseling Cntr	25-Jan-05	100	\$ 80,483
Penven, James	Assoc Dir of Residence Life	Student Programs	25-Jan-05	100	\$ 45,100
Rezac, Jennifer	Coordinator of Intramural Sports	Recreational Sports	25-Jan-05	100	\$ 36,625
Scott, Rebecca	Assistant Director	Career Services	25-Jan-05	100	\$ 30,356
Warner, Jane	Assistant Director	Srvcs for Students w/Disabilities	25-Jan-05	100	\$ 43,214

**SPECIAL RESEARCH FACULTY**

***NEW APPOINTMENTS***

NAME	TITLE	DEPARTMENT	EFF DATE	% APPT	ANNUAL RATE
<u>Agriculture &amp; Life Sciences</u>					
Boluarte, Tatiana	Postdoctoral Associate - Rstr	Crop & Soil Environmental Sciences	31-Jan-05	75	\$ 25,000
Dos Santos, Patricia	Postdoctoral Associate - Rstr	Biochemistry	17-Jan-05	100	\$ 40,000
Gao, Yanxin	Postdoctoral Associate - Rstr	Crop & Soil Environmental Sciences	10-Oct-04	100	\$ 30,000
Hurley, Eldon	Research Associate - Rstr	Biochemistry	3-Jan-05	100	\$ 29,000
Li, Renzhong	Postdoctoral Associate - Rstr	Animal & Poultry Science	28-Jan-05	100	\$ 28,000
Sommer, Gayle	Sr Research Associate	Middleburg, AREC	1-Feb-05	100	\$ 72,000
Sukkariyah, Beshr	Postdoctoral Associate - Rstr	Crop & Soil Environmental Sciences	25-Dec-04	100	\$ 26,400
Westover, Friedrich	Research Associate - Rstr	Alson H Smith, Jr AREC	17-Jan-05	100	\$ 37,000
<u>Engineering</u>					
Alonso-Miralles, Jose	Postdoctoral Associate - Rstr	Mechanical Engineering	25-Dec-04	100	\$ 42,000
Burguera, Elena	Postdoctoral Associate - Rstr	Materials Science & Engineering	9-Nov-04	100	\$ 32,500
Cherbaka, Natalie	Postdoctoral Associate - Rstr	Industrial & System Engineering	25-Dec-04	100	\$ 27,000
Ganguly, Ranjan	Research Associate - Rstr	Engineering Science & Mechanics	1-Dec-04	100	\$ 40,000
Hildreth, John	Sr Research Associate - Rstr	Civil & Environmental Engineering	3-Jan-05	100	\$ 51,700
Hosder, Serhat	Postdoctoral Associate - Rstr	Aerospace & Ocean Engineering	25-Dec-04	100	\$ 35,000
Love, Bryan	Postdoctoral Associate - Rstr	Engineering Science & Mechanics	3-Jan-05	100	\$ 38,000
Papadimitratos, Panagiotis	Postdoctoral Associate - Rstr	Electrical & Computer Engineering	10-Nov-04	100	\$ 24,000
Park, Youngjin	Postdoctoral Associate - Rstr	Civil & Environmental Engineering	17-Jan-05	70	\$ 27,040
Seol, Hyang	Postdoctoral Associate - Rstr	Industrial & System Engineering	25-Nov-04	50	\$ 15,600
Sheng, Lizeng	Postdoctoral Associate - Rstr	Aerospace & Ocean Engineering	10-Feb-05	100	\$ 28,000
<u>Executive Vice President</u>					
Atkins, Karla	Sr Research Associate - Rstr	VA Bioinformatics Institute	10-Jan-05	100	\$ 121,000
Beckman, Richard	Sr Research Associate - Rstr	VA Bioinformatics Institute	1-Feb-05	50	\$ 80,000
Bisset, Keith	Sr Research Associate - Rstr	VA Bioinformatics Institute	10-Jan-05	100	\$ 135,000
Czar, Michael	Sr Project Associate - Rstr	VA Bioinformatics Institute	7-Feb-05	100	\$ 82,500
Eubank, Stephen	Project Director - Rstr	VA Bioinformatics Institute	17-Jan-05	100	\$ 155,000
Mao, Yongcai	Postdoctoral Associate - Rstr	VA Bioinformatics Institute	3-Jan-05	100	\$ 45,000
Purkayastha, Anjan	Research Associate - Rstr	VA Bioinformatics Institute	20-Dec-04	100	\$ 56,000
Shapiro, Michael	Sr Research Associate - Rstr	VA Bioinformatics Institute	1-Feb-05	100	\$ 65,000
Sharp, Bruce	Sr Project Associate - Rstr	VA Bioinformatics Institute	31-Jan-05	100	\$ 80,000
Snyder, Eric	Sr Research Associate - Rstr	VA Bioinformatics Institute	25-Oct-04	100	\$ 80,000
Stretz, Paula	Sr Research Associate - Rstr	VA Bioinformatics Institute	3-Jan-05	100	\$ 135,000
Zhang, Yan	Research Associate - Rstr	VA Bioinformatics Institute	24-Jan-05	100	\$ 58,000

**SPECIAL RESEARCH FACULTY****NEW APPOINTMENTS**

NAME	TITLE	DEPARTMENT	EFF DATE	% APPT	ANNUAL RATE
<u>Liberal Arts &amp; Human Sciences</u>					
Perkins, Ross	Sr Project Associate - Rstr	Cntr for Inst Tech Sol in Ind & Edu	10-Jan-05	100	\$ 53,500
Valatka, Sarah	Research Associate - Rstr	Educational Leadership & Policy Studies	29-Nov-04	50	\$ 17,500
<u>Natural Resources</u>					
Heinemann, Christian	Postdoctoral Associate - Rstr	Wood Science & Forest Products	15-Nov-04	100	\$ 36,706
Moldovanyi, Aurora	Research Associate - Rstr	Forestry	10-Jan-05	100	\$ 30,000
<u>Science</u>					
Cui, Xiaohui	Postdoctoral Associate - Rstr	Biology	8-Nov-04	100	\$ 34,000
Grieb, Christian	Postdoctoral Associate - Rstr	Physics	3-Jan-05	100	\$ 36,000
Kappes, John	Postdoctoral Associate - Rstr	Biology	25-Jan-05	100	\$ 35,000
Kittur, Farooq	Postdoctoral Associate - Rstr	Biology	3-Jan-05	100	\$ 34,000
Patel, Sanjay	Postdoctoral Associate - Rstr	Chemistry	14-Jan-05	100	\$ 28,000
Sitepu, Husin	Postdoctoral Associate - Rstr	Geosciences	1-Mar-05	100	\$ 35,000
Turner, S. Richard	Research Professor - Rstr	Chemistry	25-Dec-04	100	\$ 78,545
<u>Veterinary Medicine</u>					
Contreras, Andrea	Postdoctoral Associate - Rstr	Biomedical Sciences & Pathobiology	25-Oct-04	100	\$ 30,000
Kasimanickam, Vanmathy	Postdoctoral Associate - Rstr	Biomedical Sciences & Pathobiology	25-Oct-04	100	\$ 36,000
Knight, Kristin	Research Associate - Rstr	Biomedical Sciences & Pathobiology	10-Oct-04	100	\$ 35,000
Li, Jiaxin	Postdoctoral Associate - Rstr	Biomedical Sciences & Pathobiology	10-Nov-04	100	\$ 42,500
<u>Vice President for Research</u>					
Alden, Andrew	Sr Research Associate - Rstr	VA Tech Transportation Institute	1-Nov-04	100	\$ 85,000
Martin, James	Sr Project Associate - Rstr	Cntr for Geospatial Info Tech	18-Nov-04	100	\$ 60,000
Neurauter, Michael	Research Associate - Rstr	VA Tech Transportation Institute	10-Dec-04	100	\$ 55,000
Segal, Diane	Research Associate - Rstr	Water Resources Research Cntr	15-Nov-04	100	\$ 55,000
<u>Vice Provost for Outreach</u>					
Inge, Carole	Project Director - Rstr	Halifax Initiatives	1-Dec-04	100	\$ 90,000

**SPECIAL RESEARCH FACULTY****ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	EFF DATE	% APPT	ANNUAL RATE
<u>Agriculture &amp; Life Sciences</u>					
Anderson, Patricia	Research Associate - Rstr	Cntr for Food & Nutrition Policy	10-Jan-05	50	\$ 29,741
Beck, Michel	Sr Research Assoc - Rstr	Crop & Soil Environmental Sciences	10-Jan-05	75	\$ 41,888
Cobb, Jean	Sr Research Assoc - Rstr	Biochemistry	10-Dec-04	100	\$ 40,000
King, Jennifer	Research Associate - Rstr	Animal & Poultry Sciences	25-Dec-04	100	\$ 22,260
Orndorff, Zenah	Sr Research Assoc - Rstr	Crop & Soil Environmental Sciences	10-Dec-04	67	\$ 29,252
Phillips, Katherine	Research Scientist - Rstr	Biochemistry	10-Oct-04	80	\$ 71,360
			1-Feb-05	75	\$ 68,907
Reed, Deborah	Research Associate - Rstr	Plant Pathology, Phys. & Weed Sci	27-Jan-05	100	\$ 30,500
<u>Architecture &amp; Urban Studies</u>					
Dunkenberger, Mary	Project Associate - Rstr	Institute for Policy Outreach	10-Dec-04	100	\$ 48,000
<u>Engineering</u>					
Dietrich, Carl	Research Asst Professor - Rstr	Electrical & Computer Engineering	25-Nov-04	50	\$ 30,000
Dove, Joseph	Research Asst Professor - Rstr	Civil & Environmental Engineering	25-Jan-05	92	\$ 59,340
Kavanaugh, Andrea	Sr Research Scientist - Rstr	Computer Science	1-Sep-04	75	\$ 37,512
Kim, Meeok	Postdoctoral Associate - Rstr	Civil & Environmental Engineering	1-Jan-05	50	\$ 15,600
Lorch, Markus	Postdoctoral Associate - Rstr	Computer Science	25-Nov-04	100	\$ 62,700
<u>Liberal Arts &amp; Human Sciences</u>					
Giles, William	Research Associate - Rstr	Human Development	1-Jan-05	90	\$ 57,577
Staley, Thomas	Sr Research Associate - Rstr	Science & Technology in Society	10-Aug-04	50	\$ 19,885
<u>Natural Resources</u>					
Cumbo, Dan	Research Associate - Rstr	Wood Science & Forest Products	10-Dec-04	100	\$ 49,500
<u>Vice President for Research</u>					
Ali, Mir	Research Associate - Rstr	VA Tech Transportation Institute	23-Aug-04	50	\$ 24,000
Hix, Deborah	Sr Research Scientist - Rstr	Systems Research Center	10-Oct-04	85	\$ 91,929
			25-Nov-04	30	\$ 34,230
			1-Jan-05	50	\$ 57,050
Neurauter, Michael	Research Associate - Rstr	VA Tech Transportation Institute	10-Dec-04	100	\$ 55,000
Thompson, Christie	Sr Project Associate - Rstr	Institute for Critical Technologies & Applied Sciences	10-Nov-04	100	\$ 75,000

## **BOWL BONUSES**

### **Nokia Sugar Bowl**

It has been a tradition in collegiate athletics to recognize the efforts of the coaching staff after a successful season culminating in post-season play. On January 3, 2005, the ninth-ranked Virginia Tech Hokies played in the 71<sup>st</sup> Nokia Sugar Bowl in New Orleans, Louisiana. The Hokies ended the 2004 football season with an overall record of 10 wins and 3 losses, after being defeated in the Sugar Bowl by the third-ranked Auburn Tigers.

This tournament event marked the twelfth consecutive bowl game for the Virginia Tech football program. In their inaugural year in the ACC Conference, the Hokies finished in first place of the ACC, and they were ranked tenth in the Associated Press and ESPN/USA Today Coaches Polls.

In recognition of their dedication and efforts, the university proposes to award bonuses to the football coaching, training and operations staff, the Athletic Director and his administrative staff, and the Director and staff of the Marching Virginians. In accordance with the terms of coaches' contracts and the university's post season play bonus policy, the university proposes that the following bonuses be awarded. The bonuses are one-time awards and do not affect base salaries. All bonuses will be funded from bowl proceeds.

**RECOMMENDATION:** That the contractual bonuses for the 2005 Nokia Sugar Bowl be ratified and the non-contractual bonuses be approved.

March 14, 2005

**SUGAR BOWL BONUS RECOMMENDATIONS**  
**March 14, 2005**

<u>Contractual Bonus:</u>	<u>Contract Owner</u>	<u>Title</u>	<u>Bonus Amount</u>
Ball, Tony	Beamer	Assistant Coach	\$ 20,000
Ballein, John	Beamer	Asst. Athletic Director/Football Operations	\$ 17,042
Beamer, Frank	Beamer	Head Football Coach	\$264,840
Cavanaugh, Jim	Beamer	Assistant Coach	\$ 20,000
Foster, Bud	Foster	Defensive Coordinator	\$ 35,000
Gentry, Mike	Gentry	Head Strength & Conditioning Coach	\$ 20,000
Goforth, Mike	Beamer	Head Trainer	\$ 10,105
Hite, Billy	Hite	Assistant Head Coach	\$ 20,000
Johnson, Jay	Gentry	Assistant Strength & Conditioning Coach	\$ 3,791
Karlin, Lester	Beamer	Equipment Manager	\$ 7,503
Pearman, Danny	Beamer	Assistant Coach	\$ 20,000
Rogers, Kevin	Beamer	Assistant Coach	\$ 20,000
Stinespring, Bryan	Stinespring	Offensive Coordinator	\$ 35,000
Ward, Lorenzo	Beamer	Assistant Coach	\$ 20,000
Weaver, Jim	Weaver	Athletic Director	\$ 45,895
Wiles, Charley	Beamer	Assistant Coach	\$ 20,000
<b>SUBTOTAL CONTRACTUAL BONUSES:</b>			<b>\$ 579,176</b>

<u>Non-Contractual Bonus:</u>	<u>Title</u>	<u>Bonus Amount</u>
Butt, Randy	Assoc Director of Athletics for Financial Affairs	\$ 4,000
Casey, Patrick	Assistant Band Director	\$ 4,000
Chambers, David	Senior Assoc Director of Athletics	\$ 4,000
East, Tim	Assistant Director of Athletics	\$ 3,500
Gabbard, Tom	Associate Director of Athletics	\$ 4,000
Jaudon, Jon	Associate Director of Athletics	\$ 4,000
McCloskey, Sharon	Senior Associate Director of Athletics	\$ 4,000
McKee, David	Band Director	\$ 5,000
Parker, Tim	Assistant Director of Athletics	\$ 3,500
Smith, Dave	Director, Sports Information	\$ 3,000
Smith, Sandy	Assistant Director of Athletics, Tickets	\$ 3,500
Underwood, Casey	Director, Athletic Facilities	\$ 3,000
Walters, Cara	Director, Game Operations	\$ 3,000

<b>SUBTOTAL NON-CONTRACTUAL BONUSES:</b>	<b>\$ 48,500</b>
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<b>TOTAL ALL BONUSES:</b>	<b>\$ 627,676</b>
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**RESEARCH AND DEVELOPMENT DISCLOSURE REPORT  
October 1, 2004 - December 31, 2004**

<b>Reason for Conflict</b>	<b>Sponsor</b>	<b>Owner</b>	<b>Principal Investigator</b>	<b>Co - P.I.'s</b>	<b>College</b>	<b>Period of Performance</b>	<b>Award Amount</b>	<b>Short Title<sup>(1)</sup></b>
Faculty-owned Business	Nanosonic, Inc.	R. Claus	D. Leo	No. Co-PI	Engineering	Oct 04 - Aug 06	\$109,000	Active-passive acoustic absorbers designed for launch on small to medium sized launch vehicle payload fairings
Faculty-owned Business	Nanosonic, Inc.	R. Claus	J McGrath	No. Co-PI	Science	Oct 04 - Jul 06	\$80,000	New proton exchange membranes with improved methanol permeability
Faculty-owned Business	Nanosonic, Inc.	R. Claus	J Riffle	No. Co-PI	Science	Oct 04 - Sep 06	\$50,000	Thermally conductive nanocomposites for missile electronics packaging
Faculty-owned Business	Nanosonic, Inc.	R. Claus	W. Spillman	No. Co-PI	Univ. Center	Oct 04 - Aug 06	\$3,000	Design, fabrication, testing and evaluation of hardened integrated polymer photonics circuits

<sup>(1)</sup>More detailed information on the subject of the project is available upon request.

**RESEARCH AND DEVELOPMENT DISCLOSURE REPORT  
PENDING AWARD**

<b>Reason for Conflict</b>	<b>Sponsor</b>	<b>Principal Investigator</b>	<b>Co - P.I.'s</b>	<b>Department</b>	<b>Period of Performance</b>	<b>Award Amount</b>	<b>Short Title</b>
Subcontract to business that is wholly owned by Shelia Winett, spouse of Virginia Tech lead PI. Subcontract for first year will be approximately \$170,000	The National Institutes of Health- National Cancer Institute	Richard Winett	Eileen Anderson Janet Wojcik	Psychology	Mar 05 - Feb 09	\$2,019,161	Cancer Prevention Mastery-Model Internet Intervention

Dr. Richard Winett and the Office of the Vice President for Research are requesting Board of Visitors' review and approval for an institutional research exemption to what could be perceived as a conflict of interest as disclosed above regarding Dr. Winett subcontracting to Personal Computer Resources, Inc., a company wholly owned by his wife, Shelia Winett. The subcontract for the first year will be approximately \$170,000 of the \$505,087 funded amount. The subsequent three years of funding also include subcontracts to Personal Computer Resources, Inc. for approximately 23% of the direct costs funded each year. Given the project has Co-PI's involved and there is a detailed timeline of tasks to be completed by the subcontractor, we believe this business arrangement can be managed to satisfy both the sponsor and Virginia Tech.

**Remarks made during the BOV Information Session**  
**W. Samuel Easterling**  
**President, Faculty Senate of Virginia Tech**  
**13 March 2005**

Thank you Mr. Rector. Good afternoon ladies and gentlemen.

During our meeting last November, my remarks touched on *Campus Climate, the Chartered University Initiative, and the Faculty*. I'd like to frame my comments around these three subjects again today.

**Campus Climate**

Last November we were unfortunately talking about disturbing events that had occurred on campus and the things we needed to do to address such occurrences. I'm pleased to say that we have positive things to talk about today. On January 21<sup>st</sup>, a very successful Diversity Summit was held with over 300 members of the University community participating. Thanks and credit are due to many people, but in particular I'd like to acknowledge Mr. Ray Plaza, Chair of the Commission on Equal Opportunity and Diversity, and Dr. Ben Dixon, Vice-President for Multi-Cultural Affairs, for their leadership. Mr. Rector, your participation in the event did not go unnoticed. Several positive comments pertaining to your attendance were shared with me and on behalf of the Faculty I would like to publicly thank for your participation and support of the event.

A product stemming from the work of the Commission on Equal Opportunity and Diversity, as well as those participating in the Diversity Summit, and many others on campus is the *Virginia Tech Principles of Community*. A resolution related to this document is on the agenda for tomorrow afternoon. On behalf of the Faculty, it will be my pleasure to participate in the signing of this important document.

Another very exciting program that in part is focusing on campus climate is the ADVANCE VT project. As you know, a primary focus of the ADVANCE project is to increase the participation of women in science and engineering. As part of this work there are efforts underway to improve aspects of campus climate and life that will be beneficial to everyone - women as well as men, engineers and scientists as well as those in other disciplines. This is exciting work and I'm personally proud to be a small part of the effort. I know you'll be hearing more about the success and impact of this project on our campus community in the future.

**Restructured Higher Education Financial and Administrative Operations Act**

What a difference a year makes! A year ago we were frustrated by our state government's continued inattention, or perhaps better stated – lack of proper attention, to higher education. A year later we sit hear today having heard from Dr. Steger, Mr. Hyatt, Mr. Byers and Mr. Ridenour a report on the outcome of a legislative session that, in my opinion, can be described as truly remarkable. Through a broad, concerted effort, members of the legislature were *educated* to the benefits of supporting the legislation. A strong consensus of democrats and republicans, members of both the house and senate, and the Governor and his staff supported this landmark legislation that I believe will empower Virginia Tech, as well as other state colleges and universities, to improve the quality of our institution and to better enrich the lives of our students. To not have supported it would most assuredly have resulted in an erosion of the quality of higher education in Virginia. While many contributed to the effort, there is no doubt that the

leadership provided by Virginia Tech was instrumental in the success. During my visit to Richmond for Higher Education Advocacy Day in January, my faculty colleagues and I discussed the pending legislation with virtually every legislator with which we met. It was clear to me from those conversations that Virginia Tech had led the charge.

Our challenge will be to show everyone that we can fulfill the commitment to improving the quality of the institution, given the increased flexibility and control of our finances and administrative operations. I can assure you that the Faculty is poised and prepared to do our part. I'll repeat what I said in November – support the faculty and we'll be successful at the things we do best, thus enabling the University as a whole to achieve the stature envisioned by the plans that President Steger and Provost McNamee have laid out and that this Board has endorsed.

## **Faculty**

First I feel I need to address the situation regarding the pending resignation of Dean Aref. I would be remiss in not doing so, given that an article appeared on the front page of the Roanoke Times yesterday, which didn't cast the situation in a positive light. As you are aware, a significant level of frustration exists among some members of the faculty in the College of Engineering. I believe in large part this frustration stems from the fact that, as faculty, we are data driven. We are accustomed to fully analyzing a situation by looking at all the data, then drawing conclusions. In this case, there was public data that indicated significant accomplishments within the college, thus there was a disconnect between the data and actions. It is also clear to me that given that this is a personnel matter, most of the details must remain confidential between Dean Aref, the President and the Provost, thus all the "data" cannot be made available. I know that President Steger and Provost McNamee are committed to the goals of establishing Virginia Tech as a top-30 institution. I also know they fully understand the role that the College of Engineering needs to play in this journey, and I believe they are committed to helping the College be successful. I know they didn't consider this recent matter lightly. Could the communication between the college faculty and the central administration have been enhanced? Yes, as is almost always the case in situations such as this. Does there need to be further conversation regarding the future direction of the college within the strategic plan of the University? Of course, and I know there will. Should we all work in a collegial manner for the benefit of Virginia Tech as a whole? Absolutely. We should learn from this and move forward. I will certainly do all I can do to help facilitate our progress.

A significant concern among some of my faculty colleagues was that we would have great difficulty attracting anyone of high quality in our search for a new dean. I'm happy to say that as it turns out, nothing could be further from the truth. Both the pool of candidates overall and the quality of the finalists, which Provost McNamee announced last Friday, are outstanding. We, as faculty in the College of Engineering, can feel confident that our new dean will be a strong scholar and leader.

I regret that my comments have focused so much on one college within the University. There are certainly many positive things occurring within the Faculty ranks campus wide. I'd like to mention just a few of them.

France Belanger, Associate Professor of Accounting and Information Systems in the Pamplin College of Business, has been awarded a Fulbright Distinguished Chair.

Michael F. Hochella Jr., a Professor in the Department of Geosciences, was named Virginia's Outstanding Scientist for 2005 by Governor Warner and Science Museum of Virginia Director Walter Witschey.

Ann Kilkelly, a Professor of Theater Arts and Women's Studies is working with Mill Mountain Theatre and Circuit Productions to present "Jazzing Women," which is an evening of jazz music, dance and song at Mill Mountain's Waldron Theatre.

Nancy Love, an Associate Professor in the Via Department of Civil and Environmental Engineering and an adjunct professor of Biology, was appointed to the Governor's Scientific and Technical Advisory Committee.

Nathaniel White, the Jean Ellen Shehan Professor and Director of the Marion duPont Scott Equine Medical Center in Leesburg, was awarded the American Association of Equine Practitioners' "Distinguished Service Award" during their recent annual meeting in Denver.

Last month Governor Warner recognized 12 outstanding faculty members from Virginia's colleges and universities for their excellence in teaching, research and public service. Three of the 12 are from Virginia Tech. These outstanding faculty members are Rick O. Claus, Lewis Hester Chair of Engineering in the College of Engineering; E. Scott Geller, professor of psychology in the College of Science; and Lucinda Roy, Alumni Distinguished Professor of English in the College of Liberal Arts and Human Sciences.

These are but a few of the many recent accomplishments and honors received by my faculty colleagues. It is an honor for me to share these remarks with you today on their behalf.

Thank you Mr. Rector.

# **Constituency Report**

## **Marcus Ly Graduate Student Representative to the Board of Visitors**

Board of Visitors Meeting  
March 12, 2005

### **Introduction**

Mr. President. Mr. Rector, Members of the Board, and Guests, Good Afternoon.

First, I would like to introduce my successor, Navin Manjooran. He is a PhD student in Materials Science and Engineering. He enjoys tennis and although he does not come from the Industrial and Systems Engineering department, it will be a pleasure for this Board to get to know him. He will do a fantastic job moving forward.

### **Activities**

Now, onto the semester update. This spring semester has been a busy one of graduate students. We are working hard and beginning to play hard.

In January, there was a diversity summit where members of the university community came together to discuss issues surrounding diversity. The event felt inclusive and there was an open willingness to talk candidly. Remarks by Rector Davenport communicated the importance that this board places on issues of diversity. We had opportunity to read and to discuss the VT Principles of Community. Many students are anxiously waiting to see how this Board and University Administration will act upon these articulated values. Let us stand united and continue to address diversity issues seriously and consistently.

In February, we held another graduate student assembly wine tasting, that brought together 310 students for an evening of socialization. We had similar numbers at past gatherings, suggesting that there is significant interest in establishing a university-wide social community for graduate students. It was a privilege to be a founding member of these wine tastings and we anticipate that these events will maintain their popularity for many more years to come. Building graduate community will remain of intrinsic importance in supporting the people who do the bulk of the research at Virginia Tech.

Also in February, we had another luncheon with President Steger and graduate students. This provided a forum for graduate students to express their concerns directly to members of the upper administration. Both groups learn from each other, as we share our diverse perspectives on university operations. The range of issues spanned from grading expectations of teaching assistants to graduate housing. There were a number of positive comments concerning our progress on health insurance and on building graduate community in establishing the new graduate life center at Donaldson Brown. Of particular concern was the availability of married student housing. This concern is

persistent and among the most important issues I see for graduate students moving forward.

A comparative study conducted by the graduate school found that all of the top 30 research institutions have on-campus married student housing. The same study noted that out of all SCHEV-20 peer institutions, Virginia Tech is the only one without on-campus married student housing. We graduate students are looking to this Board and to the University Administration to address this need. We can talk about reaching top 30 status, but will clearly not reach this mark until we behave like schools who are currently there. At present, we do not support the housing needs of graduate students even as well as our current peer institutions.

Since there are significant numbers of graduate students in Northern Virginia, I took time in February to visit the Falls Church and Alexandria campuses to meet with a few dozen students. The centers have tremendous human resources in graduate students and faculty members. A graduate student in Architecture I met, recently won a national competition. Kudos. One notable part of the trip is that I learned there are university sponsored graduate apartments in old town Alexandria. These apartments support both full-time and visiting students. We already have a model for creating desirable apartments at reasonable costs in these apartments. They are leased below market rate with little expense to the University. The potential value in leveraging this model on the Blacksburg campus will increase, as housing costs continue to significantly outpace inflation.

### **Issues**

The need for more affordable housing is an emerging issue and presents an opportunity to take proactive action. The cost of a one bedroom unit in Blacksburg can easily take up half of the take home pay for graduate students. Foxridge, a popular apartment complex a couple of miles away from campus, rents out their standard one-bedroom apartments for \$625 per month. This goes up to \$821 for a one-bedroom apartment with a den. Blacksburg no longer is the inexpensive college town that it once was, just a decade ago.

Rents increase at rates significantly higher than inflation. Stipends keep pace with inflation during really good years. Projecting forward, these growth rate discrepancies will mean that graduate students will struggle more and more each year to afford to live in Blacksburg. The cost of living is an important factor in choosing which graduate program to enroll in. If in 10 years, stipends do not cover enough of the cost of living in Blacksburg, Virginia Tech will be hard pressed to attract the high quality graduate students it needs to do groundbreaking research.

One example of the increasing financial burdens on graduate students relates to student fees. Typically, graduate assistantships do not cover these fees, which total a whopping \$1,375.00. This is more than many graduate students bring home in an entire month. What this is equivalent to is to living on ½ income during the months of September and January. Students either live off of savings or to take on an additional

debt at the start of each semester. This situation will not abate in the near future considering past trends. The average compounded annual increase in student fees over the past 10 years was 10.7%, which is much higher than inflation.

### **Conclusion**

Graduate students continue to play an increasingly larger role in ensuring the future success of Virginia Tech. During the next several years, we will add an additional 800 PhD students to the research programs at Virginia Tech. Each new student will need to have a sense of tolerance, social, and financial security to be successful. This involves having adequate levels of support for diversity, social outlets, and finances. Success builds on success. It is important that we take a long-term view of the role of graduate students in the University. New students will struggle to find affordable housing and struggle to balance their check books. We can make investments now to ensure that future students will have the resources they need to contribute to our research engine. As a university, we will march towards Top 30 status. We will only reach the destination if we have the human resources to get there. Graduate students are eager to play their part and look forward to actively participating in ongoing efforts to improve Virginia Tech. Thank you.

Good afternoon, my name is Sue Ellen Crocker and I am the President of Virginia Tech's Staff Senate. I would like to thank you for allowing me to make another presentation to you and while doing so, to reflect back on what Staff Senate has done so far this year.

In July, Linda Woodard came before the Senate to do an orientation for new members and to give a presentation on both the history of the Staff Senate and how the University's governance system works. I also conducted a new survey of the Staff and set this year's agenda based, once again, on the needs and interests of the Staff as indicated by their responses to the survey.

In August we were pleased to have the new Executive Vice President, James Hyatt, address the senate and hear not only about his background but also about ways in which he would be able to support staff at the University. In September, Doug Martin, Senior Human Resource Manager in Personnel, made a presentation on changes to employee benefits and what impact they could have on the employees at Virginia Tech. During the presentation he discussed topics such as 403(b) and 457 Deferred Compensation plans. In November we had the pleasure of joining again with the Commission on Classified Staff Affairs in order to set up an open forum for all Virginia Tech classified staff and non-student wage employees, both those that work here on campus and (through satellite phone connections) those working at NOVA locations. The forum originated from the Donaldson Brown Center Auditorium and consisted primarily of a presentation from President Steger and Senior Fellow for Resource Development Minis Ridenour, who briefly updated us on the status of The Charter and how it would benefit staff. The presentation and question and answer period that followed were well attended. In January, staff heard "Our Untapped Human Potential," an inspiring and moving presentation by John V. Wright, Jr., Coordinator of Disability Outreach and Advocacy with the Office of Multicultural Affairs. This month, VP for Business Affairs Kurt Krause plans to update us on the Capital Master Plan for Virginia Tech campus. Kurt has also asked for feedback from the senate regarding issues of safety on Washington Street.

As has been implied by my previous comments, the relationship and open communication between the Senate and the Commission on Classified Staff Affairs continues to be one of importance. The employee computer access project is an example of one of the joint efforts between the two bodies. In 2003, after staff raised concerns about the number of employees who still didn't have computer access, Personnel Services facilitated discussions on the subject and, with strong encouragement from the President's Office, members of the Senate and the Commission have served as champions for this project. Some of the circumstances that provided the impetus for the discussions were:

1. University Relations' presentation to the Staff Senate about the possibility of making the "Spectrum" into an "on-line"-only publication.
2. Budget reductions that forced an increasing number of university departments and state offices to rely on electronic distribution of information in lieu of printed newsletters and memos.

3. The on-line accessibility of employees to increasing amounts of their own personal employee data on Banner's Web for Employees (Hokie team).
4. Distribution of pay stubs electronically.

The discussions culminated with intent to provide on-line computer access to all staff with a minimal investment of new resources and, after members of the Staff Senate and Commission on Classified Staff Affairs considered how that goal might be achieved, "VT Employee Connect" was born. The majority of the estimated 600 salaried employees without regular job-related computer access work in Facilities and Student Affairs and Dick Harshberger of the University Leadership Development Office and Personnel's Linda Woodard met with managers from both areas in order to get a better understanding of needs and concerns associated with the project. Members of the Senate and Commission helped to identify already-available public access computers (e.g., library and computer labs) and also those areas in which more attention needed to be focused. Information Technology greatly facilitated the project by providing computers that had been surplussed by other departments but were still very suitable for the purposes we identified. The whole project is scheduled to be phased in beginning Spring of 2005 and, under the leadership of Personnel Services, it has been a collaborative effort involving: Staff Senate, Commission on Classified Staff Affairs, University Relations, and Information Technology. We have received valuable assistance from several of the colleges, including the College of Agriculture and Life Sciences (whose technology unit created the pilot training program) and in addition, there have been a number of individual buildings and departments that have taken upon themselves the responsibility of providing computers and the telephone lines required for on-line access. In many instances, installation fees have been waived, and the broad support for this project has made it possible for all of this to have been accomplished with little or almost no budget at all.

In addition to her role in "VT Employee Connect," Ms. Woodard has also been very helpful setting up meetings between my Executive Council and the officers of different associations to discuss ways in which she and the Staff Senate could address any of their campus needs or concerns. She has also worked with the Commission to support a Staff Employee of the Week – which will be linked to the Personnel website - to honor individuals who have at sometime been nominated for either the President's or Governor's Award for Excellence. The award will be presented each week throughout the year (with the exception of August 14 – Sept. 1, and the last 2 weeks of December) and a committee will select each honoree and place a small write-up for each on the web site along with the Faculty Scholar of the week.

This is my last year as President for Staff Senate. I have enjoyed these two years and have learned a lot while holding this office. It is not something that I have taken lightly and it has been very time consuming, but it has also been very rewarding. I have been honored by the level of trust placed in me and it has been a privilege to be one of the voices that represent the classified staff here at the University. It has also been a great encouragement to me personally to know that we have been heard and are well supported. Thank you very much for your time.

Thank you Mr. Rector; good afternoon fellow members of the Board and members of the Virginia Tech community. It is my pleasure and honor to sit with you at this roundtable of discussion and reflection.

I would like to begin this afternoon's final constituent report with a quotation by Andrew Delbanco from his article "The Endangered University".

No one who spends much time on a college campus can fail to sense that it is a place rich – even ripe – with paradox.

Such polar relationships are evident in the very definition of our university – more specifically, our public land-grant research university whose mission includes the "focus on teaching and learning, research, and outreach."<sup>1</sup> The division between "public land-grant" and "research university" is a decisive one. When considering "public land-grant," we think of the Morrill Act of 1862, of accessibility, of an effective dissemination of skills and knowledge to citizens of the commonwealth, and of service within and outside our university community. "Research university" evokes thoughts of a different sort, perhaps thoughts of the German model of a university outlined by Clark Kerr in his Godkin Lectures, a university that is oriented entirely on research. We imagine then a graduate student late at night, diligently working in a laboratory, sponsored by a National Science Foundation grant. The second word is always overshadowed by the first; a university, or a school dedicated to the education of the "whole person"<sup>2</sup> and "developmental growth of the individual student"<sup>3</sup> is not readily apparent. Then there is the discrete categorization of academic and student affairs at universities, a paradox seen within our very committee meetings tomorrow morning.<sup>4</sup>

While the Board of Visitors meets tomorrow, my fellow Virginia Tech students will be getting back into the mindset of classes after their weeklong respite, but still they will raise their eyebrows at an increase in student fees without having these increases explained. Students are entitled to know how their fees will be allocated within the university, especially when such fees are to be raised at a rate which is greater than that of inflation and when there is the prospect of a building that 85% of the student body may be deprived use of. As mentioned in previous constituent reports and conversations with numerous members of our community, there is a need to improve the communication within the Hokie Nation. General press releases

aimed at increasing the visibility of Virginia Tech do not fulfill this obligation. Nor do perfunctory statements and comments alluding to the prestige of our faculty, something we as students are both familiar with and already proud of. These external gestures leave students unsatisfied. Monthly discussions on student and academic affairs, outreach to student media by the university, and a two-way dialogue must occur before we can ameliorate the cycle of student grievances and concerns. How many long-term members of the Virginia Tech community have heard a student concern, and uttered a statement analogous to:

*We already addressed this four to six years ago.*

In those four to six years, Virginia Tech has seen a new student population enroll and blossom, the majority of whom are unaware of previous student concerns. Only by improved communication can one expect this to change.

We, as students, are still concerned about the fate of our core curriculum, our safety as pedestrians on this campus, our place in this growing research university, and who our administrative advocate should be at meetings such as this. We are concerned about the division of the student body – for example, undergraduate and graduate students (student life center versus graduate student life center; parking permit differentiation), student interests, majors, and colleges. We hope that the recent funding approval for a “surge space building” will foster the renovation of one of our vital learning environments – the physical classroom where we interact with our diverse student and faculty body. We are aware of the eroding sense of community across our campus – the shift toward a university where students are a member of a department and not a member of the university.

It is important to recognize the shortfalls of a strategic plan in this market of higher education – a market of federal and state funding shifts, of unexpected expenditures, and of competition. Our university will now be defined House Bill 2866 and Senate Bill 1327, but our university should continue to be guided by its strategic plan, a plan which is intended to reflect our core values. As such, it is worth observing that the strategic plan adopted in August of 2001 stated that its objectives were “to be achieved by 2005-06.” When measuring our relative success towards meeting these objectives, I find that sheer quantitative analysis misses the heart of our questioning. More important is why we have or have not met these objectives; and how, if they

are not met, we can adjust the university infrastructure or the objectives themselves. Among the objectives of the 14 page document accessible online are:

- Research and Scholarship
  - 2.1.5.** Increase faculty positions by 14% (200 positions) through sponsorships of special initiatives and base funding support.
  - 3.1.** Develop procedures for measuring and rewarding faculty productivity and program success.
- Undergraduate Education
  - 1.2.2.** Promote the study of foreign languages and increase student proficiency in foreign languages.
  - 2.2.2.** Expand programs that honor and reward high quality undergraduate education.
  - 3.2.** Increase the number of undergraduate students engaged in research-related experiences by 50%.
  - 5.3.** Explore partnerships with private colleges and community colleges for the first two years of undergraduate experience.

As previously mentioned, our Core Curriculum is now under internal review. While altering this core educational experience for every undergraduate, students whom we hope will one day be proud to have a Virginia Tech diploma, are we going to challenge the trend of hyperprofessionalism? Will we, as a university, encourage an engineering student to take a class on Shakespeare, a biologist to take a global ethics discussion or a foreign language, a communications student to take an introductory genetics course? Or will we be intent on a narrow four-year experience, yielding graduates who are unfamiliar with “the poetry of life” so eloquently outlined in Percy Shelley’s *A Defence of Poetry*.

The changing face and challenges of higher education have been well documented, and this is a process within which we will have to work. However, our values must guide us along the way: those values outlined in our Strategic Plan, our Mission Statement, our Core Values, our motto, and our everyday actions and decisions. To quote Jon Dalton on values and student affairs,

Values keep our work on track. They serve as guideposts for what matters most in our work. They help us make tough decisions and give continuity to our leadership and example. They help keep order in the wide array of choices that one must face...They make it possible to take unpopular stands when taking the easy way is so inviting.

They give one an enduring place to stand in the midst of constant change.

In preparing my remarks for this afternoon, selecting the questions outlined in this report, my mind returned to an epigraph that my sister and I found in Concord, Massachusetts. While hiking, we stopped to read the inscription on a statute dedicated to the fallen soldiers of Concord. It read:

So nigh is grandeur to our dust,  
So near is God to man,  
When Duty whispers low, Thou must,  
The youth replies, I can.

Emerson's words<sup>5</sup> should serve to remind us that it is not a matter of merely accepting our responsibilities, but a recognition that it is our duty, one which we should yearn constantly to achieve and proudly display through our motto and actions. His words resonate every day for me when I am reminded of the constant competition for funding, for students, for faculty and staff within a university marketplace. We can, I am confident, even in these times, stay true to our land grant mission, our history, and our values.

My question now can best be summarized as: what are the core values of Virginia Tech? Not the lofty outline offered in our Strategic Plan, but the values evident from our decisions, our daily choices, and our communication? Do they hold true to our historical mission of educating future citizens interested in a lifelong career of learning, devotion to service, and civic responsibility? Or, are we instead perceived to devote our resources to one or two areas of immediate concern, while diminishing the value of others?

I look forward to the committee meetings of tomorrow morning, the Board session tomorrow afternoon, and the continued efforts of this board and the university administration to make Virginia Tech – including the undergraduate experience – the best possible, to make it a community that we are proud to be a part of.

Thank you.