

**Minutes  
GOVERNANCE AND ADMINISTRATION COMMITTEE**

**November 8, 2021**

**CLOSED SESSION**

The committee met jointly with the Compliance, Audit, and Risk Committee on Sunday, November 7, in closed session to discuss matters related to IT Data Privacy.

**OPEN SESSION**

**Committee Members:** Chris Petersen (Chair), Greta Harris, Mehul Sanghani, Horacio Valeiras

**Other Board Members:** Tish Long (Rector), Shelley Butler-Barlow, C.T. Hill, Melissa Nelson, Jeff Veatch

**Representatives to the Board:** Paolo Fermin, Phil Miskovic, Robert Weiss, Serena Young

**VPI&SU Staff:** Janice Austin, Whit Babcock, Lynsay Belshe, Eric Brooks, Lori Buchanan, Cyril Clarke, David Crotts, Holli Drewry, Corey Earles, Alisha Ebert, Bryan Garey, Martha Glass, Ellington Graves, Debbie Greer, Rebekah Gunn, Derek Gwinn, Kay Heidbreder, Elizabeth Hooper, Byron Hughes, Chris Kiwus, Sharon Kurek, April Myers, Justin Noble, Kim O'Rourke, Charlie Phlegar, Menah Pratt-Clarke, Robin Queen, Tim Sands, Jon Clark Teglas, Tracy Vosburgh

**Students:** Jack Leff

The meeting was called to order at 11:07am.

1. **Welcome and Opening Remarks.** Chris Petersen, Chair of the Governance and Administration Committee, welcomed committee members, guests and invited participants.
2. **Consent Agenda.** The Committee approved the items listed on the consent agenda:
  - a. Approval of Minutes of June 7, 2021, Meeting
  - b. Compliance, Audit, and Risk Committee Charter\*
  - c. Resolution to Revise Policy 4335: Employee Awards and Recognition Programs\*
  - d. Resolution to Revise Bylaws of the Virginia Tech Board of Visitors\*
3. **Name, Image, and Likeness and Competitive Success.** Athletics Director, Whit Babcock, and Assistant Athletics Director of Compliance, Derek Gwinn, updated

the committee on name, image, and likeness legislation, as well as presented on the university's competitive success.

There is a new normal in college athletics thanks to two factors: the new NCAA rule allowing students to transfer one time immediately within a conference, and Name, Image, and Likeness legislation. In August, Virginia passed House Bill 7001, making collegiate student-athletes eligible to receive compensation for the use of their name, image, and likeness. The bill protects scholarship eligibility, but prohibits pay-for-play. Student-athletes must also prioritize athletic and academic activities over their brand. The bill also prohibits the utilization of logos without proper approval, and requires that the university receive prior disclosure before student-athletes begin any sponsored activity. Additionally, the bill states that student-athletes cannot promote casinos and gambling, cannabis related products, controlled substances and drug paraphernalia, weapons and fire arms, alcohol, tobacco and e-cigarettes, and adult entertainment. Since passage of the legislation in August, student-athletes have already taken advantage of their eligibility through national sponsorships, partnering with local businesses and charities, joining talent agencies, and promoting their own brands. Groups of athletes have also received sponsorships, such as the football offensive line partnering with Mission BBQ, a deal in which they are fed once a week by the restaurant in exchange for promoting the business on their personal social media accounts. Local businesses are somewhat hesitant to participate due to their familiarity with previous rules, but Athletics has been reaching out via mailers and other tactics to educate and assist them should they wish to participate. In order to protect our student-athletes, Virginia Tech maintains the right to restrict third party-conflicts, as well as carefully reviews all contracts, and ensures that students are signing with registered, reputable talent agencies. Athletics has also partnered with the Pamplin College of Business and the APEX Center for Entrepreneurs to build a comprehensive education program that provides student-athletes with resources related to brand management, marketing, and financial and tax implications. As a result of this partnership, a four-credit course is going to be available for all students specifically on NIL. The university has also partnered with athletic content platforms, INFLCR and PRISM, in order to provide our student-athletes with additional support in this area. Major concerns looking forward are maintaining compliance in relation to recruiting incentives, and the risk of NIL competition among football and men's basketball programs. There is also some concern as to how NIL earnings will affect grants and scholarships, as well as citizenship for international student-athletes. The current bill is only in effect until June 30, 2022, and new legislation for Virginia is in the works to further define NIL rules effective July 1, 2022. Should that not be the case, Virginia Tech will revert back to the policy operated on this past July after NCAA rules went into effect but legislation was delayed. There is also hope that federal legislation will be passed, as NCAA guidelines and rules vary on a state-by-state basis.

Competitively, Virginia Tech's athletics program ranked 32 out of the 350+ Division I programs across the nation in 2020-21, and ranked seventh among its ACC peers for the NACDA Directors' Cup. Those ACC schools that are ranked higher, typically have a larger budget, so the hope is that as the athletics budget increases, so will the Hokies national ranking. Currently, the Hokies are rated in the top 25 in football, wrestling, men's and women's soccer, men's and women's basketball, women's golf, and men's and women's swimming and diving. Virginia Tech has already pulled ahead in the Commonwealth Clash this season, seeing a win over UVA in men's soccer, volleyball, and women's cross-country. Among ACC peers, the program is currently tied with five teams Louisville, UNC, N.C. State, Notre Dame, and Pitt, and pulling ahead against Miami along with UVA. As of June 1, Hokies' sponsored sports have been named ACC Champions 29 times since 2004-05. In Spring of 2021, 17 sports teams at the university maintained an overall 3.0 GPA. In regards to student-athlete scholarships, five of the 22 sports offered at the university offer full scholarships, while the rest only receive a portion. To remain competitive in this area and to further enhance recruitment efforts, Athletics is studying the North Carolina model in which out-of-state student-athletes can receive in-state benefits. Virginia Tech has maintained its record of no major NCAA infractions since 2000, despite a rise overall and amongst ACC schools in the past 10 years. Athletics has also seen a rise in donor growth this year, and currently has pledges to nearly \$174 million of the \$400 million goal. To further reach that goal, the department continues to focus on its capital campaign through five pillars: the drive for 25, Football, Cassell Coliseum, success across all teams, and scholarships.

4. **Inclusive VT Update: Student Diversity.** Vice President for Strategic Affairs and Diversity Menah Pratt-Clarke and Assistant Provost for Inclusion and Diversity Ellington Graves provided an update on student diversity initiatives.

As of Fall 2021, the university's undergraduate student population identifies as 61 percent white, 12 percent Asian/Asian American, 9 percent Latinx/Hispanic, 6 percent Black, 5 percent two or more races, and 5 percent international, with 2 percent choosing not to report. Similarly, the graduate and professional student population identifies as 47 percent white, 30 percent international, 6 percent Asian/Asian American, 5 percent Black, 5 percent Latinx/Hispanic, and 3 percent two or more races, with 4 percent not reported. To welcome and support its underrepresented and underserved students, Virginia Tech's various cultural and community centers provide education, advocacy, advising, and leadership development resources. Centers include the American Indian and Indigenous Community Center, Asian Cultural Engagement Center, Black Cultural Center, El Centro the Latinx cultural center, the LGBTQ+ Resource Center, and the Intercultural Engagement Center, along with Ujima, the four-year old Living-

Learning Community that emphasizes the Black/African-American experience. Ujima houses 115 multigenerational students including all classifications, and has seen 47 percent growth and 40 percent returning students this year. Each center has a faculty fellows' program to further enhance and foster faculty and student engagement. The university observed American Indian and Indigenous Heritage Month, Latinx/Hispanic Heritage Month, and LGBTQ+ History Month this fall, and will observe Black History Month, and Asian/Pacific Islander/Desi American History month in the spring. The university also observes Jewish, Muslim and Disability Awareness months as well. As such, Virginia Tech hosted 73 featured events in Spring and Fall of 2021, not counting the additional observances of Indigenous People's Day, International Pronoun Day, Intersex Awareness Day, and National Coming Out Day. Major commemorations also include Martin Luther King Day, Transgender Day of Remembrance, Veterans Day, the Native at VT Spring Powwow, Pride Week, and the Latinx Symposium. Intersectional and intercultural programs are offered to help bridge the gap between communities through activities such as hosting anti-blackness discussions, creating a coalition of Black and Asian Americans, and working with LGBTQ+ individuals spanning the communities. The Student Opportunities and Achievement Resources Program (SOAR) works with entities across campus to welcome and retain underrepresented and underserved students and support the university's strategic mission. Concerns addressed via one-on-one coaching include academic support, campus resources, financial needs and jobs, as well as both professional and personal development, and advocacy. During the 2020-21 academic year, the program provided 968 one-on-one coaching sessions to 701 unique students, the majority of which were first-generation, to discuss topics such as academic support, campus resources, financial needs/jobs, personal and professional development, and advocacy. SOAR does not provide academic advising services, but instead provides resources and connects students to advisors in their respective college upon their request. Fall caseloads yielded a higher percentage of freshman coaching sessions, while spring saw a rise in sessions with sophomores, juniors, and seniors. While SOAR is mostly utilized by the black student population, an increase of 6.2 percent was seen in Latinos' use of the resource in 2021. Overall URM student GPAs have shown a rise for the Spring 2021 term thanks to the program. SOAR also offers three signature programs, the first being the Black College Institute (BCI) which is a four-day summer program for talented, academically inclined, rising high school juniors and seniors. The Institute is a recruitment effort that specifically seeks to serve underrepresented and/or first-generation students, but is open to any student interested in Virginia Tech. BCI promotes a multicultural awareness while specifically emphasizing the Black/African-American student experience. Participants have the opportunity to experience living on campus and working in classroom environments, as well as to become familiar with learning resources available to them from departments and student organizations. During their visit, students attend workshops on applying

for college, as well as financial aid and scholarships. Participants also complete and present a research project they conduct on social justice during their time on campus. From its inception in 2017, BCI has seen a 364 percent attendance increase, with a 74 percent increase in applications. In 2021 the program hosted 520 attendees, 434 of which were high school seniors. Seventy-six percent of program alumni that apply receive offers, with 43 percent accepting and attending, increasing the percentage of black students in the entering class from 3.8 percent in 2016 to 8.9 percent for Fall of 2021. Institute alumni that attend Virginia Tech also have the opportunity to participate in SOAR's Jumpstart program, a three-day pre-orientation designed to reacclimate them to campus, and further foster a sense of community. To gain insight and identify trends, the Office of Inclusion and Diversity has reached out to those BCI attendees that chose not to attend Virginia Tech. It has been found that those individuals are highly sought after by many top tier schools and/or cannot afford the cost of out-of-state tuition. Therefore, as student financial packages begin to expand, acceptance will likely increase. SOAR also sponsors SANKOFA in partnership with the office of Inclusion and Diversity. The program is meant to foster professional connections between black students and alumni, as well as educate, motivate, and activate artists and allies. Former board member and award-winning filmmaker, business man, and author BK Fulton was the keynote speaker at the launch of Sankofa's: Reaching Back to the Next Generation program, during which he shared inspirational stories that led to his success and screened two of his films: Love Dot Com: The Social Experiment and One Angry Black Man. In addition to these three distinct programs, SOAR also maintains the InclusiveVT Excellence Scholarship, which committed \$57,000 in 20-21, along with a small portfolio of additional scholarships. They also partnered with University Scholarships and Financial Aid and the Dean of Students to educate students on the CARES Act/HEERF funds to help support underrepresented students during the pandemic, and also began a calling campaign along with the University Bursar to combat disenrollment of underrepresented minorities due to financial need.

5. **Climate Survey and HR Update.** Vice President for Human Resources Bryan Garey reported on the most recent Campus Climate Survey.

The climate survey is conducted every two to three years in order to gauge employee perceptions related to the overall campus climate, jobs, work, and inclusion and diversity. The 2021 survey also sought to measure the impacts of the pandemic. Since last conducted in 2018, the survey has undergone a redesign. HR partnered with survey experts and data scientists across campus to create an instrument that would more accurately produce a snapshot of how Virginia Tech employees are feeling at this particular point in time. As such, it is important to note that the redesign involved the implementation of a five-point scale in lieu of the four-point scale utilized in 2018, making it difficult to directly compare the current results with those of the previous survey. However, despite this difficulty, numbers

related to satisfaction remained somewhat stagnant, fluctuating only slightly between 2018 and 2021. The climate survey was conducted in April and May of this year, receiving an overall response rate of 3,267, which is considered on target due to survey fatigue that many employees were likely feeling at that time of year. Results showed that 77 percent of participants judged the climate across campus as good, with 79 percent satisfied with their jobs, 85 percent feeling their coworkers are friendly, and 86 percent feeling their professional and academic relationships are high quality. Additionally, 70 percent of participants reported they felt they had adequate opportunities for advancement at the university, and 77 percent agreed that if asked to do it again, they would choose to work for Virginia Tech. Seventy-one percent of those surveyed also agreed that the values of InclusiveVT were reflected in their work place. This data point differs slightly from those in the past, as the survey previously measured awareness of values, not whether they were directly reflected in the employees' work environment. Unfortunately, a majority of employees reported feeling less confident in their ability to receive help if they were to receive unfair or inequitable treatment, making it an area for improvement. Forty-two percent of those surveyed also felt their compensation was too low; however, this is common in any climate survey. When comparing percentages of those surveyed by employee class, staff was slightly under-represented while administrative and professional, as well as teaching and research faculty, were slightly over-represented. It is important to note that the survey showed a dip in the satisfaction related to workload since 2018, which is to be expected due to the impacts that COVID-19 has had on the workforce within the last year. In regards to inclusion and diversity, 74.9 percent felt the Principles of Community are reflected in their immediate work space, while 70.6 percent felt the same about the values of InclusiveVT, and 66.2 percent reported that the buildings on campus meet their accessibility needs. However, despite 61.9 percent disagreeing that they have personally experienced exclusionary, intimidating, offensive, and/or hostile conduct from members of the university, once neutral responses were removed, the proportion dropped to 20 percent, making it another area for improvement. Mr. Garey also acknowledged that staff morale has deteriorated somewhat since the survey was administered, and is meeting monthly with the leadership of the Staff Senate. In response to the vaccination mandate issued in August, there have been resignations and terminations, but the majority of campus has remained compliant. Ninety-Four percent of employees are vaccinated, with five percent maintaining an exemption, and one percent being non-compliant. However, the one percent accounts for new members of the workforce who have not have time to report their status. The university was early in advocating the vaccine prior to the mandate and have captured data along the way. The department has been tracking retention as a whole on a monthly basis, and there has been a slight uptick in churn thought to be caused by vaccine status, as well as individuals evaluating their jobs in a post COVID environment. In response to survey feedback HR will continue to embed HR Division Directors in colleges and units, while also implementing compensation changes both to attract new and retain current employees. HR has also implemented new onboarding tools and career development training programs,

and is still working on piloting flexible work options. Next steps include releasing data to colleges and units, communicating key results and themes in a wrap-up article to be featured in the VTx daily email, offering one-on-one support for leaders as needed, and continuing work on improving morale.

6. **Introduction to Governance Video.** Vice President for Policy and Governance, Kim O'Rourke, introduced a video in which current commission chairs of shared governance reported their goals for the year.

The video was created by the Office of Policy and Governance as an outreach tool to introduce the campus community to shared governance, as well as provide insight on the types of policies that are vetted through the system. Along with being reviewed by the Governance and Administration Committee, the video is also intended to be utilized on various websites and news outlets published across campus. The hope is that the video will not only provide insight to the community on the current work of shared governance, but also generate interest in becoming involved in system and having a role in shaping future policies. Due to time restraints, the video was not viewed during the meeting, but all Board members were encouraged to watch it via the link in their materials.

7. **Resolution to Establish an Administrative and Professional Faculty Representative to the Board of Visitors.** President of the Administrative and Professional (A/P) Faculty Senate Holli Drewry and Vice President of the A/P Faculty Senate and Chair of the Commission on A/P Faculty Affairs Janice Austin presented a resolution for committee review and approval proposing the addition of an A/P Faculty Representative to the Board of Visitors. Like the other representatives, the A/P Faculty Representative will be invited to sit with the Board and its committees during open sessions.

The resolution is the next step in achieving equal representation for Administrative and Professional Faculty to that of their teaching and research faculty and staff peers. It follows the installation of the A/P Faculty Senate approved by the committee in March of this year. Upon review, the committee approved the resolution.

8. **Discussion on Committee Structure Review.** Chris Petersen led a discussion on Board Committee Structure Review.

The review is in response to concerns regarding where research topics should fall in relation to committee charges. Prior to the revised committee structure implemented in 2017, there was a separate research committee. Currently, the programmatic aspects of research are covered by the Academic, Research and Student Affairs Committee, with finance, compliance, and facility issues discussed in the corresponding committees. However, due to its unique nature, there is a question of whether the topic receives enough attention and support, as it is a large component of the Beyond Boundaries strategy. As such, the Governance and

Administration committee was tasked by the Rector at the June meeting to consider the current Board Committee Structure as a whole and make suggestions on how it might be improved. The committee agreed that the best way to move forward in this assessment is to appoint an ad hoc committee. Chris Petersen will communicate with committee members individually to determine appointees.

9. **Discussion on Board Self-Assessment Process.** Chris Petersen led a discussion on topics and criteria the Board would like to measure in this year's self-assessment.

The Board of Visitors began conducting an annual self-assessment in spring 2019, with the results of the assessment being reported at the June meeting. The instrument used was developed and is administered by the Association of Governing Boards (AGB); questions were tailored to some degree to Virginia Tech. The committee was asked to recommend what changes, if any, they would like made to the existing survey instrument, and whether they recommended continuing with the AGB survey instrument. The committee was also asked to consider what open-ended questions they would like included to augment the multiple-choice questions. To maintain consistency, the committee determined they would like to move forward with the AGB survey instrument this year. Requests related to open-ended questions are to be sent to Chris Petersen and Kim O'Rourke by November 30.

10. **Board Transparency.** Kim O'Rourke explained that in spring 2021, the General Assembly approved HB2120, which deals with transparency of university governing boards. Many of the measures contained in the bill were already in practice at Virginia Tech prior to the legislation, and others were added to the Board's bylaws in June and implemented by the July 2021 deadline. The legislation also required SCHEV to appoint a working group to develop a minimum uniform standard for all Virginia colleges and universities to witness board meetings electronically in real time and to provide those recommendations to the legislature by November 1, 2021. She noted that both she and Elizabeth Hooper served on that 15-person working group, and its report has been submitted to the legislature. The proposed minimum uniform standard includes providing the public with real-time electronic access to regularly scheduled meetings of the full governing board, with exceptions for committee meetings and any tours or gatherings of the full board that take place outside of the usual location of the board meeting. Access would be provided by video or audio livestreaming.

11. **Future Agenda Items and Closing Remarks.** Chris Petersen asked committee members to send any future agenda item requests to him at a later date, and offered closing remarks

There being no further business, the meeting adjourned at 11:45am.



**Open Session Agenda**

**GOVERNANCE AND ADMINISTRATION COMMITTEE**

**Latham Ballroom CDEF, The Inn at Virginia Tech**  
**10:00 am – 11:30 am**

**November 8, 2021**

**OPEN SESSION**

**Agenda Item**

**Reporting Responsibility**

- |   |  |
|---|--|
| 1. Welcome and Opening Remarks  | Chris Petersen                         |
| 2. Consent Agenda   | Chris Petersen                         |
| a. Approval of Minutes of June 7, 2021, Meeting<br>* b. Compliance, Audit, and Risk Committee Charter<br>* c. Resolution to Revise Policy 4335: Employee<br>Awards and Recognition Programs<br>* d. Resolution to Revise Bylaws of the Virginia Tech<br>Board of Visitors |  |
| ♦ 3. Name, Image, and Likeness and Competitive Success  | Whit Babcock<br>Derek Gwinn            |
| 4. Inclusive VT Update: Student Diversity   | Menah Pratt-Clarke<br>Ellington Graves |
| 5. Climate Survey and HR Update   | Bryan Garey                            |
| 6. Introduction to Governance Video   | Kim O'Rourke                           |
| * 7. Resolution to Establish an Administrative and Professional Faculty Representative to the Board of Visitors   | Holli Drewry<br>Janice Austin          |
| 8. Discussion on Committee Structure Review   | Chris Petersen                         |
| 9. Discussion on Board Self-Assessment Criteria   | Chris Petersen                         |
| 10. Future Agenda Items and Closing Remarks   | Chris Petersen                         |

## **Consent Agenda**

- a. Approval of Minutes of June 7, 2021, Meeting
- b. Compliance, Audit, and Risk Committee Charter\*
- c. Resolution to Revise Policy 4335: Employee Awards and Recognition Programs\*
- d. Resolution to Revise Bylaws of the Virginia Tech Board of Visitors\*



**VIRGINIA TECH**  
**ATHLETICS**

# **Board of Visitors Meeting**

**November 2021**

## **Agenda:**

Update on Name, Image, Likeness (NIL)  
Competitive Success

# Virginia Law – House Bill 7001

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## Passed in August

- Student-athletes may earn compensation related to NIL and sign with agents
- Protects their scholarship and eligibility
- No pay-for-play
- May not miss official team or academically related activities
- Use of logos and facilities must go through proper channels
- Third-party conflicts may be restricted by VT
- Must disclose activity prior to NIL activity occurring
- Prohibited NIL activity:

Casinos/Gambling

Alcohol Products

Adult Entertainment

Cannabis related products

Dangerous/Controlled Substances

Performance Enhancing Drugs

Drug Paraphernalia

Tobacco/E-cigarettes

Weapons/Firearms



# NIL Deals at VT

Attachment F



# NIL Deals at VT

Attachment F



Brock  
@BrockHoffman76

Proud to announce that I have partnered with Bob Huff Chevrolet and Huff Ford to provide a total of 325 book bags filled with school supplies for kids in my hometown of Statesville, NC and Wythe County, VA!!  
Go Hokies! 🦅

[#InvestInTheYouth](#)



Item #145114



offman76

opportunity to go back to my hometown  
deliver the rest of the book bags to my own  
school, Celeste Henkel! [#InvestInTheYouth](#)

thanks to [@BobHuffAuto](#) for making all  
! [#DriveTheHuffWay](#)



Amaré D. Barno  
@Ayye\_Barno

Hokie Nation,

I would like to introduce my personal apparel line, the  
AB11 brand!

Check out the site, live now!  
[magzsports.com/amarebarno/](https://magzsports.com/amarebarno/)

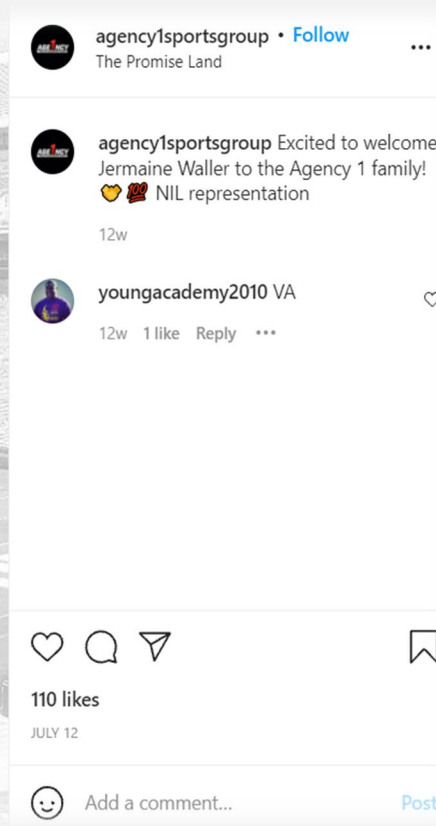
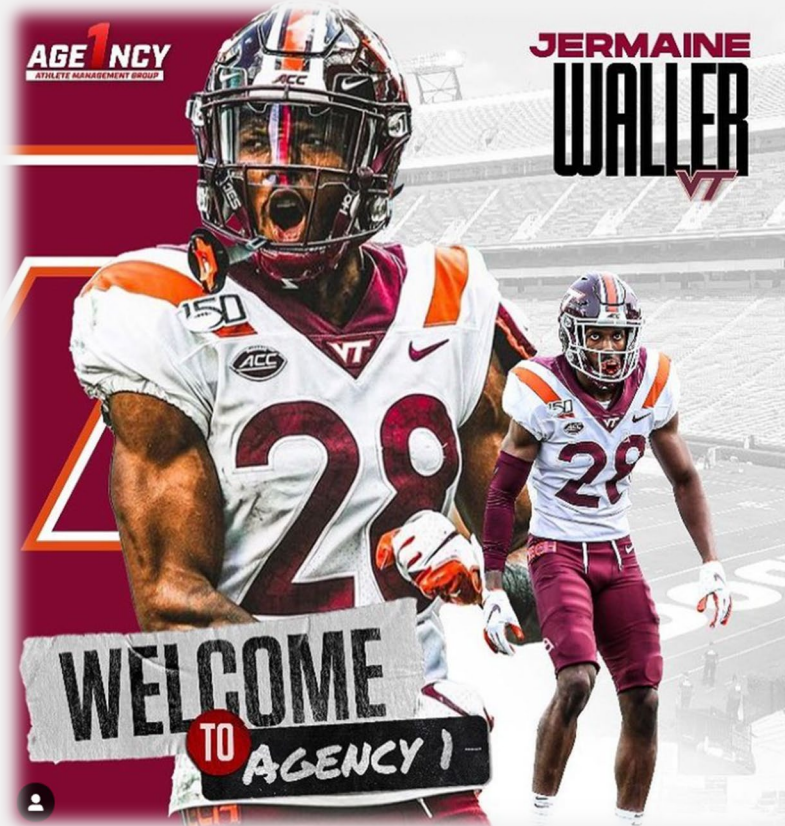


**VIRGINIA TECH®**  
ATHLETICS COMPLIANCE



# NIL Deals at VT

Attachment F



# **NIL Takeaways**

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**Interest level of student-athletes**

**Interest level of supporters and local businesses**

## **Contracts**

- Pay for Play?
- Student-Athlete time demands/Expectations
- FMV

## **Agents**

- Registered and Reputable
- State Regulatory Program



NAME. IMAGE. LIKENESS.

Attachment F

# NEXUS



PAMPLIN COLLEGE OF BUSINESS  
**APEX CENTER FOR  
ENTREPRENEURS**  
VIRGINIA TECH™



# STAKEHOLDERS

Attachment F



PAMPLIN COLLEGE OF BUSINESS  
**APEX CENTER FOR ENTREPRENEURS**  
VIRGINIA TECH™



**VIRGINIA TECH**  
ATHLETICS



**PRISM**



PAMPLIN COLLEGE OF  
**BUSINESS**  
VIRGINIA TECH™



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ATHLETICS COMPLIANCE



# GOALS

Attachment F



**Build** a comprehensive program for Virginia Tech student-athletes, which provide education and resources on NIL opportunities:

- Personal Branding and Brand Management
- Business Formation & Entrepreneurship
- Opportunity Identification & Management
- Financial, Tax and Legal Literacy
- Third Party Evaluation and Education



**VIRGINIA TECH**  
**ATHLETICS**

**COMPETITIVE  
SUCCESS**

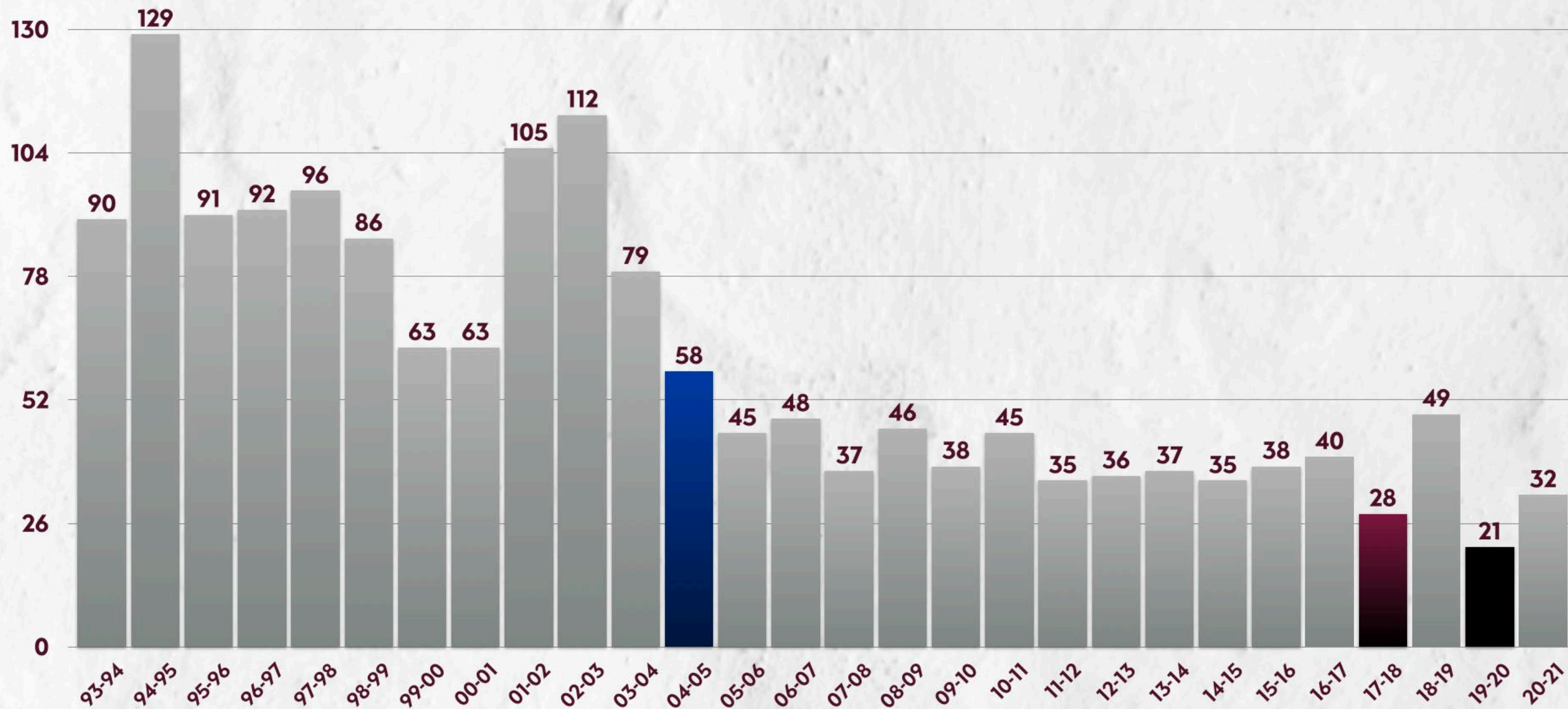




# ***Learfield Directors' Cup***

## **1993-2021**

Attachment F





# Hokies In The Top 25

2020-22

	2020-21	2021-22		2020-21	2021-22
Football	19	15	Baseball	18	
Men's Soccer	4	5	Softball	14	
Women's Soccer		17	Women's Golf	14	20
Volleyball	(RV)		Men's Track & Field	21	
Wrestling	3		Women's Track & Field	15	
Men's Basketball	15	(RV)	Men's Swimming & Diving	11	12
Women's Basketball	(RV)	24	Women's Swimming & Diving	15	18
Lacrosse	16				

Denotes highest ranking achieved during season  
(RV) - Received votes





# ***Learfield Directors' Cup***

## **ACC Teams (2020-21)**

Attachment F

	4	<b>North Carolina</b>	<b><i>1126.25</i></b>
	11	<b>Virginia</b>	<b><i>970.25</i></b>
	14	<b>Notre Dame</b>	<b><i>900.00</i></b>
	16	<b>Florida State</b>	<b><i>893.00</i></b>
	21	<b>Duke</b>	<b><i>931.50</i></b>
	23	<b>NC State</b>	<b><i>783.25</i></b>
	32	<b>Virginia Tech</b>	<b><i>631.25</i></b>
	36	<b>Clemson</b>	<b><i>554.75</i></b>

	40	<b>Louisville</b>	<b><i>532.75</i></b>
	44	<b>Georgia Tech</b>	<b><i>487.00</i></b>
	54	<b>Wake Forest</b>	<b><i>394.75</i></b>
	62	<b>Miami</b>	<b><i>358.50</i></b>
	64	<b>Syracuse</b>	<b><i>328.00</i></b>
	73	<b>Pitt</b>	<b><i>279.00</i></b>
	74	<b>Boston College</b>	<b><i>277.00</i></b>

as of July 2, 2021



**1**

# Smithfield<sup>®</sup> COMMONWEALTH CLASH



Attachment F

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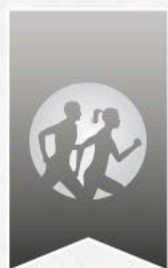
**Women's  
Soccer**



**Men's  
Soccer**



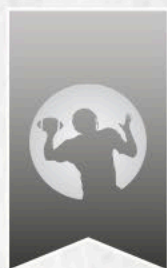
**Volleyball**



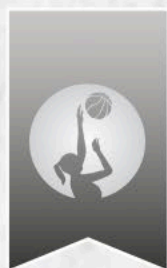
**Men's  
Cross  
Country**



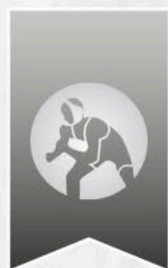
**Women's  
Cross  
Country**



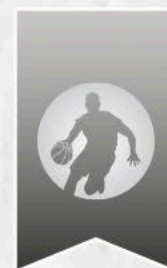
**Football**



**Women's  
Basketball**



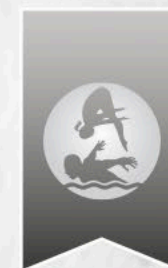
**Wrestling**



**Men's  
Basketball**



**Women's  
Swimming &  
Diving**



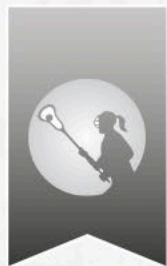
**Men's  
Swimming &  
Diving**



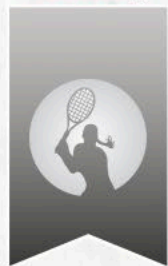
**Women's  
Indoor Track  
& Field**



**Men's  
Indoor Track  
& Field**



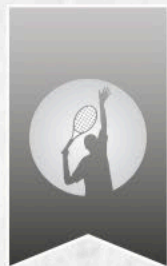
**Lacrosse**



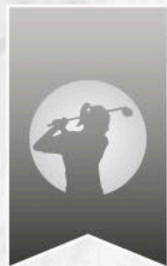
**Women's  
Tennis**



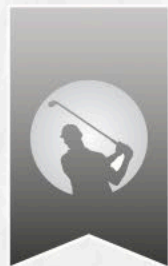
**Softball**



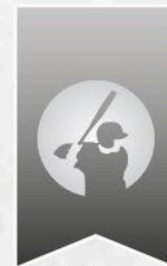
**Men's  
Tennis**



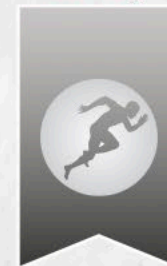
**Women's  
Golf**



**Men's  
Golf**



**Baseball**



**Women's  
Outdoor  
Track & Field**

















**Men's  
Outdoor  
Track & Field**

as of Oct. 8, 2021



# ACC CLASH

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22		2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
 (6-0)	15-5	17-2	15½-4½	13½-6½	8½-3½	13-4	½-1½	 (4-3)	5-16	9-13	11-11	10-12	8½-6½	11½-8½	1½-1½
 (5-2)	8-8	10½-6½	11-4	7-8	7-3	10-8	0-2	 (1-6)	7½-11½	8-10	6-12	7-11	4½-8½	6½-11½	1-1
 (4-3)	10-11	12-9	10½-11½	12-10	8-7	10½-10½	½-1½	 (4-3)	7½-12½	7½-12½	10-10	11-7	5-6	10-9	1-1
 (0-6)	7½-9½	8-9	5-12	3½-14½	3-7	7-10	0-1	 (6-0)	14-4	13-4	14½-3½	15-3	10-3	13-4	1-1
 (6-1)	11-6	11-6	11-6	11-6	8-4	8-8	0-1	 (4-2)	3½-8½	9-6	6½-6½	6-6	3½-4½	7½-5½	0-1
 (2-4)	6½-12½	7½-10½	7-11	10-8	6-5	10-9	1-1	 (3-4)	7-14	11-11	12½-8½	9½-12½	6½-7½	9-12	1-0
 (4-2)	8½-8½	8½-7½	8-9	8½-9½	9-3	13-4	1-0	 (5-1)	9½-5½	10-4	8½-6½	8-7	8½-½	7-8	0-2

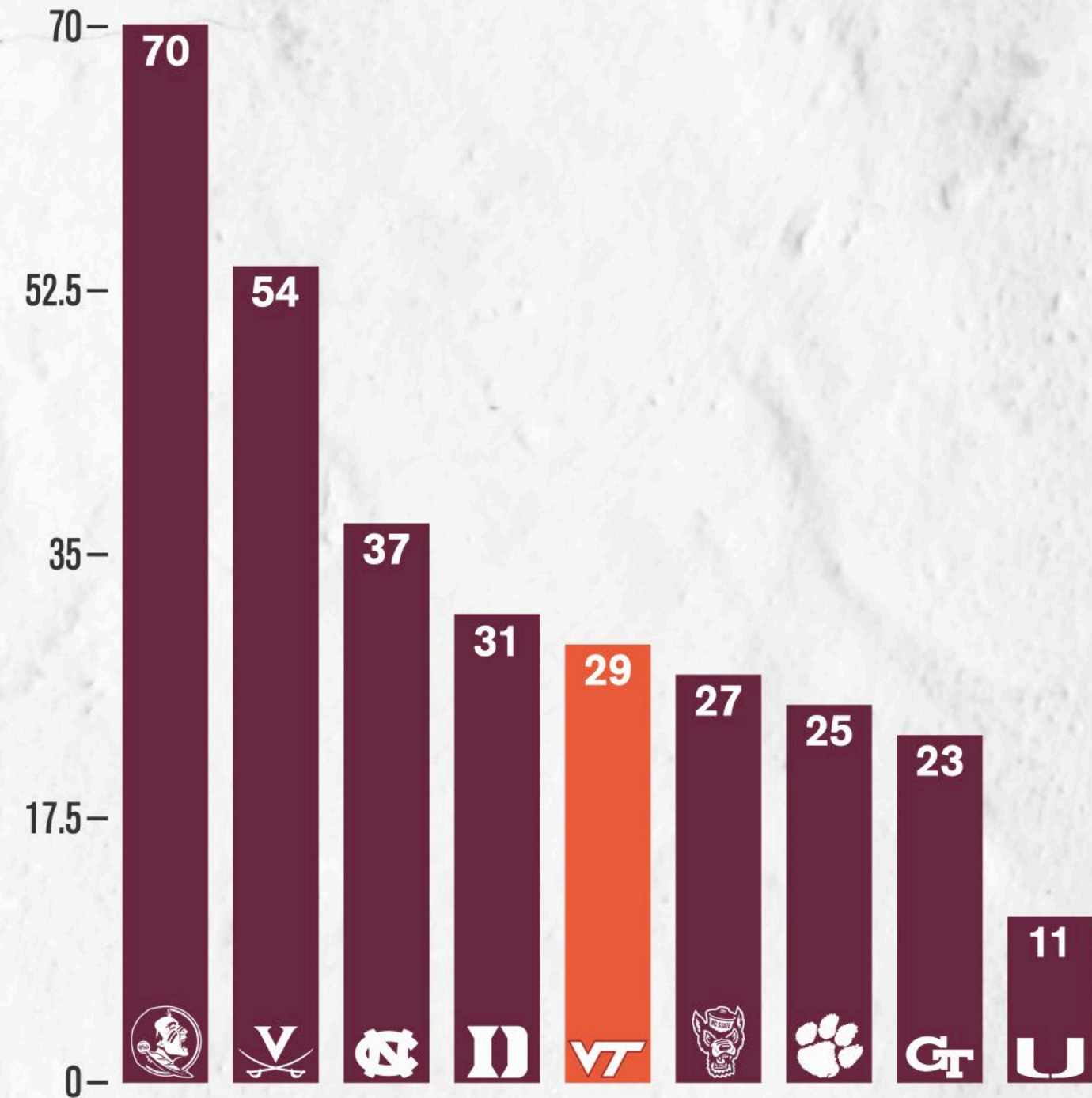


Attachment F

# CHAMPIONS

Since 2004-2005

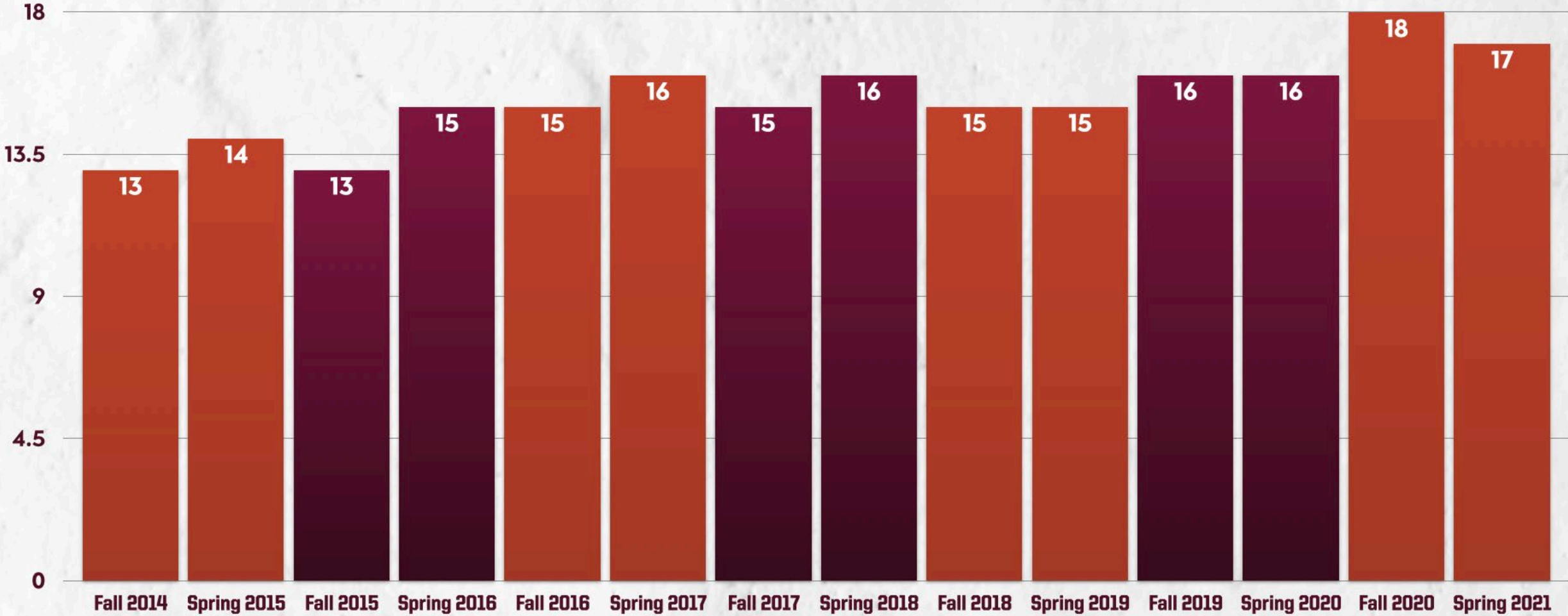
(Virginia Tech Sponsored Sports Only)



as of June 1, 2021



# ***Teams with 3.00 Overall GPA*** Per Semester

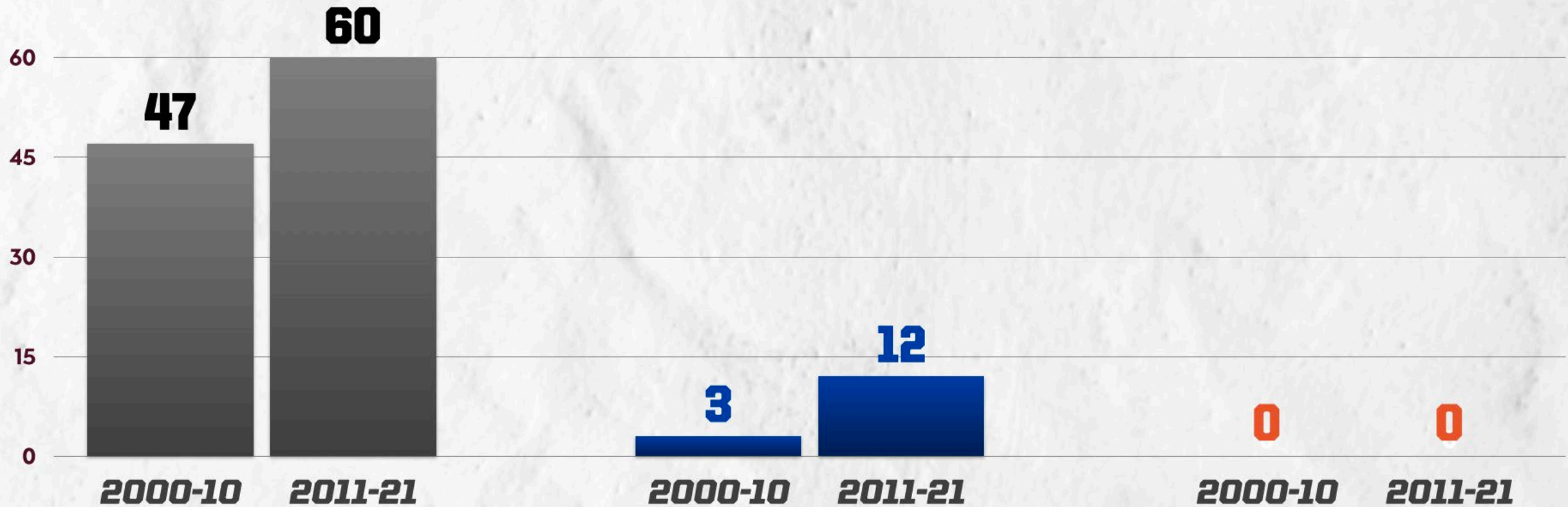






# Major Infractions Since 2000

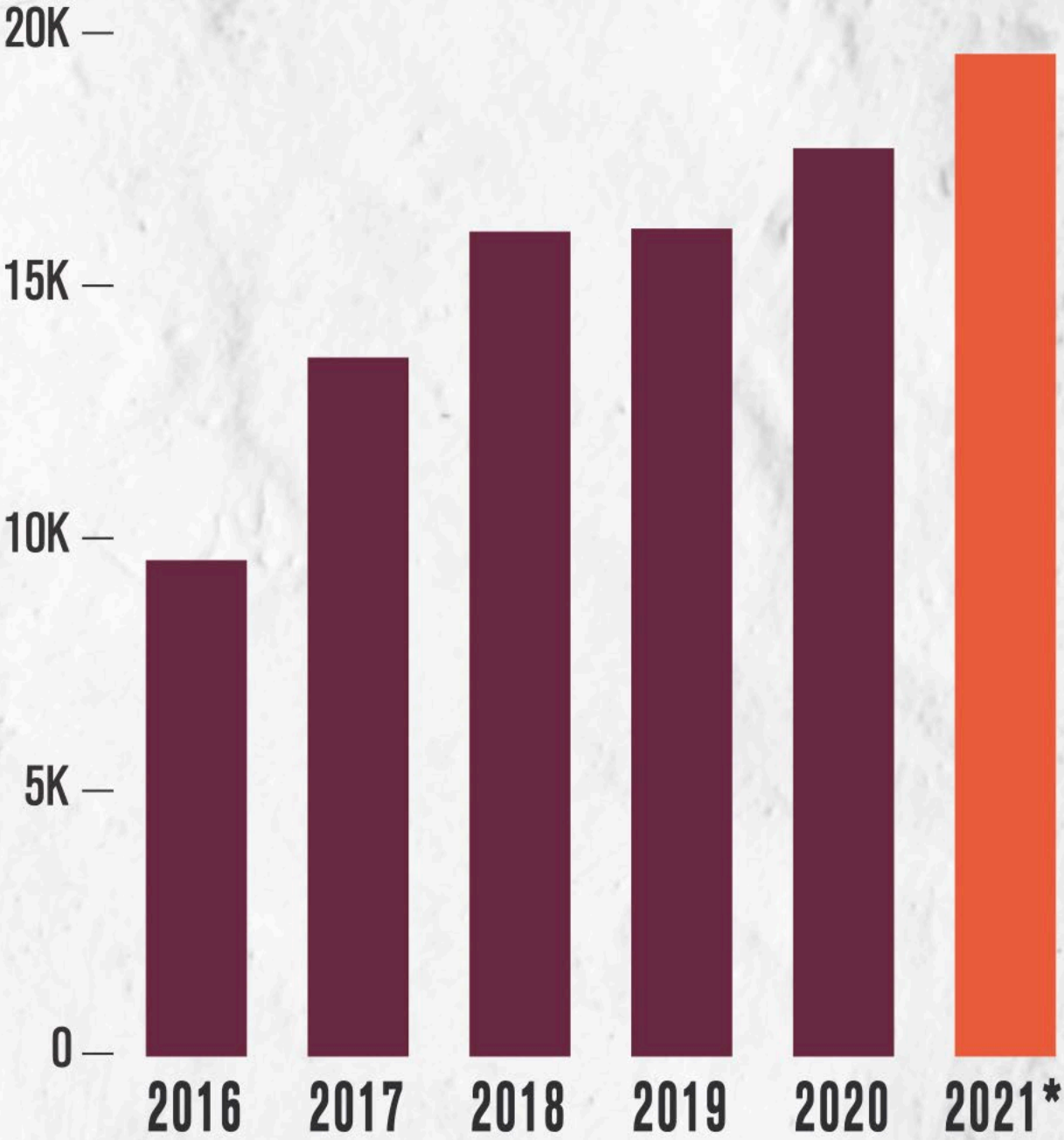
Attachment F





# DONOR GROWTH

Number of Donors





# ***Pledges to nearly \$175m of the \$400m goal***

Attachment F

**DRIVE FOR 25**

**\$25,000 members by March 31, 2022**

**FOOTBALL  
ENHANCEMENT FUND**

**\$70M Economic Impact in SWVA**

**CASSELL COLISEUM**

**Early meetings have been very  
productive**

**ALL-SPORTS SUCCESS**

**Consistent sport-specific fundraising  
approach**

**SCHOLARSHIP  
ENDOWMENTS**

**For those to come**





**VIRGINIA TECH**  
**ATHLETICS**

**THANK YOU**

# Supporting Diverse Students

Overview of the Cultural and Community Centers and the Student Opportunities and Achievement Resources Program (SOAR)



INCLUSION AND DIVERSITY  
VIRGINIA TECH.

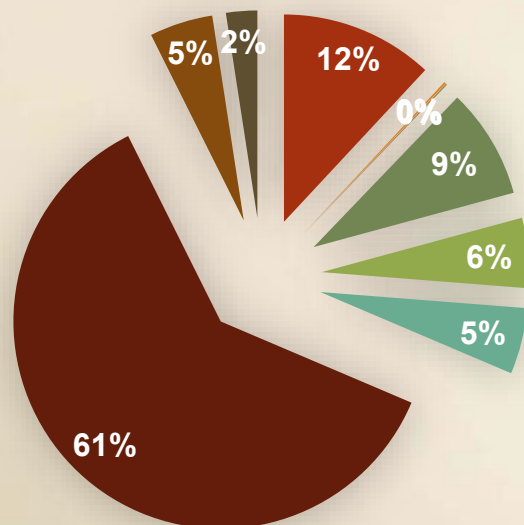
Office for Inclusion and Diversity  
*Courage. Commitment. Community.*  
[www.inclusivevt.edu](http://www.inclusivevt.edu)





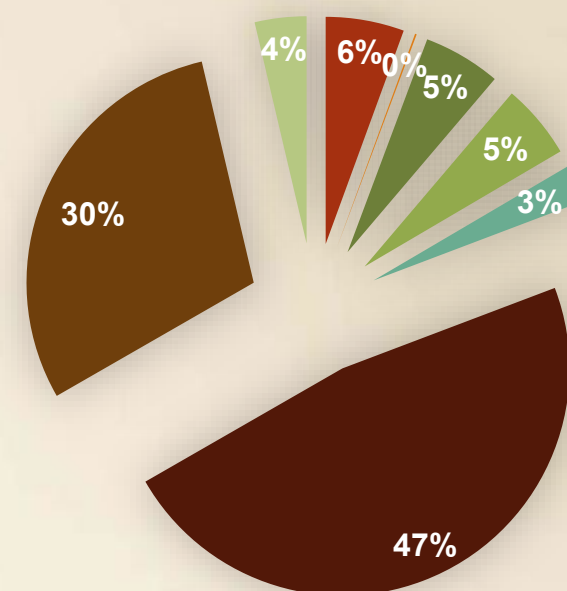
# Student Diversity Fall 2021

## Undergraduate



Asian/AA	Hawaiian/PI	American Indian
Latinx/Hispanic	Black	Two or more
White	Non-resident	Not reported

## Grad/Professional



Asian/AA	American Indian	Latinx/Hispanic	Black
Two or more	White	Non-resident	Not reported



# Cultural & Community Centers

- The Cultural & Community Centers support underrepresented and underserved students through education, advocacy, advising and leadership development. The centers strive to promote a welcoming campus in which students feel a sense of belonging and can find support in expressing pride in their social identities.



American Indian and Indigenous Community Center –  
**Victoria Ferguson**,  
Interim Director



Asian Cultural Engagement Center –  
**Dr. Nina Ha**,  
Director



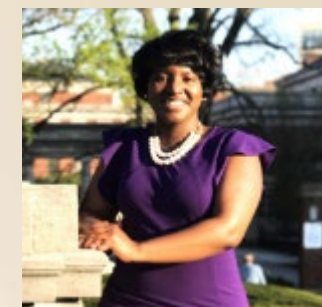
Black Cultural Center –  
**Kimberly Clark-Shaw**, Director



El Centro (Latinx Cultural Center),  
**Veronica Montes**,  
Director



LGBTQ+ Resource Center,  
**Dr. Ashleigh Bingham**, Director



Ujima Living-Learning Community,  
**Dalayna Gardner**,  
Director



Intercultural Engagement Center,  
**Alicia Cohen**,  
Director



INCLUSION AND DIVERSITY  
VIRGINIA TECH.

Office for Inclusion and Diversity  
**Courage. Commitment. Community.**  
[www.inclusivevt.edu](http://www.inclusivevt.edu)





# Cultural and Community Centers – History and Heritage Months

- American Indian and Indigenous Heritage Month, Latinx/Hispanic Heritage Month, LGBTQ+ History Month, Black History Month, and Asian/Pacific Islander/Desi American (APIDA) History Month
- 73 feature events over 5 observances during Spring and Fall 2021
- Observance of Jewish, Muslim, and Disability Awareness Months as well



# Cultural and Community Centers - Programming

- Major observations and commemorations
  - Martin Luther King Commemoration
  - Transgender Day of Remembrance
  - Veterans Day
  - Native at VT Spring Powwow
  - Pride Week
  - Latinx Symposium
- Cultural Achievement Ceremonies
- Thematic and stand-alone programs
- Intersectional and intercultural programs
- Faculty Fellows programs
- Community Kick-off, open houses, welcome back cookouts





# Student Opportunities & Achievement Resources Program (SOAR)

Student Opportunities and Achievement Resources (SOAR) is a program that supports Virginia Tech's strategic goals by working with entities across campus to welcome and retain underrepresented minority (URM) students, and to promote their success through campus collaborations.

- URM students improved their overall GPAs during the spring 2021 semester;
- Freshmen and Black students remain the largest segments of students seeking out SOAR's assistance through 1:1 coaching;
- Latino students' use of SOAR services saw an increase of 6.2%;

# Student Opportunities & Achievement Resources Program (SOAR) Staff



**Dr. Crasha Townsend,**  
Assistant Provost  
for Inclusion and  
Diversity



**Benito Nieves,**  
Senior Associate  
Director



**Luisa Burgos,**  
Associate  
Director



**Meshay Long,**  
Assistant Director



**Seth Sterlin,**  
Assistant Director

# SOAR PRODUCES 3 SIGNATURE PROGRAMS

- Black College Institute (BCI): A 4-day academic summer enrichment program by Virginia Tech. It hosts talented, high-achieving and academically curious rising high school juniors and seniors.
- JumpStart: A recently launched, 3-day pre-college orientation program for students who successfully completed the BCI summer program, and are now entering their freshmen year here at VT.
- Sankofa: A recently launched program designed to create a professional connection between Black students and alumni.



# SOAR: BLACK COLLEGE INSTITUTE (BCI)



- Black College Institute is a 4day academic summer enrichment program;
- It hosts talented, high-achieving and academically curious rising high school juniors and seniors;
- The program is designed to attract underrepresented and/or first-generation students, but welcomes the participation of any student who has a potential interest in Virginia Tech;
- Program activities are planned using a multicultural perspective but places special emphasis on the African American identity.





## BENEFITS OF BLACK COLLEGE INSTITUTE

- Student engagement with various academic disciplines through hands-on learning and workshops within the context of the African American cultural experience;
- College life experience of residential living, campus dining, collaborative projects in university classrooms and engagement with Virginia Tech's faculty, staff, and students;
- Daily workshops on (1) navigating and completing the college application process and (2) applying for scholarships and financial aid;
- Students embrace Virginia Tech's motto of Ut Prosim (That I May Serve) by completing a social justice research project and presentation;
- Explore Virginia Tech's departments and organizations to build lasting connections and learn about local resources available to them;
- Engage in fun virtual team building and activities;
- All programs are FREE of cost to students.

# BCI IS GROWING!



**364%**

INCREASE IN  
ATTENDANCE  
2017 - 2021

**74%**

INCREASE IN  
APPLICATION  
RATE IN 4YRS

**520**

ATTENDEES  
IN 2021

**434**

SENIORS  
IN 2021

**76%**

AVERAGE  
OFFER RATE

**43%**

AVERAGE  
YIELD

INCREASE IN BLACK STUDENTS ENTERING CLASS FROM

**3.8%** (FALL 2016) TO **8.9%** (2021)

# SOAR: SANKOFA



- Sankofa is a new initiative introduced by SOAR and the BCI, in conjunction with the Office for Inclusion and Diversity. Sankofa was developed to create a professional connection between Black students and alumni through a series of alumni-to-student mentoring discussions;
- VT alumnus and award-winning filmmaker, businessman and author, BK Fulton launched Sankofa's: Reaching Back to the Next Generation: The Inclusive VT Difference program in October. During his multi-day visit to campus, Fulton shared with students, inspirational stories that led to his success and screened two of his films, Love Dot Com: The Social Experiment and One Angry Black Man;
- VT's Sankofa is part of a world-wide effort to educate, motivate, and activate artists and allies.



# UJIMA LIVING – LEARNING COMMUNITY (LLC)

## Quick Facts

- 115 students total
- 47% growth
- 40% returners
- Multi-generational including all classifications

## Activities

- Melanin Monday
- Cultural Excursions
- Mentorship Program
- Professional Development Series
- Faculty Fellows

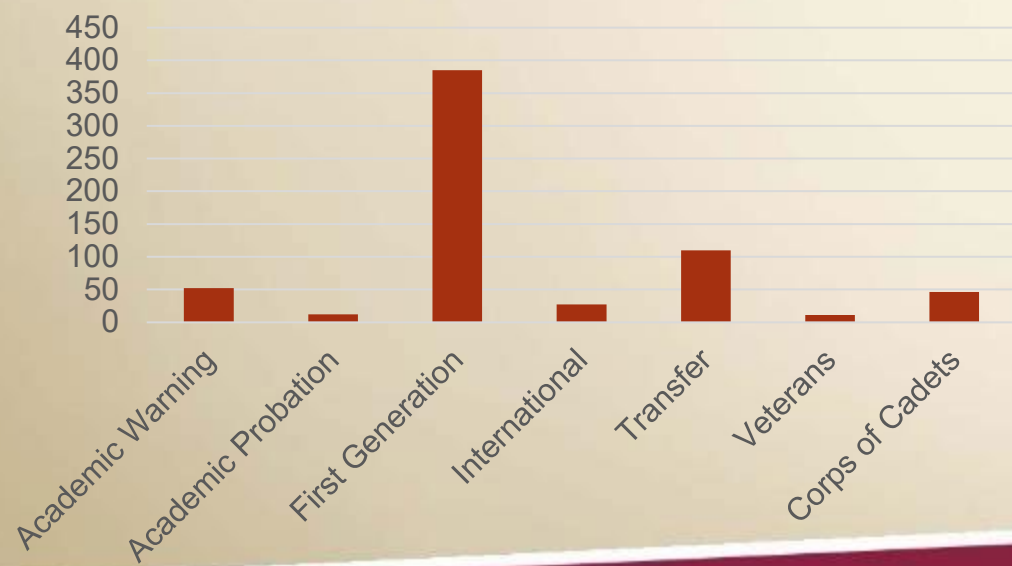




## SOAR Coaching Highlights – 2020-21

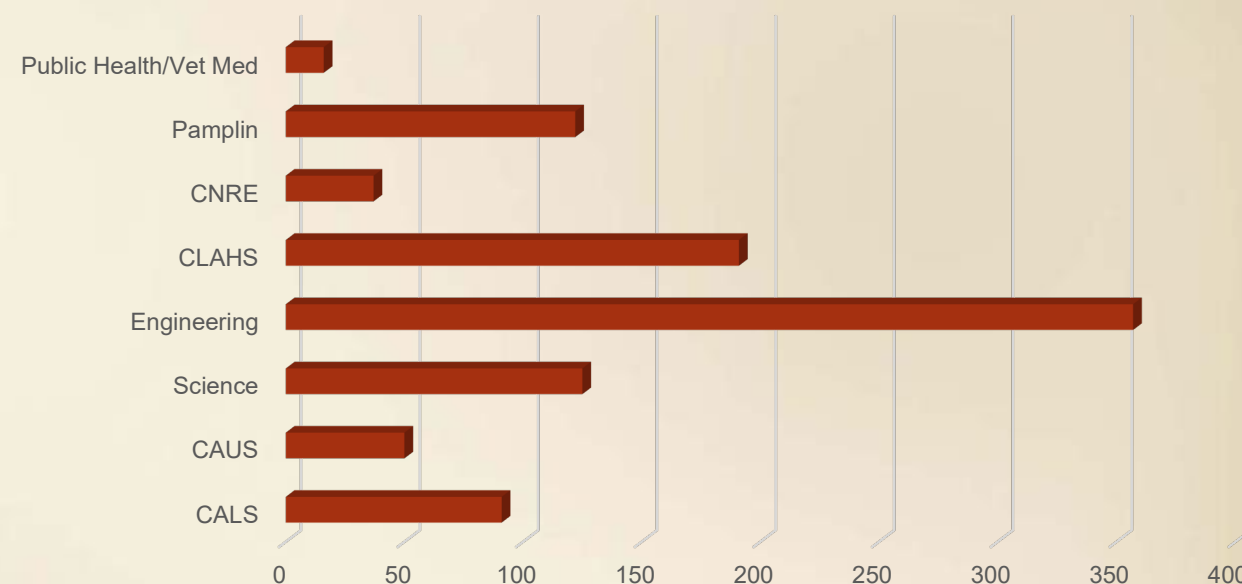
968 coaching sessions,  
serving 701 unique students

### Sessions with Special Student Categories



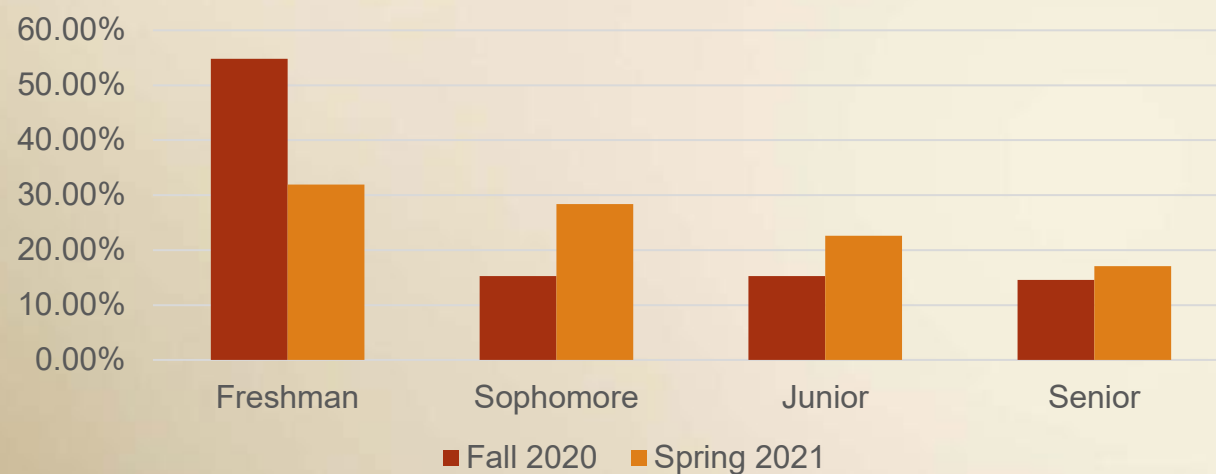
## SOAR Coaching by College – 2020-21

### Coaching Sessions



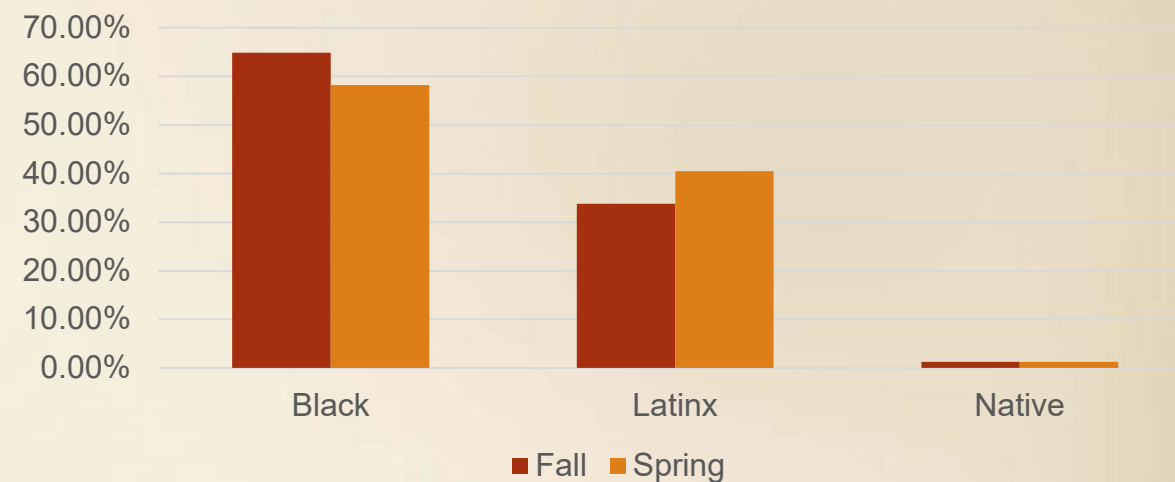
## SOAR Caseload by Student Year, 20-21

Percent of Sessions

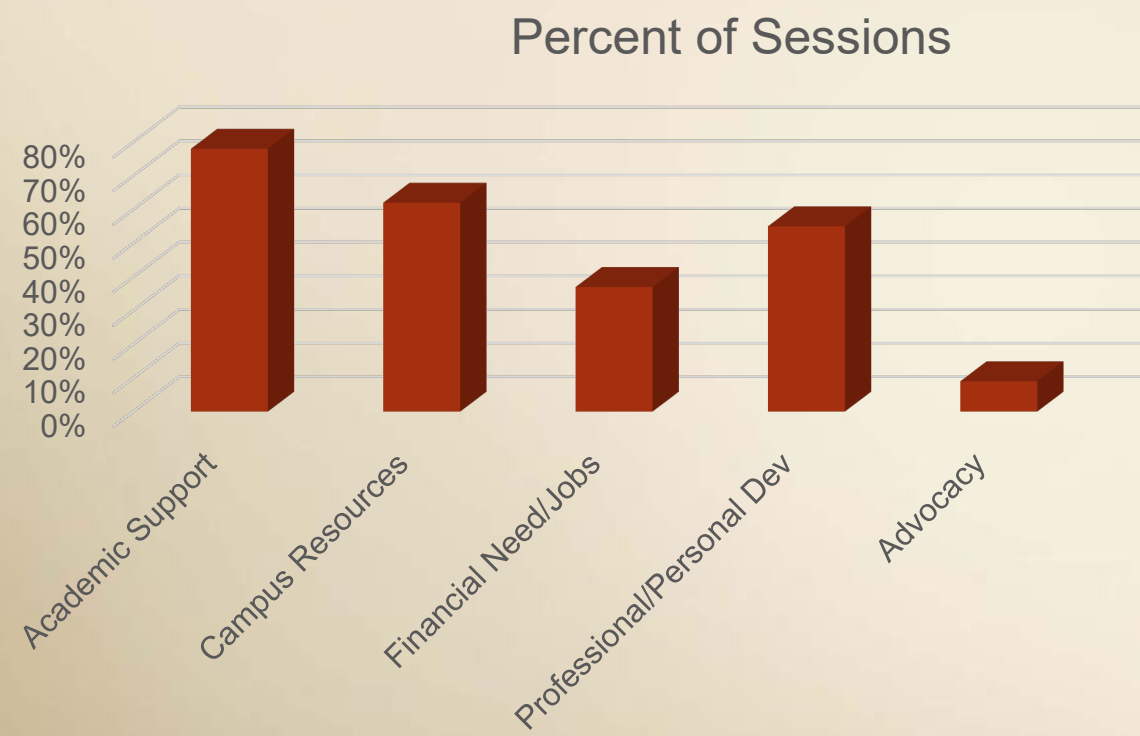


## SOAR Sessions by URM Population, 20-21

Percent of Sessions



## Student Concerns Addressed, 20-21



\*Sessions often address multiple concerns

## SOAR Sessions by URM Population, 20-21

- Management of small scholarship portfolio
- Emergency financial support
- Administrative disenrollment partnership with USFA, Dean of Students, and the University Bursar's Office
- Partnership with USFA and Dean of Students in disbursing CARES Act/HEERF funds

# SOAR's Role in Financial Support

- Scholarships
  - InclusiveVT Excellence Scholarship and other smaller awards
- COVID Support – Partnership with USFA and Dean of Students to ensure that students knew about CARES Act/HEERF funds
  - Outreach to URM students to identify need in disbursing over \$2 million in additional grants
- Disenrollment – Partnership with USFA, Dean of Students, and University Bursar
  - Spring 2021 – 23 URM students received \$52,258 from OID and DoS
  - Fall 2021- 26 URM students received over \$38,000 from OID





# Questions



# 2021 Campus Climate Survey Summary of Results

■ Bryan Garey, Vice President for Human Resources

## ■ Survey background

Attachment F

- Conducted to understand employee perceptions of campus climate, leadership, job and work, inclusion and diversity, and the pandemic.
- Survey redesigned with the expert guidance of data scientists across campus.
- Consistent measurement scale across questions.
- Total employee response rate: 3,267.

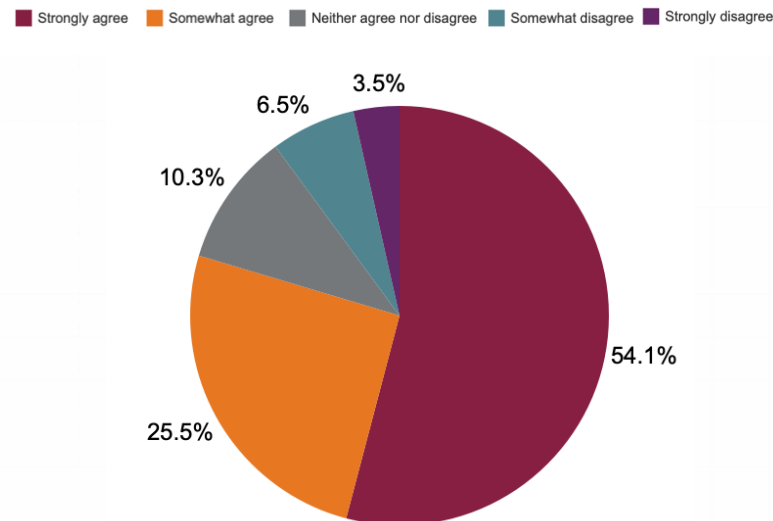


## ■ 2021 survey highlights

Attachment F

- Campus climate is good according to 77% of employees.
- Employees are satisfied with their job (79%) and the people they work with are friendly (85%).
- Employees agree that the values of InclusiveVT are reflected in their workplace (71%).
- Employees feel their professional/academic relationships are high quality (86%).
- Opportunities for advancement at the university (70%).
- When asked if they would make the choice to join Virginia Tech again, 77% say they would.

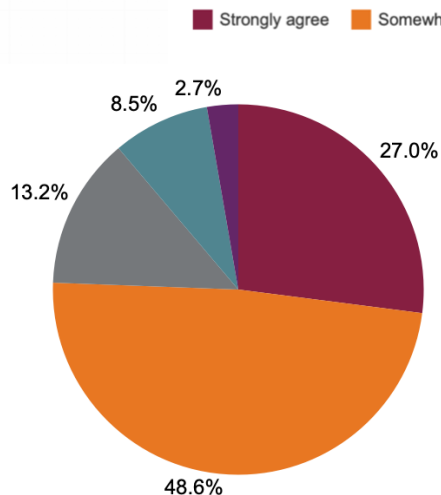
If I had to do it all over again, I would still make the choice to work at Virginia Tech.



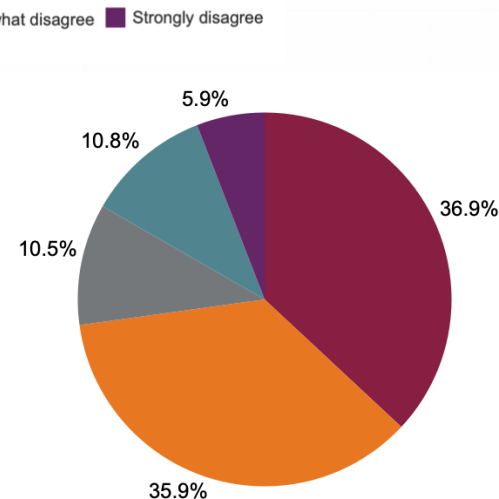
## 2021 survey highlights

Attachment F

The overall climate on my campus is good.



The overall climate in my unit/department is good.



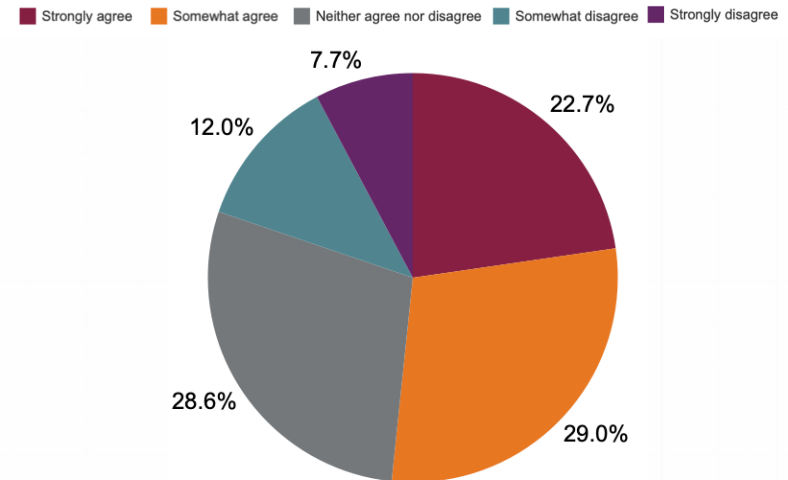
- 76% of respondents Strongly Agree or Agree that campus climate is good.
- 73% of respondents Strongly Agree or Agree that department/unit climate is good.

## ■ 2021 survey opportunities

Attachment F

- A majority of employees feel less confident in their:
  - Ability to get help if they feel they receive unfair or inequitable treatment (52%).
  - Compensation and that it is equivalent to the value they provide (42%).

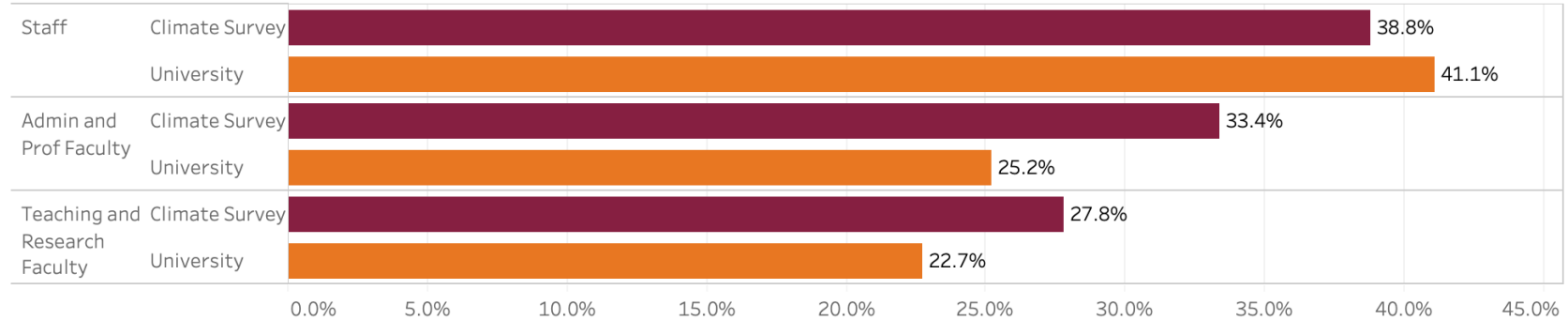
The university has effective processes in place to help employees if they experience unfair or inequitable treatment.





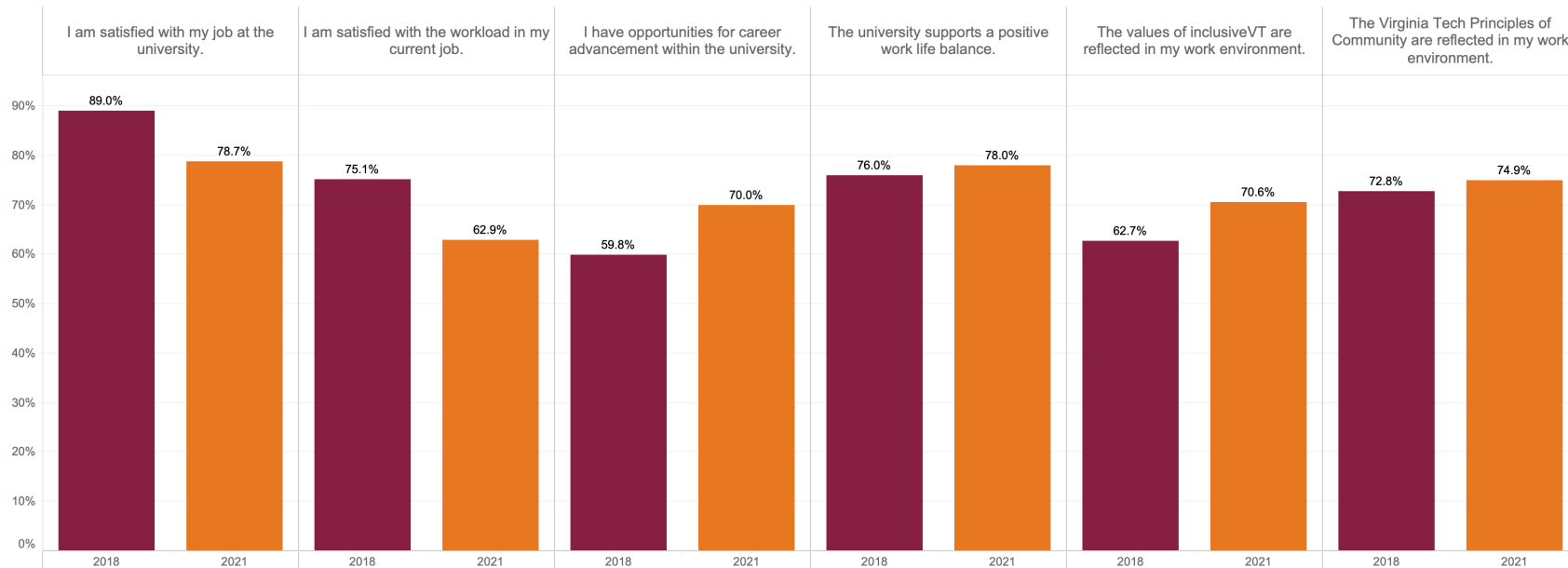
# ■ Climate survey participation by salaried employees

Attachment F



# ■ Comparison of 2018 and 2021 surveys

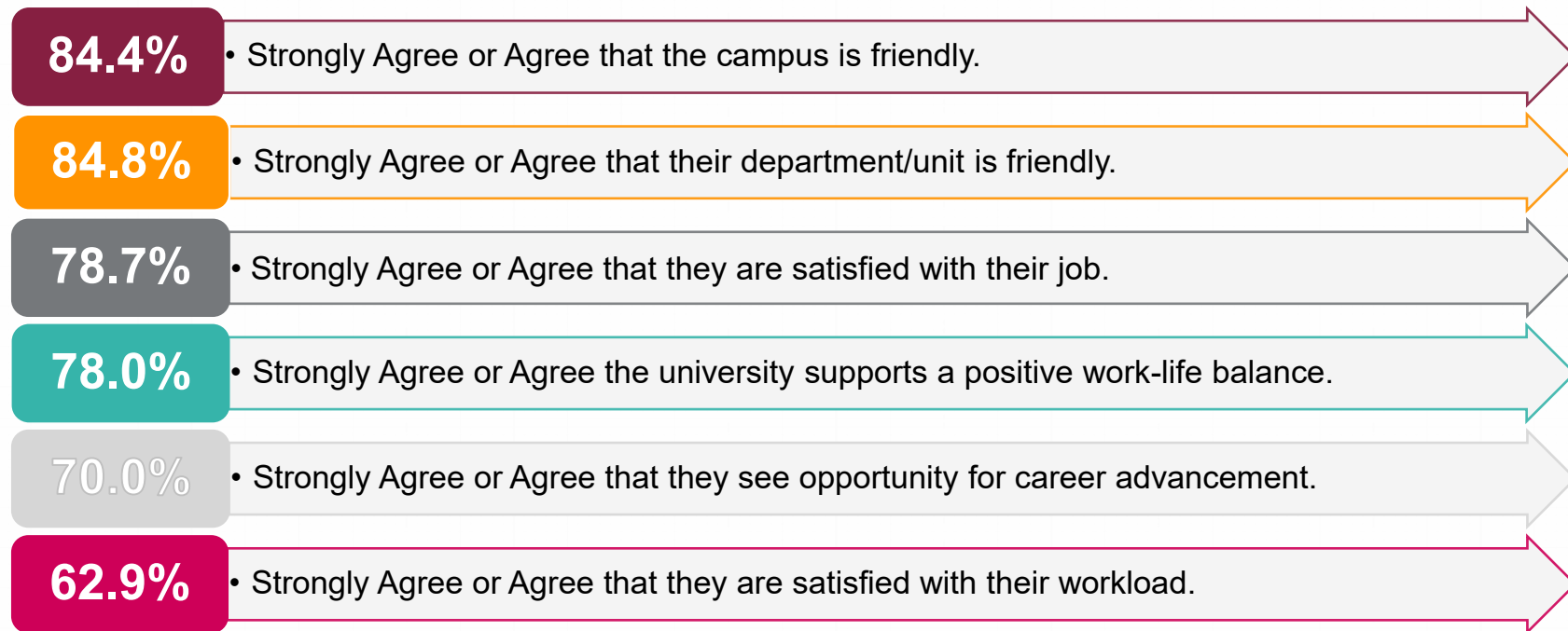
Attachment F



Note: The 2021 survey uses a 5-point scale, while the 2018 survey uses a 4-point scale

## ■ 2021 survey results: Campus and workplace climate

Attachment F





# ■ Addressing feedback: Human Resources initiatives

Attachment F

1. Continue to embed HR Division Directors in colleges and units.  
Example: Recent hire supporting President's Office and Athletics; currently recruiting for DC Metro Area.
2. Implement compensation practices to retain current employees and attract new hires. Example: Recent increase to \$15/hour minimum in key Student Affairs and CPIF positions.
3. Implementation of new systems that provide enhanced tools and resources. Examples: Applicant tracking, onboarding portal, learning management.
4. Development of training programs to drive career opportunities.  
Example: Fast Track for Supervisors, Building Blocks for Managers.
5. Piloting future of work options and best practices to provide employees with flexible work alternatives, including telework and alternative scheduling.

## ■ 2021 survey results: Inclusion and Diversity

Attachment F

**74.9%**

- Agree that the values of the Principles of Community are reflected in the work environment.

**70.6%**

- Agree that the values of InclusiveVT are reflected in their work environment.

**66.2%**

- Agree that the buildings on campus meet their accessibility needs.

**69.1%**

- Disagree that in the past year they have personally experienced exclusionary, intimidating, offensive and/or hostile conduct from members of the university.

## ■ Next steps for survey team

Attachment F

- Data will be released to colleges and units throughout the fall.
- Communicate key results and themes to university through wrap-up article in VTx daily email.
- Offer one-on-one support for leaders as needed.

# 2021 Campus Climate Survey Summary of Results

■ Bryan Garey, Vice President for Human Resources



## **Governance Video**

**By: Kim O'Rourke**

[https://video.vt.edu/media/Commissions+of+Virginia+Tech/1\\_wt0njhyh](https://video.vt.edu/media/Commissions+of+Virginia+Tech/1_wt0njhyh)



### [Commissions of Virginia Tech](#)

Hear overviews from the commission chairs of the university as they tell us about what their commission's purpose and goals are for our Hokie community.

[video.vt.edu](https://video.vt.edu)