

Virginia Tech Board of Visitors Meeting

Information Session

Sunday, March 25, 2018

1:30 – 3:00 p.m.

**The Inn-- Solitude Room
Virginia Tech Campus**

Sexual Assault Presentation

- Dr. Kelly Oaks, Assistant Vice President for Equity and Accessibility

InclusiveVT Presentation

- Dr. Menah Pratt-Clarke, Vice President of Strategic Affairs & Vice Provost for Inclusion and Diversity

Strategic Plan Briefing

- Dr. Menah Pratt-Clarke, Vice President of Strategic Affairs & Vice Provost for Inclusion and Diversity

Legislative Update

- Mr. M. Dwight Shelton, Jr., Vice President for Finance and Chief Financial Officer
- Mr. Chris Yianilos, Executive Director of Government Relations
- Ms. Elizabeth Hooper, Director of State Government Relations



Addressing and Responding to Sexual Misconduct

Kelly Oaks, PhD

Assistant Vice President for Equity & Accessibility

Title IX Coordinator

Presentation to the Board of Visitors, March 25, 2018



Equity & Accessibility

- Civil Rights Compliance – University Policy 1025, Title IX and the Violence Against Women Act (VAWA)
- Affirmative Action (EO 11246)
- University ADA, Section 504, and Accessibility Services
- Training, Education and Outreach
- Conflict Resolution
- Website: **www.oea.vt.edu**

Framework for Responding to Sexual Misconduct

- **University Policy 1025**
- **Student Code of Conduct**
- **Title IX** – Applies to entire campus, covers sex/gender
 - OCR creates Guidelines & provides oversight
 - DOJ/DOE Compliance Requirements
- **Title VII** – Limited to employment only (covers sex, race, religion and national origin)
- **Violence Against Women (VAWA) Act & SaVE Act** (March, 2013)
- **Case law**

sources: NCHERM, EEOC

Title IX

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.”

Title IX of the Education Amendments of 1972

Notice & Liability

- Notice standard used by OCR includes actual notice and constructive notice
- Constructive notice includes all complaints about which the university knew or should have known
- EEOC – Vicarious Liability

Source: NCHERM, EEOC

The IX Commandments

Thorough	Reliable	Impartial
Prompt	Effective	Equitable
End the Discrimination	Prevent its Recurrence	Remedy the effects upon the victim & community

Investigation

Process

Remedies

Trends – Employee Misconduct

- CY 2017 - OEA received 171 contacts in the form of consultations, referrals, complaints, or disclosures from responsible employees of possible policy 1025 violations
- Formal investigations (policy 1025)
 - 12 – sex/gender, sexual orientation, gender identity, gender expression
 - 6 – race and/or national origin
 - 4 - disability status
 - 3 – age
 - 3 - retaliation
 - 2 – two or more protected categories

Trends – Student Sexual Misconduct

- 187 reports were received during AY 2016-17
 - 88 sexual assault
 - 47 harassment
 - 35 intimate partner violence
 - 14 stalking
 - 3 sexual exploitation
 - 63 incidents occurred on campus

Trends – External Complaints

- EEOC Complaints (CY 2017)
 - 3 – race
 - 1 – disability
 - 1 - sex
 - 1 – age
 - 1 - retaliation
- OCR Complaints (CY 2017)
 - 5 – disability
 - 2 - retaliation

Best Practices & University Process

- Independence of Title IX Coordinator
- Mandatory & ongoing training requirements
- Identification of responsible employees & confidential resources
- Annual training for all individuals involved in complaint process
- Title IX Advisory Council
- Ongoing outreach & prevention education

Summary

- VT has processes and procedures in place to address sexual misconduct
- The institution has notice of sexual misconduct when a responsible employee receives a report
- The effectiveness of our processes is dependent on the users

Questions?

Attachment DD

Video: The Ut Prosim Imperative

CTRL + CLICK to follow link:

<https://www.youtube.com/watch?v=ZpH-sxarD7k>

Summary of the Ut Prosim Imperative Advancing Diversity Lecture

Presented by Menah Pratt-Clarke

January 9, 2018

The Ut Prosim Imperative lecture at the 2018 Advancing Diversity Conference is a series of reflections about Virginia Tech, informed by the Advancing the Human Condition conference, the work of the Council on Virginia Tech's History, Beyond Boundaries, InclusiveVT, the new branding efforts, our motto, the changing demographics in the state of Virginia, and the strategic planning process. The goal of the talk was to offer the concept of the Ut Prosim Imperative as a cohesive and unifying theme for our identity as an institution that closely connects these seemingly disparate concepts. The central assertion is that our motto creates an obligation to prepare our students to be leaders in an increasingly diverse world impacted by religion, language, race, culture, politics, technology, and economics. The land-grant imperative (creating opportunities for citizens who have often been outliers and outsiders), the demographic imperative (responding to the changing demographics in Virginia), and the business imperative (meeting the workforce needs of the state) challenge Virginia Tech to be a destination for talent that reflects the diversity of society. Equally importantly, the Ut Prosim Imperative argues that Virginia Tech must create and sustain an environment and community that provides students with a tool kit that allows them to be leaders in a diverse society with a commitment to advancing the human condition through a comprehensive appreciation, understanding, and respect for different identities, backgrounds, and experiences.

Strategic Planning Process Update

Menah Pratt-Clarke
Vice President for Strategic Affairs

Strategic Planning Process Update
March 16, 2018



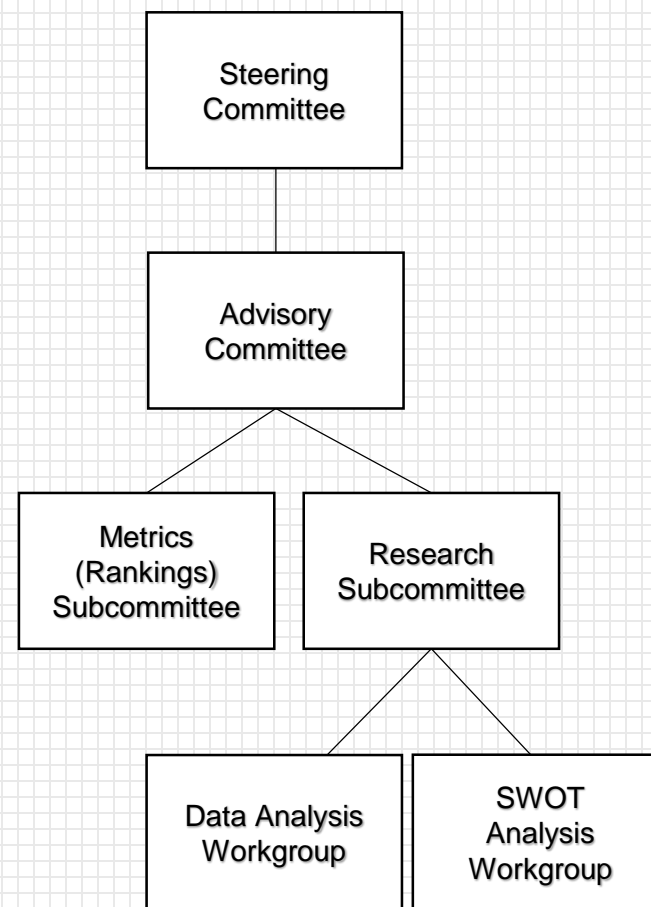
Overview

- ❖ Beyond Boundaries Summary
- ❖ Strategic Planning Committee Structure
- ❖ Leadership Team
- ❖ Spring Planning Process
- ❖ Timeline

Beyond Boundaries: A 2047 Vision

- Purpose:
 - Foundation for a vision for VT a generation into the future
- Guiding Frameworks:
 - Thematic Areas
 - Discovery Concepts
 - Current Initiatives
- Goals:
 - Advance VT as a internationally recognized global land-grant
 - Respond to challenges and opportunities in the changing higher education landscape

Strategic Planning Committee Structure



Leadership Team

Office for Strategic Affairs

Menah Pratt-Clarke, Vice President for Strategic Affairs

Erin McCann, Director of Strategic Planning

Patty Becksted, Assistant Director of Strategic Planning

Agnes Porter, Program Manager for Strategic Affairs

Steering Committee

Ronald Fricker, Professor and Head, Statistics, College of Science

Matthew Holt, Professor and Department Head, Ag & Applied Economics, College of Agriculture and Life Sciences

Sylvester Johnson, Assistant Vice Provost for the Humanities, College of Liberal Arts and Human Sciences

Anne Khademian, Professor and Director, School of Public & International Affairs, College of Architecture and Urban Studies

Lara Khansa, Associate Dean for Undergraduate Programs, Pamplin College of Business

Benjamin Knapp, Professor and Director, Institute for Creativity, Arts, and Technology

Theresa Mayer, Vice President for Research and Innovation

Mallory Miller, Project Manager, Academic Resource Management, Office of the Executive Vice President and Provost

Spring Planning: Retreat 1, January 10, 2018

- Pathways/ VT Shaped/Experiential Learning/DAs/SGAs – Rachel Holloway
- Graduate Education, IGEPs – Karen Depauw
- Student Affairs – Patty Perillo
- Research Enterprise/Institutes/DA/SGA – Theresa Mayer
- Master Plan – Jason Soileau
- External Affairs & Outreach NCR – Steve McKnight, Nick Stone
- International and Outreach – Guru Ghosh
- Roanoke and HS&T Center – Mike Friedlander
- Financial Affairs - Tim Hodge, Ken Smith
- InclusiveVT - Menah Pratt-Clarke

Spring Planning Retreat 2, January 26, 2018

- Corp of Cadets – Randy Fullhart
- Human Resources - Lisa Wilkes
- Information Technology – Scott Midkiff
- Learning Systems and Destination Areas - Don Taylor
- Library Services - Tyler Walters
- University Relations – Tracy Vosburgh
- Faculty Affairs – Jack Finney
- Advancement - Charles Phlegar
- Government Relations – Chris Yianilos

Strategic Planning Retreat 3 - February 9, 2018

- Dean of Science – Sally Morton
- Dean of Engineering – Julie Ross
- Associate Dean of Business – Kevin Carlson
- Athletics – Whit Babcock
- Enrollment Management - Luisa Havens
- Virginia Cooperative Extension – Cathy Sutphin
- Dean of CLAHS – Rosemary Blieszner
- Dean of CNRE – Paul Winistorfer
- Dean of CAUS – Richard Blythe
- Dean of Veterinary Medicine – Gregory Daniel
- Dean of CALS – Alan Grant
- VT Carilion School of Medicine – Dan Harrington

Working Timeline: January 2018 to May 2019



- ☐ **Information gathering.**
 - January 2018 – May 2018
- ☐ **Develop draft mission, vision, core values and objectives.**
 - March 2018 – May 2018
- ☐ **Campus engagement and communication.**
 - April 2018 – May 2018
- ☐ **Data analysis to formulate goals and metrics.**
 - June 2018 thru August 2018
- ☐ **Re-engage campus with Strategic Framework.**
 - September 2018 thru December 2018
- ☐ **Finalize Strategic Framework.**
 - January 2019- May 2019
- ☐ **Continuous Evaluation and Implementation**

Questions

Review of 2018 Legislative Session

March 25, 2018

CHRIS YIANILOS

EXECUTIVE DIRECTOR OF GOVERNMENT RELATIONS

ELIZABETH HOOPER

DIRECTOR OF STATE GOVERNMENT RELATIONS

DWIGHT SHELTON

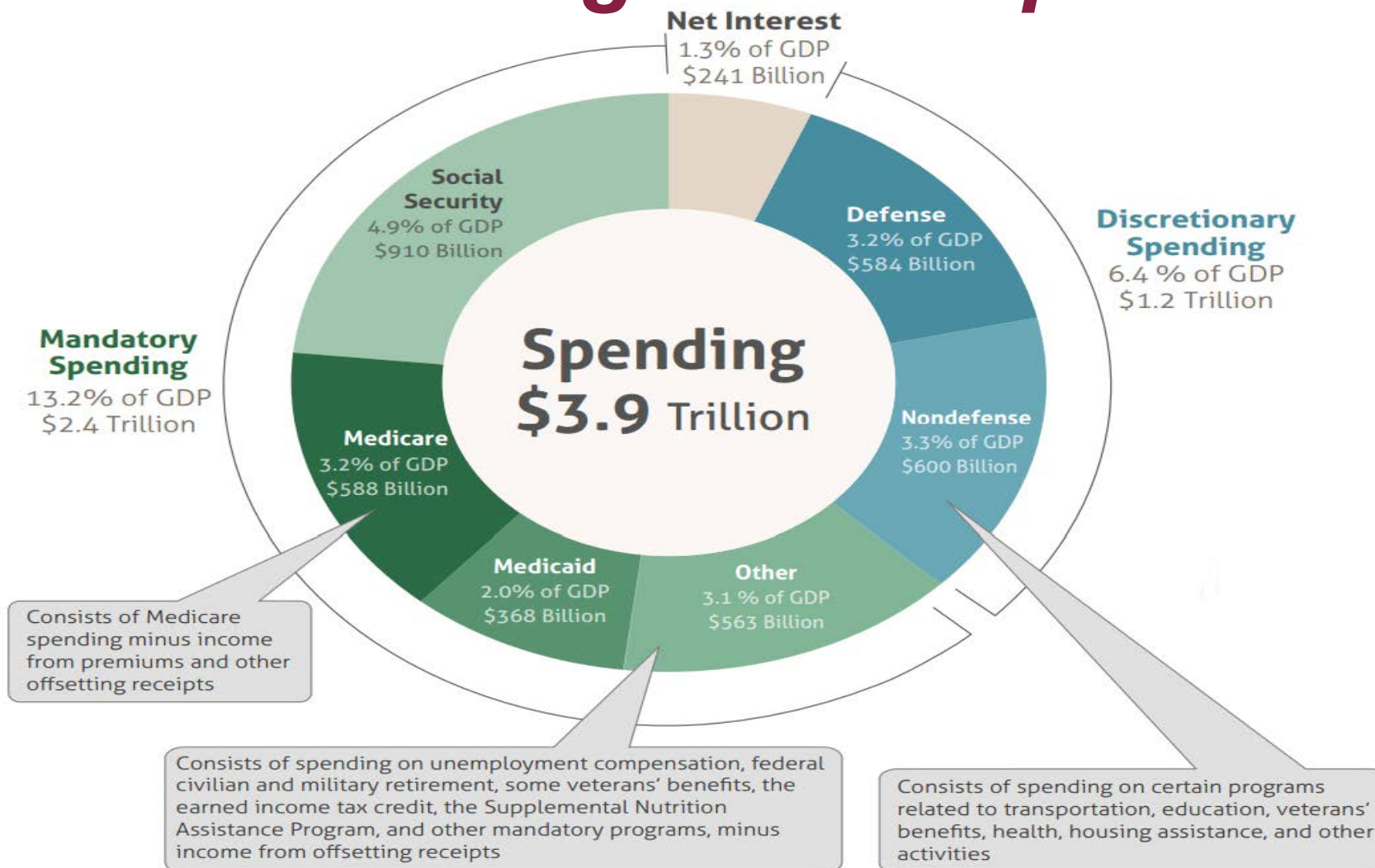
INTERIM SENIOR VICE PRESIDENT FOR OPERATIONS AND
ADMINISTRATION, VICE PRESIDENT FOR FINANCE AND CFO



Overview

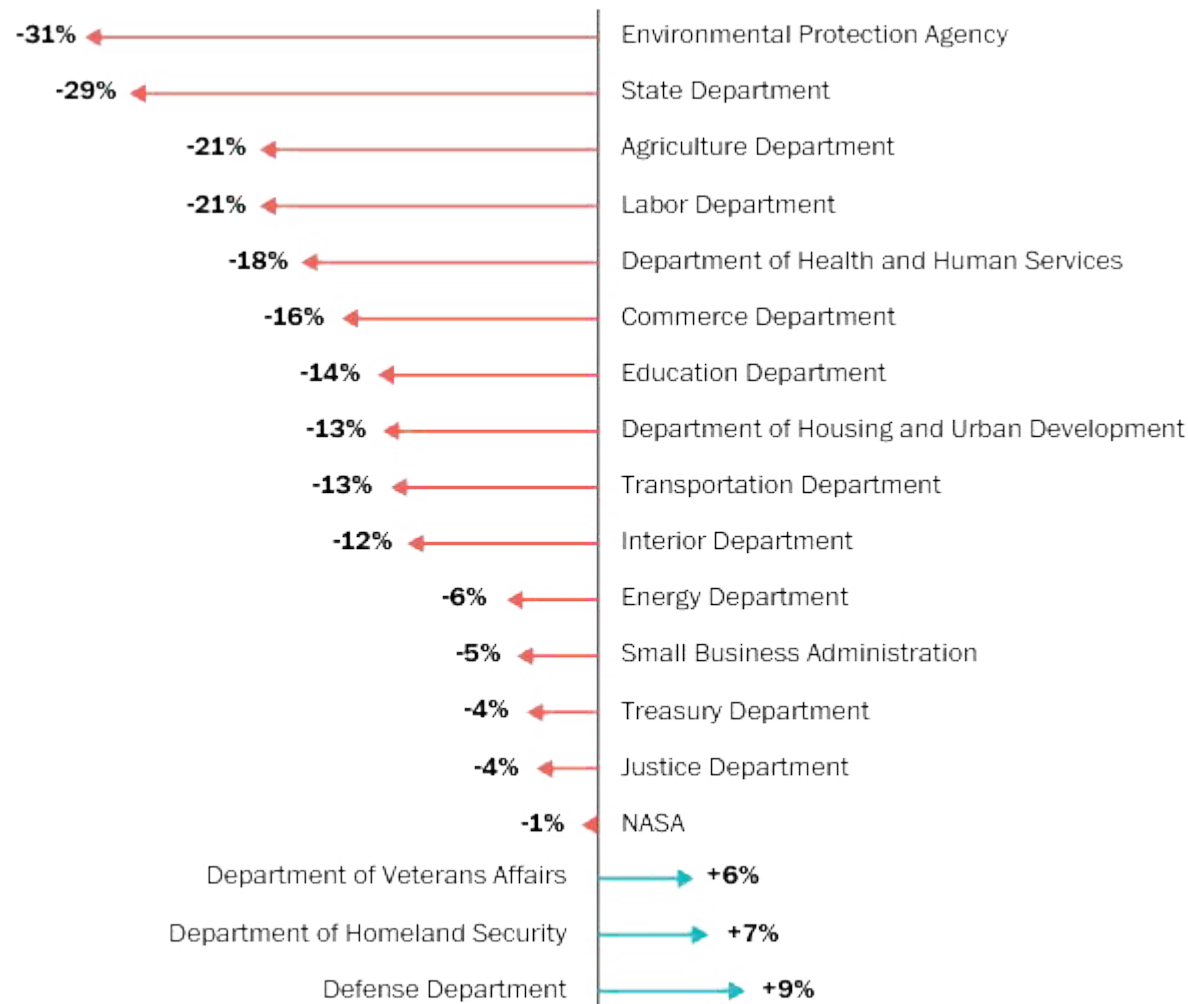
- Federal Legislative Update
- General Assembly Legislative Update
- 2018-20 State Budget Update
 - Background and Current Events
 - Budget Actions
 - Timeline

Federal Legislative Update



Federal Legislative Update

Federal Agencies Affected by the Administration's Proposed Budget



General Assembly Legislative Update

Legislation that FAILED TO PASS included:

- Student Housing (HB658) – prohibited requiring students, outside of ROTC, to live on-campus
- Higher Education Funding (HB982) – re-based state funding around a new (yet undefined) set of performance metrics.
- Restructuring Review (HJ80) – called for a JLARC review of Level III management agreements
- Public Comment (HB1473/SB824) – required opportunity for public comment prior to any governing board vote on tuition and fee increases.
- Tuition Cap Legislation – several bills would have limited institutional authority to set tuition rates:
 - Four-year ‘class cap’ on tuition increases for each incoming cohort
 - Capping increases at various indices like the CPI or National Average Wage Index.
 - Required discounts for first responders, in-state tuition for National Guard
 - Legislation impacting pricing will be studied by the Joint Subcommittee on the Future Competitiveness of Higher Education prior to the 2019 session.

General Assembly Legislative Update

Legislation that PASSED included:

- Student Directory Information (HB1/SB512) – Places requirements around the release of student directory information.
- Dual Enrollment (HB3) – requires SCHEV and each public institution to establish:
 - Quality standards for dual enrollment courses.
 - Process to certify these courses as universal transfer courses that satisfy requirements at any public institution.
- Campus Free Speech (HB344) – Requires the institution to develop policies and materials related to campus free speech, annually report on such policies, and make the Commonwealth aware of free speech complaints filed in court.
- Open Educational Resources (HB454) – Directs the Board of Visitors to develop guidelines for the adoption and use of low-cost and no-cost Open Educational Resources.
- Substance Abuse Advisory Committee (HB852/SB120) – Creates statewide Advisory Committee to develop strategic plan for substance use education, prevention, and intervention at Virginia's institutions of higher education.
- 911 Regional Authority (HB1500/SB821) – Virginia Tech and three participating localities may develop funding formula based on usage data.
- Cat and Dog Category E Research (SB28) – Prevents the Commonwealth from funding any medically unnecessary category E research using cats or dogs.
- Student Loan Information (SB568) – Requires institutions to provide estimated loan repayment amounts to students each year

2018-20 State Budget Update

September 2017

- Governor provided opportunity for limited agency operating budget requests
- University submitted the 2018-24 Six-year Capital Plan
- University submitted nine requests for consideration in Governor's Executive Budget

December 2017

Executive Budget Results: *dollars in millions*

	<u>2018-19</u>	<u>2019-20</u>
▪ Restoration of Restructuring-related Financial Benefits (E&G Interest Earnings and Credit Card Purchase Rebate)	\$ 0.7	\$ 0.7
▪ Undergraduate Student Financial Aid Increase	0.5	1.6
▪ Maintenance Reserve funding Increase	3.9	3.9

2018-20 State Budget Update

Attachment DD

- Environment:
 - The economic climate in the state has steadily improved. There was cautious optimism that the state would outperform revenue estimates.
 - Continued uncertainty due to federal budget and impact of federal tax reform on state revenue.
 - S&P gave Virginia a “negative outlook” due to lack of reserve and structural imbalance
- University Budget Amendments to House and Senate:
 - Enrollment Growth
 - Research – Health/Life Sciences, Cybersecurity, Decision Sciences and Data Analytics, Autonomous Systems
 - Unique Military Activities Support
 - Agriculture & Natural Resources Industry Initiative (Agency 229)
 - VTCRI Biosciences Addition – Equipment and Furnishings
 - Planning for the Data Analytics and Decision Sciences Building
 - Planning for the Randolph Hall Renovation/Replacement

2018-20 State Budget Update

Executive and Money Committees' Budgets

Incremental General Fund - dollars in millions

	Executive		House		Senate	
	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20
<u>University Division E&G (Agency 208)</u>						
Enrollment Growth	\$ -	\$ -	\$ 2.6	\$ 5.2	\$ -	\$ -
Restoration of Interest Earnings/CC Rebate	0.7	0.7	0.7	0.7	0.7	0.7
<i>Subtotal University Division E&G</i>	0.7	0.7	3.3	5.9	0.7	0.7
Undergraduate Student Financial Aid	0.5	1.6	0.5	1.6	0.2	0.8
Unique Military Activities	-	-	0.3	0.3	-	-
Maintenance Reserve Support	3.9	3.9	3.9	3.9	3.9	3.9
<i>Total University Division</i>	\$ 5.1	\$ 6.2	\$ 8.0	\$ 11.7	\$ 4.8	\$ 5.4

Totals exclude technical adjustments for current year costs totaling \$6.7 million, which are required to bring the university budget into alignment with the state as of July 1, 2018, and are not new resources. Totals also exclude state funding for proposed compensation and benefit adjustments in the new biennium.

2018-20 State Budget Update

Executive and Money Committees' Budgets

Incremental General Fund – dollars in millions

	Executive		House		Senate	
	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20
<u>VCE/VAES Division E&G (Agency 229)</u>						
Operation & Maintenance of New Facilities	\$ -	\$ -	\$ 0.5	\$ 0.5	\$ -	\$ -
Soil Scientist Assistance Program	-	-	0.2	0.2	-	-
<i>Total VCE/VAES Division</i>	\$ -	\$ -	\$ 0.7	\$ 0.7	\$ -	\$ -

Totals exclude technical adjustments for current year costs totaling \$2.1 million, which are required to bring the university budget into alignment with the state as of July 1, 2018, and are not new resources. Totals also exclude state funding for proposed compensation and benefit adjustments in the new biennium.

2018-20 State Budget Update

Compensation & Benefits Summary

	Executive	House	Senate
Faculty Salaries	2% increase, December 1, 2019	2% increase, June 10, 2019	2% increase, June 10, 2019 <i>Contingent upon FY19 state revenues</i>
Staff Salaries	2% increase, December 1, 2019	3% increase, June 10, 2019 Up to 2% bonus, December 1, 2018, <i>Contingent upon FY18 state revenues</i>	2% increase, June 10, 2019 <i>Contingent upon FY19 state revenues</i>
Health Insurance	Employee share of increase funded by state/university	No change to traditional employee/employer share of increase.	Employee share of increase funded by state/university

NGF Resource Requirement:

- University Division (Agency 208) is expected to share approximately 60% of the cost in E&G programs, and 100% of the cost in Auxiliary and Sponsored Programs.
- CE/AES (Agency 229) is expected to share approximately 5% of the cost in E&G programs.

2018-20 State Budget Update

Capital Projects Funding Summary

Proposed General Fund Support – dollars in millions

	Executive	House	Senate
Replace Hampton Roads AREC	-	Funded*	-
VTCRI Biosciences Addition – Equipment and Furnishings	-	\$ 6.1	\$ 6.1

**Project included in construction pool in House Budget. Funding amount is not yet known.*

2018-20 State Budget Update

Commonwealth Cyber Initiative (CyberX)

- **House Budget** – provides \$50 million to develop an engine for research, innovation, and commercialization of cybersecurity technologies.
 - Virginia Tech would serve as the anchoring institution, or “Hub”, in Northern Virginia.
 - Institutions throughout the Commonwealth would participate as “Spokes”.
 - Goal to attract investment and grow talent pipeline in cyber workforce.
 - Proximity is crucial for developing knowledge clusters and innovation ecosystems
 - Facilitates collaboration between students, researchers, and firms to translate ideas into new products and services.

New Partnership Proposal and VBHEC* Outcomes Agreement Proposal

- **House Budget** – would direct the Joint Subcommittee on the Future Competitiveness of Higher Education in Virginia to identify policies and processes to align institutional programs and activities with strategic economic goals of the Commonwealth.
 - Focus on retaining human capital through internships, work-study, and other experiential learning opportunities
 - Language also directs the Joint Subcommittee to evaluate policies and practices related to affordability
- **Senate Budget** – would direct the Joint Subcommittee to develop individual outcome agreements with Level III institutions on goals, initiatives, and mutual expectations to advance strategic objectives of the Commonwealth.
 - Provides authority to Op-Six group to expedite development of pilot outcome agreements in 2018
 - Implementation of pilot agreement would need majority approval from members of the Joint Subcommittee
 - *Could include enhanced enrollment autonomy in exchange for state goal achievement*

*Virginia Business Higher Education Council

2018-20 State Budget Update

Statewide Internship Pilot Program

- **House Budget** – allows use of existing General Fund scholarship allocation for internships.
 - Prioritizes use for students in Data Science & Technology, Science & Engineering, Health Care, and Education
 - Grant must be matched equally with non-state funding (private partner) and/or by institution with private funds
- **Senate Budget** – provides \$400,000 General Fund over biennium for pilot program.
 - Grants awarded on a competitive basis with criteria determined by SCHEV
 - Grant must involve a private sector partner and be matched equally by non-state funding
 - Designed to meet strategic workforce needs of the Commonwealth, support regional economic growth and diversification plans (GO Virginia), stimulate research and commercialization, and enhance job readiness

Timeline

General Assembly Calendar

- Adjourned on March 10th
 - No final budget was passed
- Governor Northam has called for an April 11th Special Session for General Assembly to complete work on the state budget
- Reconvened (Veto) Session scheduled to begin on April 18th
 - Review Governor vetoes and amendments to legislation

Discussion