

BOARD OF VISITORS INFORMATION SESSION MINUTES
April 8, 2024

An information session (open session) for the Board of Visitors was held on Monday, April 8, 2024, at 1:30 p.m. in the Torgersen Hall Board Room (Room 2100), Virginia Tech Campus, 620 Drillfield Drive, Blacksburg, Virginia. There was no public comment period.

Board Members Present

Edward H. Baine (Rector)
 David Calhoun (Vice Rector)
 Carrie H. Chenery
 Sandy C. Davis
 Nancy Dye
 Greta J. Harris
 Brad Hobbs
 William Holtzman
 Donald Horsley
 Anna L. James
 Letitia A. Long
 L. Chris Petersen
 John Rocovich
 Jeff Veatch

Absent**Constituent Representatives Present:**

William Storey, Undergraduate Representative
 Emily Tirrell, Graduate/Professional Representative
 LaTawnya Burleson, Staff Representative
 Janice Austin, Administrative/Professional Faculty Representative
 Joseph Merola, Faculty Representative

Also present at the meeting were: President Timothy Sands, Kim O'Rourke (Secretary to the Board), Beth Armstrong, Lauren Augustine, Mac Babb, Callan Bartel, Madeline Boudville, Eric Brooks, Brock Burroughs, Cyril Clarke, Lance Collins, Al Cooper, Corey Earles, Jeff Earley, Juan Espinoza, Ron Fricker, Rachel Gabriele, Emily Gibson, Rebekah Gunn, Kay Heidbreder, Tim Hodge, Elizabeth Hooper, Frances Keene, Sharon Kurek, Lu Liu, Nancy Meacham, Bryanna Meredith, Ken Miller, Laurel Miner, April Myers, Justin Noble, Mark Owczarski, Charlie Phlegar, Sharon Pitt, Paul Richter, Lori Rose, Lisa Royal, Amy Sebring, Brennan Shepard, Mark Sikes, Dee Dee Somervell, Aimee Surprenant, John Tarter, Don Taylor, Dwyn Taylor, Monecia Taylor, Jon Clark Teglas, Mary Trigiani, Rob Viers, Tracy Vosburgh, Melinda West, Lisa Wilkes, Chris Wise, Chris Yianilos, and other guests.

The meeting was livestreamed for the public via YouTube; there were 33 concurrent viewers on YouTube and a total of 79 views.

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Rector Baine convened the meeting and welcomed everyone to the Information Session.

IT Briefing – Ms. Sharon Pitt, Vice President for Information Technology and Chief Information Officer (VPIT& CIO), assumed her new role on February 1 and has been conducting an assessment of the IT organization and meeting with stakeholders since her arrival. Her report focused on five areas: organization; financial stability; technical liability (debt); IT transformation, governance, and security; and emerging technologies.

She explained that she is working to establish a collaborative culture within the Division of Information Technology (DoIT) and to build a team that is respected and trusted across the VT community. In addition, she is seeking to create a modern and responsive IT organization, which has required some reorganization within the division.

She is seeking to stabilize the IT division's finances. This will happen through a zero-based budgeting exercise in an effort to right-size the organization's budget. DoIT also will embrace a more analytical approach to financial planning, including multi-year planning. As IT governance evolves, budget requests associated with IT projects will be based in business analysis (to include financial analysis) that ensures project success.

She will be working to address significant technical debt (technical liability) including a plan to modernize Virginia Tech's enterprise resource planning system (ERP). The ERP provides core data and functions in support of the university's administrative ecosystem such as human capital management, finance, and the student information system. Changing the ERP will require a multi-year effort focused on stabilizing VT's current ERP environment, readying data, system, and business processes for transition, selecting new ERP solutions, and then transitioning to the new capabilities. Once complete, modernization will afford institution-wide operational efficiencies, reduce security vulnerabilities, and enable effective decision-making.

She is committed to IT transformation, IT governance, and IT security. DoIT will be working to build a complete IT project portfolio and an "easy-to-use" project intake process for the VT community. To ensure progress on IT Transformation, key personnel are moving into a new group—IT Governance, Planning, and Strategy (or IT-GPS)—that includes team members with skill in business analysis, data analytics, IT governance, IT policy, project management, and strategic outreach. The university will need an updated IT strategic plan; the current IT strategic plan ends this calendar year. The new plan will engage the broad university in identifying needs and aspirations that align with the institution's strategic objectives.

On the security front, the university will continue to make real progress on currently defined security projects within the IT Transformation Roadmap, as well as new security needs that may be revealed in the IT strategic planning process.

Even while addressing needed maturity capabilities, DoIT is focusing on supporting emerging technologies, including artificial intelligence. Activities include:

- Expanding the capacity of the university's research computing infrastructure
- Engaging with other very high research institutions to building commonly needed AI (Artificial Intelligence) tools
- Working towards a collaborative GPU spend across very high research universities to keep on pace as possible with corporate investment in graphical processing units (GPUs) needed for general AI research
- Launching an AI working group to develop a framework for AI use at VT to ensure responsible and ethical use of AI, identify areas where guidance is needed to support responsible use, and recommend initial investments needed to jumpstart the university's AI journey.

Annual Legislative Update – The presentation began with Mr. Chris Yianilos, Vice President for Government and Community Relations, reviewing federal research funding and student financial aid. He discussed FY24 federal directed spending and plus-ups that affect higher education and Virginia Tech specifically. For Virginia Tech projects, it was a good budget overall. Ms. Elizabeth Hooper, Associate Vice President for Government and Community Relations, summarized relevant legislation that was passed by the 2024 Virginia General Assembly and those bills that failed, some of which may return for consideration in a future session. Ms. Amy Sebring, Executive Vice President and Chief Operating Officer, reviewed the status of the state budget for 2024-26.

Constituent Reports – The two student representatives to the board – William Storey and Emily Tirrell -- presented reports of their constituencies. Due to time constraints, LaTawnya Burleson, Janice Austin, and Joseph Merola will present their constituent reports at the full board meeting to be held on April 9, 2024. (Copies filed with the permanent minutes of the full board meeting held April 9, 2024.)

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The meeting was adjourned at 2:45 p.m.

(Copies of the presentations are filed with the permanent minutes and attached.)

Virginia Tech Board of Visitors Meeting

Information Session

**Monday, April 8, 2024
1:30 p.m.**

**Torgersen Board Room
Virginia Tech Campus**

IT Briefing

- Ms. Sharon Pitt, Vice President for Information Technology and Chief Information Officer

Annual Legislative Update

- Ms. Amy Sebring, Executive Vice President and Chief Operating Officer
- Mr. Chris Yianilos, Vice President for Government and Community Relations
- Ms. Elizabeth Hooper, Associate Vice President of Government and Community Relations

Constituent Reports

- Mr. William Storey, Undergraduate Student Representative to the Board
- Ms. Emily Tirrell, Graduate Student Representative to the Board
- Ms. LaTawnya Burleson, Staff Representative to the Board
- Dr. Janice Austin, Administrative and Professional Faculty Representative to the Board
- Dr. Joseph Merola, Faculty Representative to the Board

**Sharon Pitt will provide an
IT Briefing at Monday's
Information Session**

**Annual Legislative Update
Review of the 2024 General Assembly Session**

BOARD OF VISITORS INFORMATION SESSION

March 15, 2024

Overview of the Appropriations Process

2024-26 Biennial Budget

On September 29, 2023, the university submitted budget requests, based on its approved Six-Year plan, to the Department of Planning and Budget. The requests were considered by the Executive Branch and used to inform the development of the Governor's proposed 2024-26 Executive Budget. Governor Youngkin presented the Executive Budget proposal to the General Assembly on Wednesday, December 20, 2023. The General Assembly session convened on January 10, 2024.

Traditionally, each chamber of the General Assembly will review the Executive Budget proposal, introduce desired amendments, and pass an amended biennial budget proposal to be reviewed by the other chamber. As the two chambers' budgets often differ from each other, the budget proposals are taken up by a Conference Committee. The Committee, composed of members of each chamber, then produces a compromise budget for final approval in both the House and Senate. Once approved, the Governor has 30 days to review the General Assembly's budget and propose any vetoes for consideration at the reconvened session in April. After final General Assembly approval, the budget becomes a chapter within the current year's Acts of Assembly and is thereafter referred to as the Appropriation Act.

This report presents the major elements of the Executive Budget proposal and General Assembly actions for the 2024-26 biennium as of the passage of the budget by the General Assembly. The state budget is not yet final as it has not yet been approved by the Governor.

Decision Package Summary

In August 2023, the Office of the Governor provided guidance and instruction for the submission of decision packages to be considered in the 2024-26 biennium budget. The university was advised to submit requests for Virginia Tech specific needs through the Decision Package process.

Based on the university's previously submitted Six-Year plan, the university shared the institution's budget priorities with the Office of the Secretary of Education and submitted targeted budget requests to the Department of Planning and Budget in September. The university's requests included the following items for 2024-26:

	\$ in Millions	\$ in Millions
	FY25	FY26
<u>University Division Operating</u>		
Moderate In-State Tuition Increases	\$ 5.8	\$ 11.7
Increase Need-Based Financial Aid for Access and Affordability	6.5	13.0
Expand Access to Medical Education	10.1	15.7
Virginia Tech Patient Research Center	9.3	17.0
VMSDEP Waiver Support	8.8	10.5
Unique Military Activities Support	0.4	0.8
O&M of New Facilities	3.2	3.4
<i>Subtotal University Division</i>	\$ 44.1	\$ 72.1

CE/AES Division Operating

Agricultural Innovation and Community Resource Development	\$ 0.7	\$ 1.4
Investment into Advanced Equipment	0.7	0.7
Maintain Level of Service	1.1	2.3
<i>Total Operating</i>	\$ 46.6	\$ 76.5

University Division Capital Projects

	2024-26
Expand Virginia Tech-Carilion School of Medicine and Fralin Biomedical Research Institute	\$ 183.7
Renovate and Expand Chemistry/Physics Facilities	141.4
Campus Accessibility	8.0
Repair Derring Hall Building Envelope	16.8
<i>Subtotal University Division</i>	\$ 349.9

CE/AES Division Capital Projects

Improve Center Woods Complex	\$ 14.7
Agricultural Research and Extension Center (AREC) Improvements (Eastern Shore and Southern Piedmont)	25.2
<i>Total Capital</i>	\$ 389.8

A summary of actions included in the Executive Budget that impact Virginia Tech and the higher education operating environment is found in Attachment 1.

2024 General Assembly Session

The General Assembly session began on January 10, 2024. House and Senate members submitted amendments to the proposed Executive Budget Bill by January 12th for consideration by the respective body's financial committee. Through that process, the university submitted targeted requests for additional funding:

	\$ in Millions	\$ in Millions
	FY25	FY26
<u>University Division Operating</u>		
Moderate in-state Tuition Increases - Reduce planned increase from 4.9% to 2.5%	\$ 7.0	\$ 14.0
Support for Unique Military Activities	0.7	1.4
Provide Operations & Maintenance (O&M) Funding for New Facilities in 2024-25	3.2	3.4
<i>Subtotal University Division</i>	\$ 10.9	\$ 18.8

CE/AES Division Operating

Innovative Agriculture: Community Resource Development and Advanced Equipment	\$ 1.5	\$ 2.2
<i>Total Operating</i>	\$ 12.4	\$ 21.0

University Division Capital Projects

	FY25	FY26
No amendments were requested for University Division Capital Projects	-	-

CE/AES Capital Projects

Planning Authorization: Improve Agricultural Research and Extension Centers	\$ 1.5	-
Construction Authorization: Center Woods Complex	14.7	-
<i>Total Capital</i>	\$ 16.2	

General Assembly Budget

The House Appropriations and Senate Finance and Appropriations Committees published their proposed amendments to the 2024-26 Executive Budget on February 20, 2024. On March 8, 2024, the Joint Conference Committee, composed of members from both chambers, released their Conference report which was subsequently approved by the General Assembly. The budget proposals impacting Virginia Tech are summarized in Attachment 1. Additional details about these actions and others impacting the operating and higher education environment are summarized in Attachment 2.

Legislation with Higher Education Impact

During the 2024 General Assembly session, 3,594 pieces of legislation were considered by lawmakers. The university has followed this legislation, particularly that which may impact the university, and advocated or influenced legislation impacting higher education, when appropriate.

Legislation was proposed on a wide range of higher education-related topics. At the time of this report, many bills are still pending action by the Governor. The university will provide the board with an update on legislation impacting higher education at the April board meeting.

Future Actions

The Conference Budget was passed by both chambers of the General Assembly and forwarded to Governor Youngkin for consideration. The Governor may pass, veto, or amend the budget bill. The General Assembly will reconvene for a one-day session on April 17, 2024 to consider the Governor's amendments and vetoes to legislation, including the 2024-26 biennial budget.

PROPOSED APPROPRIATIONS FROM THE EXECUTIVE BUDGET AND GENERAL ASSEMBLY
as of March 7, 2024

Operating Budget
General Fund

	Executive Budget		Conference Budget	
	2024-25	2025-26	2024-25	2025-26
University Division E&G				
Minimize in-state undergraduate tuition increases, improve retention and graduation and increase degree production in high demand programs	-	-	9,000,000	9,000,000
SCHEV - Statewide Financial Aid and Waiver Programs [VT Share Not Yet Known]	-	-	TBD	TBD
Provide Funding for Campus Safety and Security Initiatives [One-Time]	2,914,275	-	-	-
<i>Subtotal University Division E&G Budget</i>	2,914,275	-	9,000,000	9,000,000
Employee Compensation (estimated state share)				
Executive: 1% BONUS Faculty, Staff, and GTAs, December 1, 2024 &2025	2,141,547	2,141,547	-	-
Executive: 1% Compensation June 10, 2025	-	2,490,282	-	-
Conference: 3.0% Compensation June 10, 2024 & 2025	-	-	7,470,847	15,165,819
Conference: 1.375% BONUS on December 1, 2025 - Contingent on failure to pass HB 1/SB 1 (Minimum Wage)	-	-	-	2,944,628
<i>Subtotal University Division E&G Compensation</i>	2,141,547	4,631,829	7,470,847	18,110,447
Student Financial Aid				
Graduate Aid	-	-	482,500	720,000
Undergraduate Student Financial Aid	-	-	1,295,960	1,782,340
<i>Subtotal Student Financial Aid</i>	-	-	1,778,460	2,502,340
Research				
Patient Research Center (via VIPA)	30,000,000	-	6,000,000	20,500,000
<i>Subtotal Research</i>	30,000,000	-	6,000,000	20,500,000
Equipment Trust Fund				
Patient Research Center (part of statewide Bioscience Research Initiative)	-	-	-	4,000,000
Traditional Allocation	10,331,639	10,331,639	10,331,639	10,331,639
Research Allocation	5,240,458	5,240,458	5,240,458	5,240,458
<i>Subtotal Equipment Trust Fund</i>	15,572,097	15,572,097	15,572,097	19,572,097
Subtotal - University Division	50,627,919	20,203,926	39,821,404	69,684,884
Cooperative Extension/AES Division (CE/AES) E&G				
Employee Compensation (estimated state share)				
Executive: 1% BONUS Faculty, Staff, and GTAs, December 1, 2024 &2025	707,361	707,361	-	-
Executive: 1% Compensation June 10, 2025	-	822,550	-	-
Conference: 3.0% Compensation June 10, 2024 & 2025	-	-	2,467,650	5,009,330
Conference: 1.375% BONUS on December 1, 2025 - Contingent on failure to pass HB 1/SB 1 (Minimum Wage)	-	-	-	973,621
Subtotal CE/AES	707,361	1,529,911	2,467,650	5,982,951
Total Operating Budget State Support	\$ 51,335,280	\$ 21,733,837	\$ 42,289,054	\$ 75,667,834

PROPOSED APPROPRIATIONS FROM THE EXECUTIVE BUDGET AND GENERAL ASSEMBLY
as of March 7, 2024

CAPITAL BUDGET**University Division**

Maintenance Reserve (a)
Improve Campus Accessibility (construction)
Repair Derring Hall Envelope (planning) **

Cooperative Extension & Agricultural Experiment Station Division

Center Woods (construction) **
AREC Improvements (planning) **

State Support		
Executive Budget		Conference Budget
37,770,915	(a)	43,436,553
8,000,000	(b)	8,000,000
-	(c)	1,000,000
-	(d)	14,700,000
-	(e)	1,000,000
\$ 45,770,915		\$ 68,136,553

TOTAL CAPITAL SUPPORT

Footnotes:

- (a) Virginia Tech's Maintenance Reserve allocation increased in both the Executive and Conference Budget Bills. The Executive Budget includes all \$37.77 million of General Fund in the first year of the biennium (FY25); while the Conference Budget splits the total \$43.4 million of Maintenance Reserve funding for each fiscal year during the biennium, including \$18.9 million in FY25 and \$24.5 million in FY26.
- (b) The Improve Campus Accessibility project is included in all State Budget Bills. Both the Executive and Conference Budget Bills propose to fund this project with state VCBA bonds.
- (c) The Repair Derring Hall Building Envelope project was included in the Conference Budget Bill's Higher Education Capital Planning Pool. The estimated total project cost in the State's Capital Budget Request was \$16.8 million.
- (d) The Improve Center Woods project was included in the Conference Budget Bill's Higher Education Capital Construction Pool. The estimated project cost in the State's Capital Budget Request was \$14.7 million.
- (e) The AREC Improvements - Eastern Shore project was included in the Conference Budget Bill's Capital Planning Pool. The estimated planning project cost in the State's Capital Budget Request was \$15.6 million.
- ** Specific project amounts were not provided in the State's capital funding pools. The planning or construction amounts are estimated based on the projects' Capital Budget Request cost estimates.

**2024-26 BUDGETS AS OF CONFERENCE
As of March 7, 2024 – Based on Half Sheets**

The Executive column reflects incremental changes in the 2024-26 biennial budget proposed by the Governor.
The Conference column reflects the incremental changes proposed by the General Assembly.

	Executive	Conference
University Division (Agency 208) Operating Budget		
Campus Safety and Security	Proposes \$2,914,275 one-time in the first year to support campus safety and security initiatives in coordination with the Virginia Fusion Center.	Eliminates funding for this initiative.
Access and Affordability	Pool continued from 2023 Special Session [NOT NEW FUNDING] VT share is \$9,205,000 per year. Distribution of funds is contingent upon: FY25: submitting a performance plan. FY26: updating performance plan, limiting FY26 tuition and mandatory E&G fees for ISUG to lower of 2.5% or CPI-U, SOE to determine allocation amounts (cannot be less than 50% of FY25 allocation). The State Council of Higher Education for Virginia (SCHEV) and the Secretary of Education shall establish performance standards for each public institution of higher education informed by the institution's most recent six-year plan.	Transfers maintain Affordable Access funds to each institution's base budget consistent with state language. Distributes \$9,205,000 in the first year and \$9,205,000 in the second year to VT's line item from Central Appropriations (previously approved during the Special Session). [NOT NEW FUNDING] No performance standards.
Affordable Access, Retention and Degree Production/Operational Support	N/A	Proposes \$9,000,000 in FY25 and \$9,000,000 in FY26 of GF. This amendment provides additional operating support to enable public higher education institutions to minimize in-state undergraduate tuition increases, improve retention and graduation and increase degree production in high demand programs.
Student Financial Aid	N/A	Provides \$1,295,960 in the first year and \$1,782,340 in the second year from the general fund for undergraduate financial aid.
Graduate Aid	N/A	Provides \$482,500 GF the first year and \$720,000 GF the second year for graduate financial aid.
VMSDEP		Amount for VT not yet known. Creates a \$20,000,000 statewide pool under SCHEV to offset the impact of programs under § 23.1, Chapter 6 as governed under § 4-5.01 b.7. of the act.
Virginia Tech Research		

<p>VT Patient Research Center</p> <p>(component of the Virginia Biotechnology, Life Sciences, Pharmaceutical Manufacturing Network)</p>	<p>Proposes up to \$30M in the first year for Virginia Tech to be transferred from VIPA (requires MOU).</p>	<p>\$6,000,000 the first year and \$20,500,000 the second year from the general fund is provided for VT's Patient Research Center.</p> <p>Requires a MOU with the Virginia Innovation Partnership Authority that includes performance objectives for the hiring of up to 40 researchers or more over five years, including research faculty and staff to support the work of the Center, and additional near-term and long-term performance objectives. The MOU shall also identify: (i) the research specialization; (ii) sources of private philanthropic and other funding; (iii) opportunities for joint research projects and clinical trials; and (iv) commitments to non-competition for research in life sciences.</p> <p>These amounts shall remain unallotted until MOU is complete. Also requires financial performance of the initiative to the Virginia Innovation Partnership Authority to include (i) budgeted and actual revenues and expenditures to planned revenues and expenditures for the fiscal year; (ii) total investments broken out into various investment activities; and (iii) cash balances.</p> <p>Requires institutions to develop a proposal for the creation of a life science center of excellence in the Commonwealth to engage additional institutions in the effort and centralize program funding in future years.</p>
<p>Equipment for the VT Patient Research Center</p>	<p>N/A</p>	<p>\$4,000,000 in the second year is allocated to support equipment needs of the Virginia Tech Patient Research Center as part of the Bioscience Research initiative.</p>
<p><i>Employee Compensation and Benefits</i></p>		
<p>Compensation</p>	<p>Proposes 1.0 percent increase in second year of the biennium, effective on June 10, 2025.</p>	<p>Proposes a 3.0 percent base compensation program effective June 10, 2024 and June 10, 2025.</p>
<p>Bonus Program</p>	<p>Proposes a 1.0 percent bonus in both years of the biennium, effective on December 1.</p> <p>Must be employed on or before August 10, 2024, and remained employed until at least November 10, 2024</p> <p>Must have attained an equivalent rating of at least "contributor" on their performance evaluation and have no active written</p>	<p>Contingent: failure to pass House Bill 1 and Senate Bill 1 - related to minimum wage increases enacts the FY26 bonus program.</p> <p>Provides full-time employees, who were employed on or before August 10, 2025 and remained employed until at least November 10, 2025, a one-time bonus payment equal to 1.375 percent of their base salary on December 1, 2025. Employees must have an equivalent rating of at least contributor on performance evaluation.</p>

	notices under the Standards of Conduct within the preceding twelve-month period	
Minimum Wage	Provides funding to support the state share of increases in the Virginia minimum wage scheduled for January 1, 2025, and January 1, 2026. The amounts provided assume a 3.84 percent annual increase in the Virginia minimum wage.	Provides the state's share a proposed increase in the state's minimum wage in House Bill 1 to \$13.50/hour effective January 1, 2025, and \$15.00/hour effective January 1, 2026.
Health Insurance Premiums	6.3 percent increase in the first year and 4.0 percent in the second year.	6.3 percent increase in 2025. Amends the increase to reflect savings from the GF in FY26 from level funding the premiums.
VRS Contribution Rate	Proposes decrease for employer share of the defined benefit portion from 14.46% to 12.52 percent in both years. This reflects the separation of the defined benefit and defined contribution rates. The defined contribution rate for the VRS Hybrid plans will be specific to each agency. The defined contribution rate will now be variable based on employee levels of matching. VRS Hybrid Rates will be comprised (of 12.52% Defined Benefit; and an additional 1.0%-3.5% defined contribution) for a total rate of 13.52% to 16.02%.	No change to the Executive Budget.
Group Life	No change.	Group Life rate is decreased from 1.34% to 1.18%.
Virginia Sickness and Disability Plan	0.11% decrease from 0.61% to 0.50% for the biennium.	No change to the Executive Budget.
Worker's Compensation	Department of Planning and Budget will revert the state share of estimated savings in worker's compensation premiums.	No change to the Executive Budget.
<i>Statewide Initiatives and Language Impacting Higher Education</i>		
Waivers (such as VMSDEP)	N/A	Language modifies eligibility: students must establish domicile, complete the FAFSA, and make satisfactory academic progress. Eligibility is restricted to a combined total of no more than four years or its equivalent. Waivers granted under this section shall cover the last-dollar cost of the in- state undergraduate tuition, mandatory Education & General Program (E&G) fees and mandatory non-E&G

		fees after applying other aid and expected family contribution as determined by SCHEV. Currently enrolled students would be grandfathered until July 1, 2025.
SCHEV	<p>Workforce Credential Grant: proposes \$3.95M in the first year and \$5.25M in the second year.</p> <p>Eliminates general fund appropriation for Excellence and Innovation designed to stimulate collaboration among public school divisions, community colleges and universities to create and expand affordable student pathways and to pursue shared services and efficiencies. (\$225k in each year of biennium).</p> <p>Reduces funding for the office of the student loan ombudsman. (\$126,811 in FY25; \$174,000 in FY26)</p>	<p>Restores funding for the Fund for Excellence and Innovation [\$250,000 in each year]</p> <p>Restores funding for Student Loan Ombudsman Office [\$126,811 in the first year and \$174,000 in the second year].</p>
SCHEV – Study on Food Insecurity	N/A	Requires the State Council of Higher Education to review the status of programs that address food insecurity at public institutions of higher education and report its findings by November 1, 2024.
Innovative Internship Program	<p>Proposes \$19M in year one and \$1M in the second year of the biennium.</p> <p>Includes funds previously budgeted under central appropriations. Any balance from funds provided in year one will be carried forward for future years.</p> <p>\$1M in second year is considered one-time.</p>	Amendment corrects the funding imbalance proposed in the introduced budget and restores previous funding for the Innovative Internship Fund and Program. In addition, program language is modified to reflect the goals of the next phase of this initiative.
Virtual Library of VA	Proposes an increase of \$325,000 in the first year and \$650,000 in the second year.	No change to the Executive Budget.
Mental Health Workforce Pilot	\$500,000 proposed in each year of the biennium to support a mental health workforce pilot at institutions of higher education in consultation with the Virginia Health Care Foundation.	No change to the Executive Budget.
Student Mental Health Services	Proposes \$3,000,000 the first year and \$3,000,000 the second year from the general fund is designated to support student mental health services at institutions of higher education.	Removed funding proposed in introduced budget.

Pell Initiative	<p>Statewide \$37.5M is provided in the first year as a continuation of the program from CH.1. Reduces funding by \$37.5M in the second year of the biennium (FY26).</p> <p>Eliminates funding in FY 2026 for Pell grant assistance at public institutions of higher education. Requires SCHEV to report on the outcomes and effectiveness of FY 2024 and FY 2025 funding by October 1 each year.</p>	Restores \$37.5M GF in the second year related to a Pell initiative to support access, retention, and completion of low-income students that was removed in the second year in the introduced budget and reinserts language that was legislatively approved in Chapter 1, 2023 Special Session I that states that funds shall be ongoing.
DMAS – Residency Slots	N/A	Provides \$500,000 the first year and \$500,000 the second year from the general fund and \$500,000 the first year and \$500,000 the second year from nongeneral funds to add 10 graduate medical education residency slots for obstetric-gynecological medical residents, funded through the Medicaid program to begin in fiscal year 2025.
Department of Environmental Quality – Algal Blooms at Smith Mountain Lake	N/A	Amendment provides \$150,000 the first year from the general fund for the department, in collaboration with Virginia Tech and the Smith Mountain Lake Association, to conduct a study of harmful algal blooms occurring at Smith Mountain Lake.
Language (4-9.01): Assessment of Institutional Performance	Changed references to restructured institutions.	Amendment makes a technical correction to clarify that institution performance assessments shall be done biennially.
Capital Budget		
Maintenance Reserve	<p>Total allocation of \$37,770,915 in FY25 – an increase of \$1.9 million from the 2022-24 biennium.</p> <p>All of the biennial MR allocation in FY25.</p>	Proposes \$18,885,458 in year 1 and \$24,551,095 in year two for a total allocation of \$43,436,553 for the 2024-26 biennium. This is an increase of \$7.5M from the previous 2022-24 biennium.
Improve Campus Accessibility	\$8 million in state bond proceeds are proposed to support campus accessibility (Accessible Pathways between Newman Library to Dietrick).	<p>No change from Executive Budget</p> <p>The <i>Improve Campus Accessibility</i> project was included at \$8M.</p>
Planning: AREC Improvements	NOT included in Executive Budget	Planning authorization for the <i>Improve Eastern Shore AREC</i> .

Planning: Repair Derring Hall Building Envelope	NOT included in Executive Budget	Planning authorization for the <i>Renovate Derring Hall Building Envelope</i> .
Center Woods Improvements	NOT included in Executive Budget	Construction authorization for <i>Center Woods Improvements</i> ; Total project cost estimate is \$14.7M per the Capital Budget Request.
New Language regarding within Capital Project Planning and Budgeting	Public institutions of higher education that have a Management Agreement with the Commonwealth shall fund 25 percent of project costs from their own nongeneral fund resources for acquisitions, new construction, and major renovations, or portions thereof, that support Educational and General Programs and were first authorized in fiscal year 2025 and thereafter. This requirement shall not apply to projects addressing maintenance, life safety, security, or infrastructure or projects funded for the Virginia Institute of Marine Science, University of Virginia's College at Wise, or the Virginia Cooperative Extension and Agricultural Experiment Station.	Language removed.

LEGISLATIVE UPDATE

CHRIS YIANILOS, VICE PRESIDENT FOR
GOVERNMENT & COMMUNITY RELATIONS

ELIZABETH HOOPER, ASSOCIATE VICE
PRESIDENT OF GOVERNMENT &
COMMUNITY RELATIONS

AMY SEBRING, EXECUTIVE VICE
PRESIDENT & CHIEF OPERATING OFFICER

April 8, 2024

FEDERAL FUNDING UPDATE

CHRIS YIANILOS, VICE PRESIDENT FOR
GOVERNMENT & COMMUNITY RELATIONS

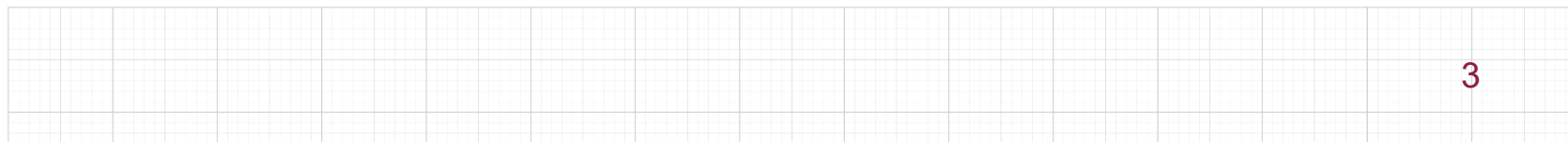
ENGAGEMENT ACROSS VIRGINIA TECH & ACROSS ALL LEVELS OF GOVERNMENT



FEDERAL RELATIONS

STATE RELATIONS

COMMUNITY RELATIONS



Federal & State Resources

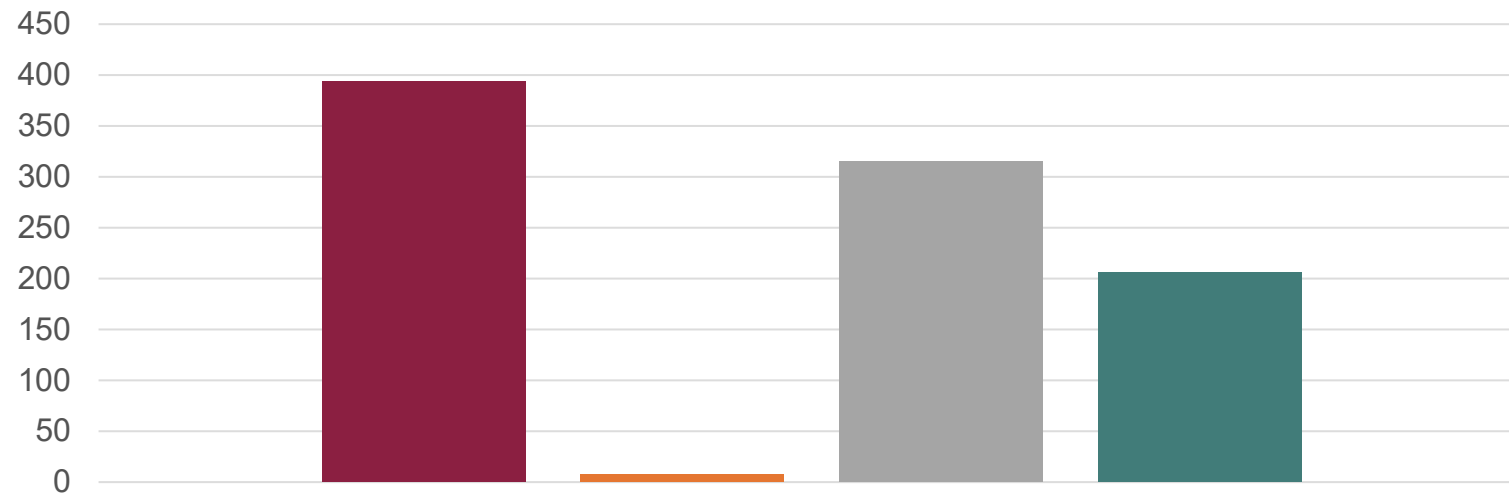
~\$900 million/year

State General Fund (\$394)

Local Extension Dollars (\$8)

Federal, State, and Local Research (\$315)

Federal Financial Aid, Pell, Etc. (\$206)



Three Broad Categories of Federal Engagement

1) National Programmatic Funding Priorities

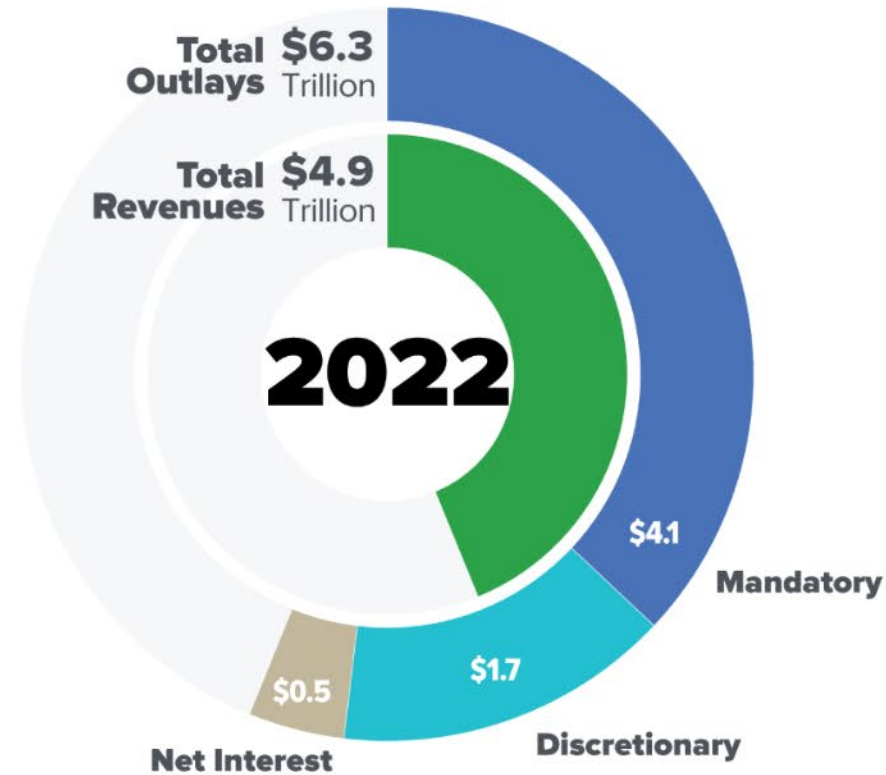
(Education, Outreach, and Research)

2) Virginia Tech Specific Priorities

(Earmarks, Plus-Ups, and Economic Dev.)

3) Legislation

THE FEDERAL BUDGET IN FISCAL YEAR 2022



Mandatory Spending

Primarily payments for benefit programs whose eligibility rules and benefit formulas are set by law

Discretionary Spending

Spending that lawmakers control through annual appropriation acts

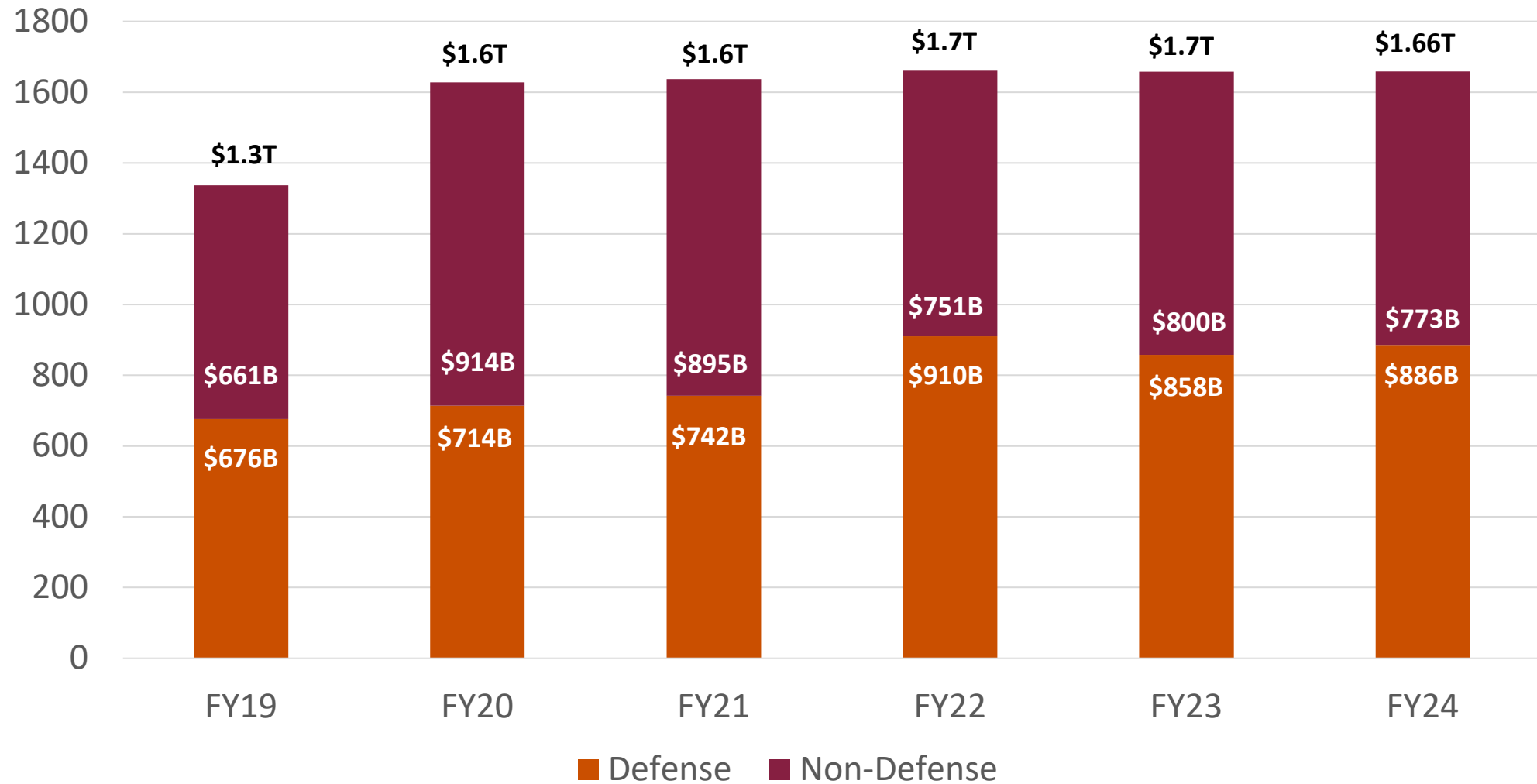
Net Interest

The government's interest payments on debt held by the public, offset by interest income the government receives

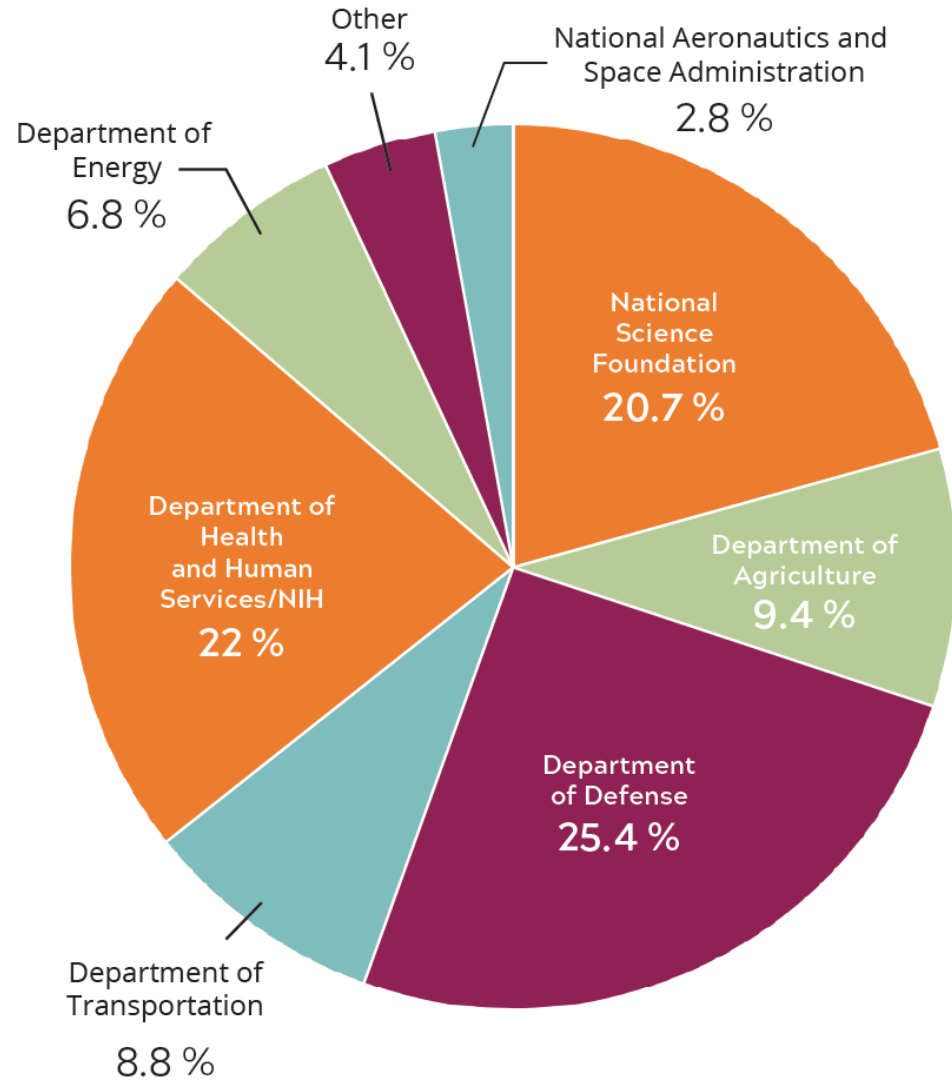
Revenues

Taxes and other funds collected from the public that arise from the government's exercise of its sovereign powers

Discretionary Spending



Federal Research Portfolio



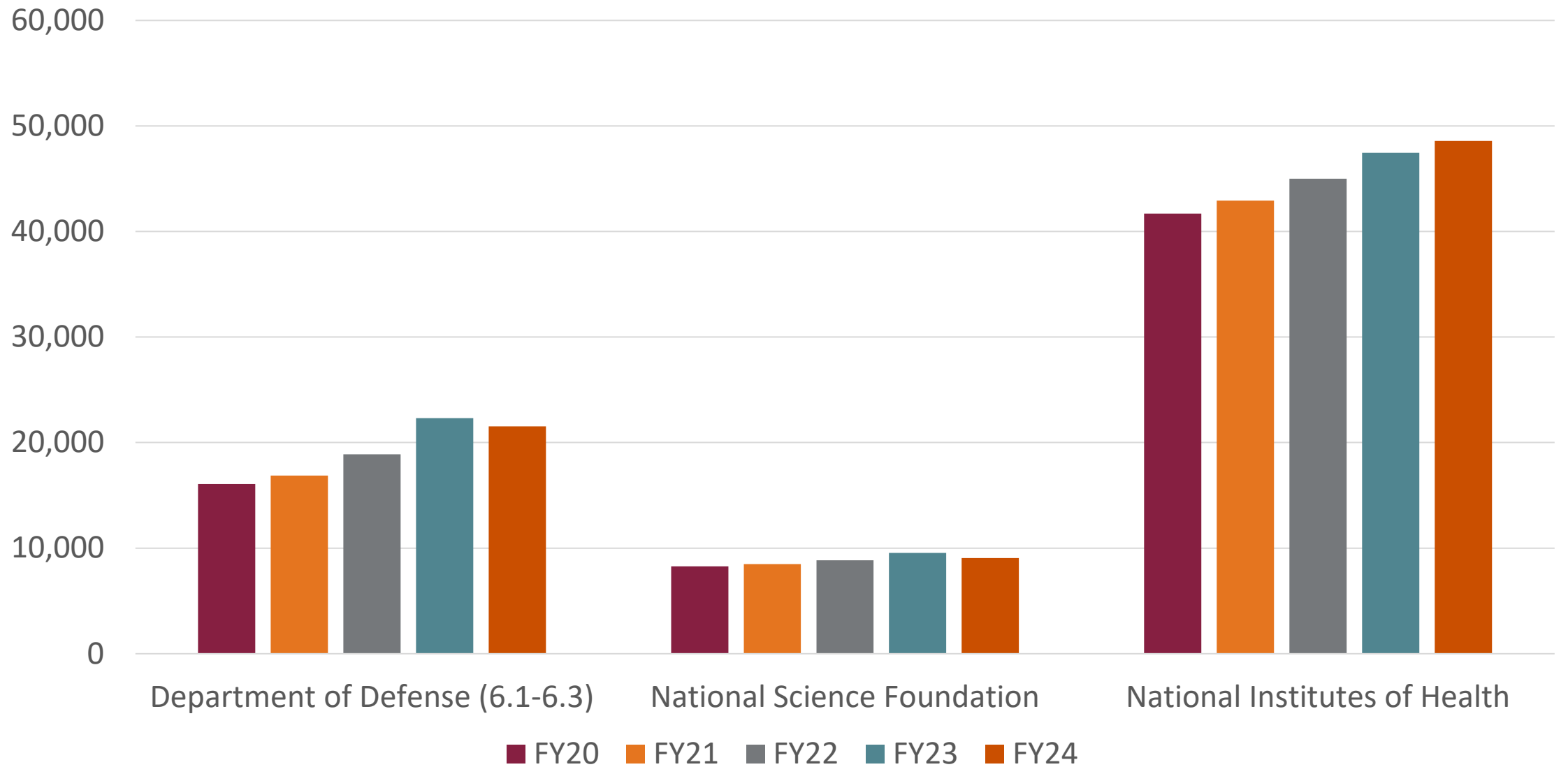
~\$415 million
extramural
research funding

\$282 million
federal
research funding

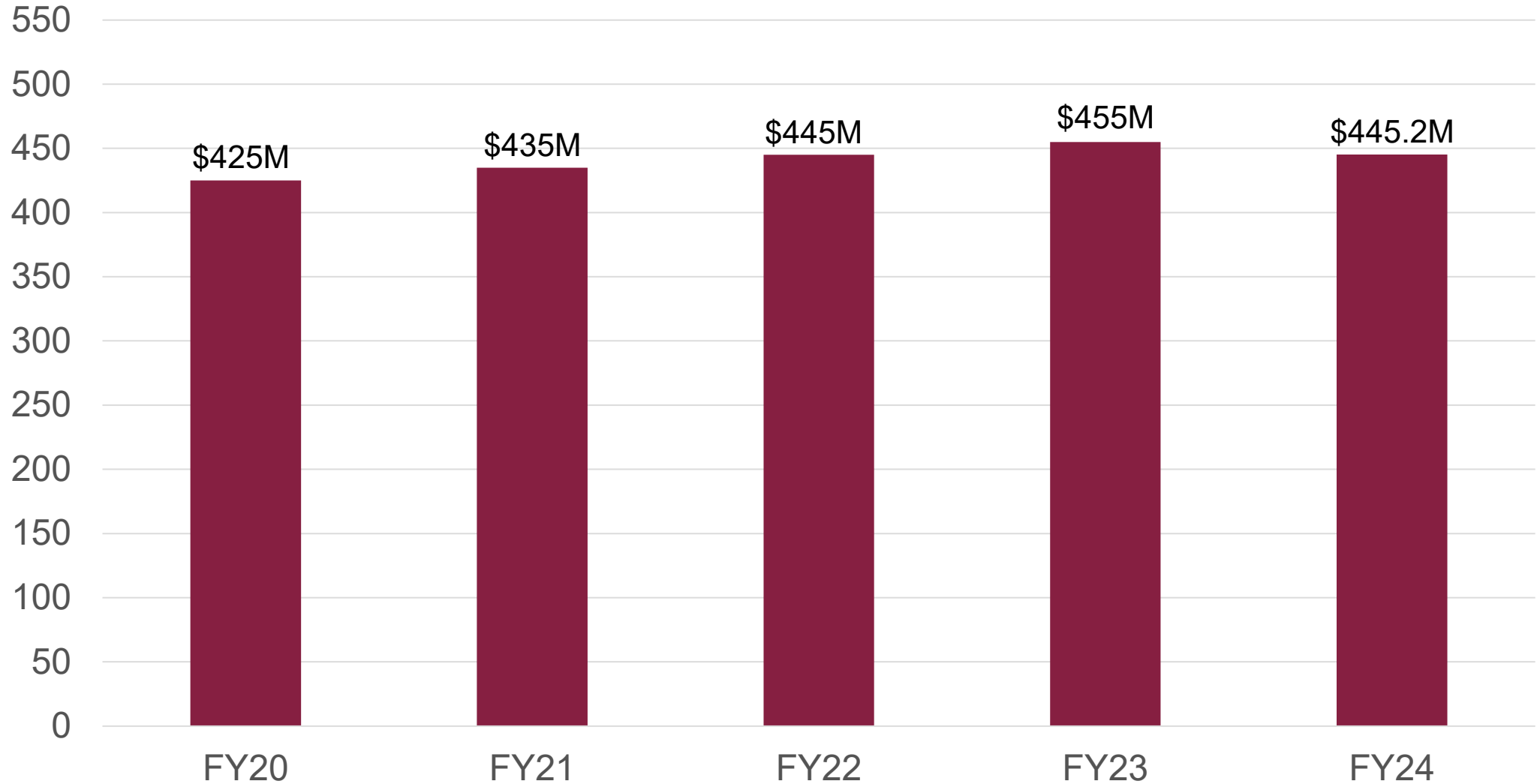
Appropriations Process

Agency/Program	FY23 Enacted	FY24 Agreement
National Science Foundation	\$9.539 billion	\$9.060 billion
National Institutes of Health	\$47.5 billion	\$48.6 billion
Department of Defense 6.1-6.3	\$22.317 billion	\$21.526 billion
AFRI	\$455 million	\$445.2 million
Hatch Act	\$265 million	\$265 million
Smith-Lever	\$325 million	\$325 million
Pell Grant	\$7,395 max. individual award	\$7,395 max. individual award
Supplemental Educational Opportunity Grant	\$910 million	\$910 million
Federal Work Study	\$1.23 billion	\$1.23 billion

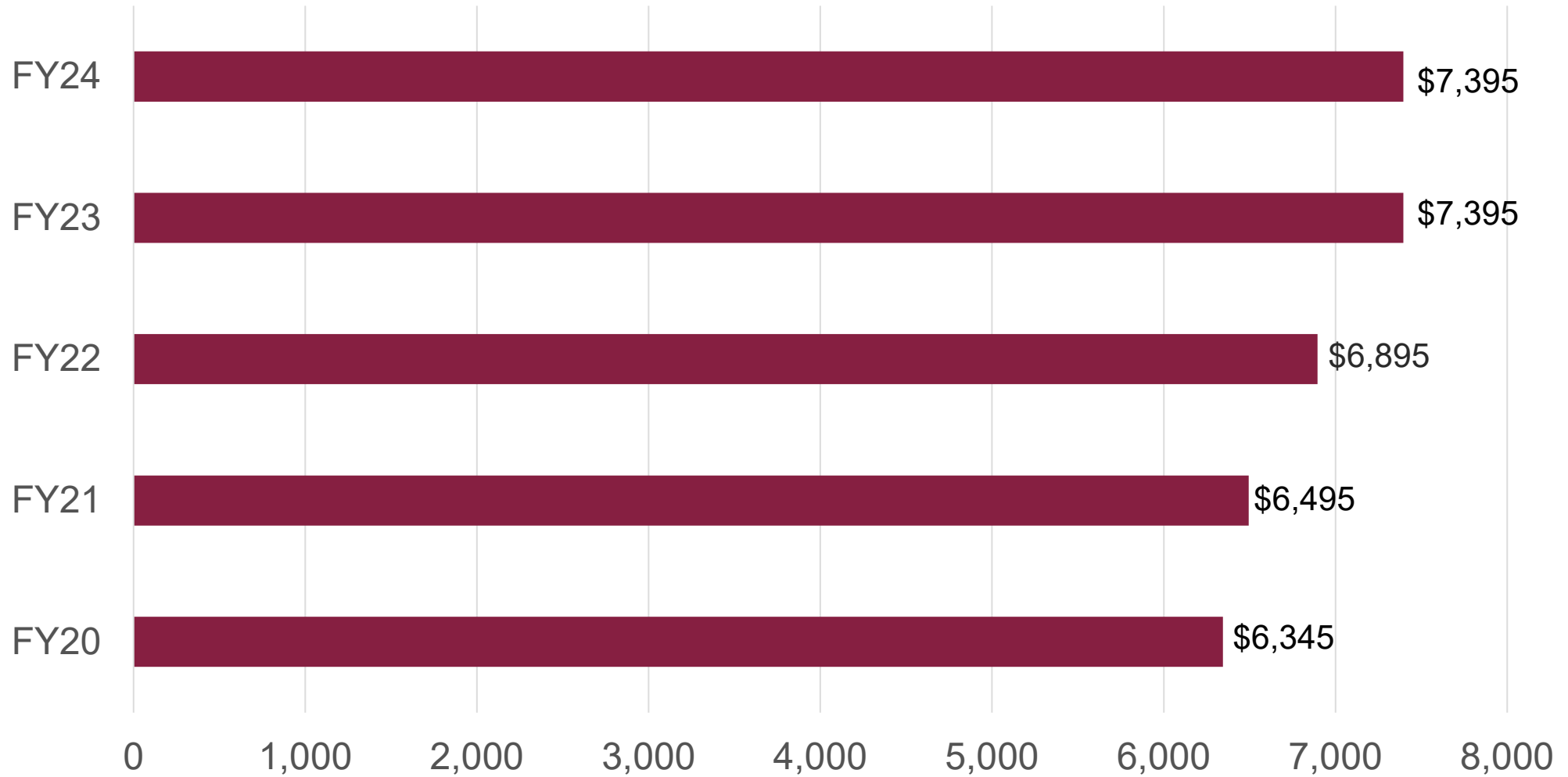
Federal Research Funding (in millions)



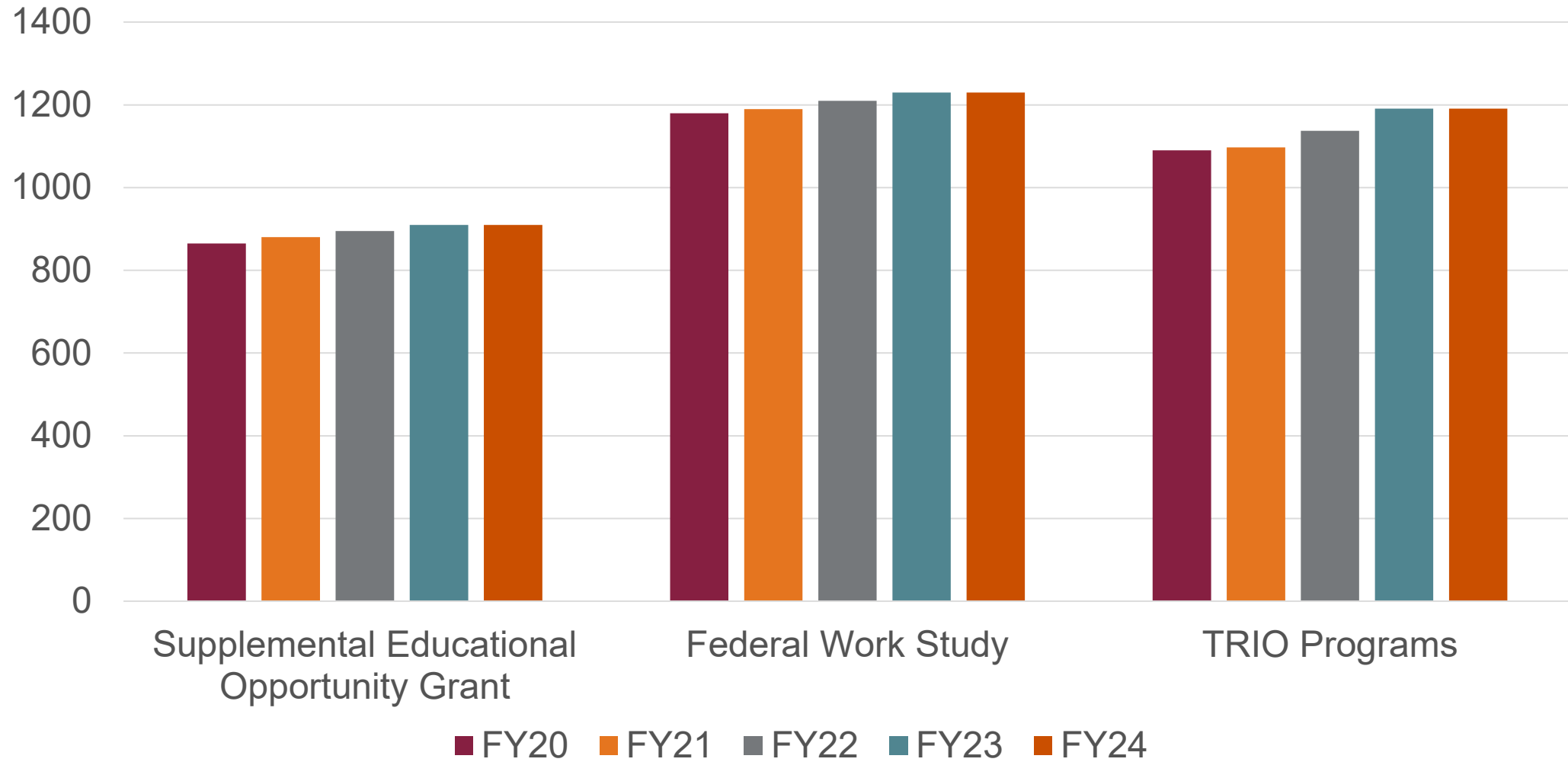
Agriculture and Food Research Initiative



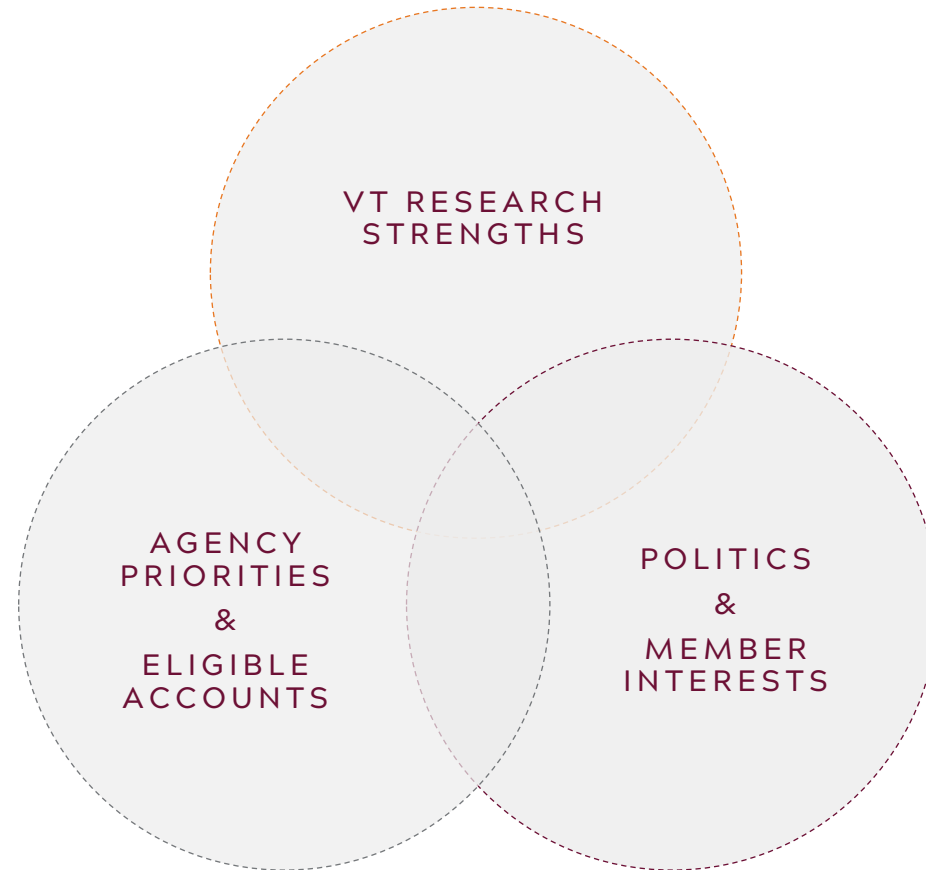
Pell Grant - Maximum Individual Award



Student Financial Aid and Outreach (in millions)



Funding for Virginia Tech Specific Projects



Counter UAS Testing and Research Center



- MAAP and NSI partnership with Army Counter UAS Office.
- \$5 million included in FY24 DOD appropriations bill

Unmanned Undersea Vehicles (UUVs)



- \$3 million funded from the DOD in FY23
- \$4 million included in FY24 DOD appropriations bill.

FY24 Directed Spending and Plus-Ups

Department
of Defense -
Research

\$22,000,000

Energy and
Water

\$6,000,000

Labor, HHS,
Education

\$2,000,000

Department
of Defense -
Ed/WFD

\$3,000,000*

Transportation
-HUD

\$963,000

Commerce,
Justice, Science

\$600,000

**VT portion of total appropriations*

Federal Legislation

The evolving landscape of college athletics has resulted in several legislative proposals at the federal level.



DISCUSSION

GENERAL ASSEMBLY LEGISLATIVE UPDATE

ELIZABETH HOOPER, ASSOCIATE VICE PRESIDENT
OF GOVERNMENT & COMMUNITY RELATIONS

GENERAL ASSEMBLY LEGISLATIVE UPDATE Attachment E

Legislation that PASSED included:

DRAFT

<u>HB48/SB46</u>	Prohibits legacy admission and admission based on donor status.
<u>HB163</u>	Requires institutions to include emergency services information on student ID cards.
<u>HB509/SB21</u>	Directs SCHEV to study how institutions determine disability eligibility and make recommendations to reduce any barriers to establish eligibility.
<u>HB580/SB411</u>	Establishes a Task Force on transparency in publicly funded animal testing facilities.
<u>HB713</u>	Requires institutions to implement campus safety and emergency preparedness training programs to all first-year students.
<u>HB827</u>	Directs SCHEV to survey institutions to determine how each such institution is addressing on-campus food insecurity.
<u>HB980</u>	Requires institutions to provide information about individuals who are qualified to provide mental and behavioral health support to any student who reports an act of hazing or an act of bullying.

GENERAL ASSEMBLY LEGISLATIVE UPDATE Attachment E

Legislation that PASSED included:

DRAFT

<u>HB1108/SB18</u>	Requires BOV approval for the use of construction management or design-build (when against a DGS recommendation) for partially or fully funded GF projects.
<u>HB1342</u>	Requires institutions to employ a certified sexual assault forensic examiner or establish a MOU with a local organization or entity that is capable of providing the services of a certified sexual assault forensic examiner.
<u>HB1404</u>	Establishes the Small SWaM Business Procurement Enhancement Program, and a statewide goal of 42% of certified small SWaM business utilization for executive branch agencies and covered institutions.
<u>HB1505</u>	Allows institutions to engage in NIL opportunities and requires BOV approval of policies or procedures that govern the compensation of a student-athlete for the use of NIL.
<u>SB487</u>	Establishes a Commission on AI and directs the Joint Commission on Technology and Science to study the use of AI by public bodies in the Commonwealth.

GENERAL ASSEMBLY LEGISLATIVE UPDATE Attachment E

Legislation that FAILED to pass included:

DRAFT

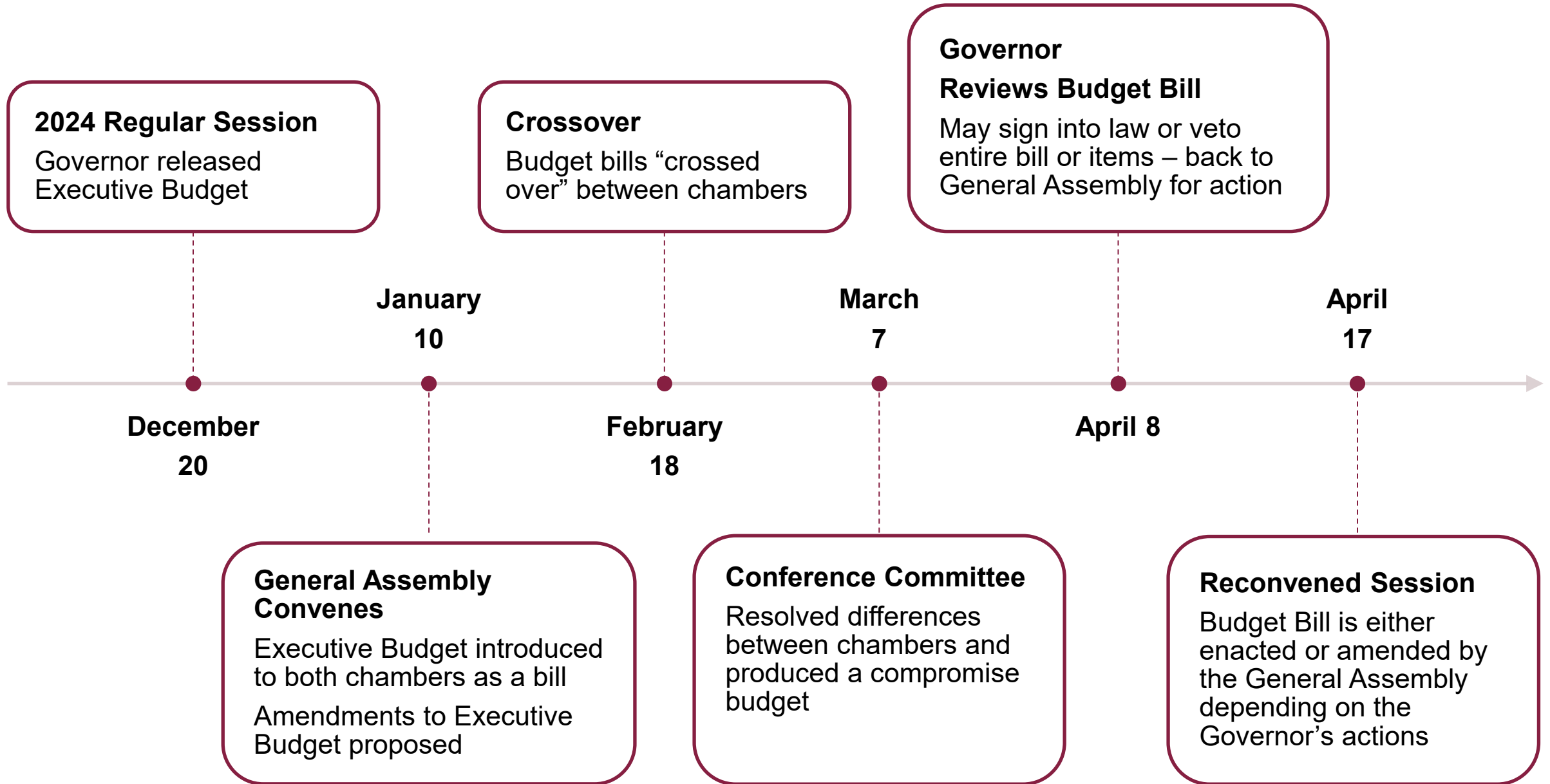
<u>HB369</u>	Requires SCHEV appoint and convene a task force on combating sexual violence for the purpose of developing a base sexual misconduct campus climate survey.
<u>HB981</u>	Requires institutions to develop, maintain, and post publicly on the financial aid page of such institution's website informational materials relating to the dependency override application process.
<u>HB1008</u>	Requires students to sign an acknowledgement form outlining the cost to complete their selected major and an estimate of the annual income of their selected major.
<u>HB1255</u>	Requires institutions to certify that no diversity, equity, and inclusion-related program, instruction, or initiative provided or sponsored by such institution promotes anti-Semitism.
<u>HB1374</u>	Provides in-state tuition eligibility for the National Guard or Reserves of the Armed Forces.
<u>SB124</u>	Permits betting, with the exception of proposition betting, on Virginia college sports.

DISCUSSION

STATE BUDGET UPDATE

AMY SEBRING, EXECUTIVE VICE PRESIDENT &
CHIEF OPERATING OFFICER

2024-26 STATE BUDGET TIMELINE



2024-26 STATE BUDGET UPDATE

Environment for 2024 Session

- Executive budget included significant reforms to the current tax policy.
 - Both chambers maintained the application of sales tax on digital goods but did not include a decrease in state income tax.
- The amendments proposed by the House and the Senate included significant investments in higher education.
- On-going economic concern over the continued impact of high interest rates, the spend down of consumer savings, and geo-political conflicts.
- Continued emphasis on maintaining a structural integrity.

2024-26 STATE BUDGET UPDATE

GENERAL FUND REQUEST UPDATE



Operating Budget Initiative	VT 6-Year Plan	Conference Budget	
		FY25	FY26
<u>University Division</u>			
• Moderate In-State Tuition Increases	✓	\$ 9.0 M	\$ 9.0 M
• Increase Need-Based Undergraduate Financial Aid	✓	1.3 M	1.8 M
• Increase Graduate Financial Aid		0.5 M	0.7 M
• Expand Medical Education at VTCSOM	✓	-	-
• Virginia Tech Patient Research Center at VTC	✓	6.0 M	24.5 M*
• Virginia Military Survivors and Dependent Tuition Waiver Support	✓	TBD	TBD
• Unique Military Activities Support	✓	-	-
• O&M of New Facilities	✓	-	-
<u>Cooperative Extension and Agricultural Experiment Station Division</u>			
• Agricultural Innovation and Community Resource Development	✓	-	-
• Advanced Equipment	✓	-	-
• Maintain Level of Service	✓	-	-

*Includes \$4.0 million of Higher Education Equipment Trust Fund support.

2024-26 BIENNIAL BUDGET: Employee Compensation & Benefits

	Executive	Conference
Compensation	<p>1.0% salary increase effective June 10, 2025</p> <p>1.0% bonus in both years of biennium effective December 1</p>	<p>3.0% salary increase effective June 10, 2024 and June 10, 2025</p> <p>1.375% bonus effective December 1, 2025:</p> <ul style="list-style-type: none"> Contingent: failure to pass House Bill 1 and Senate Bill 1 related to minimum wage increases
Health Insurance	6.3% increase for 2024-25 and a 4.0% increase for 2025-26 in the employer share.	Funds a 6.3% increase in 2025 and level funds the cost in the second year of the biennium.
Virginia Retirement System (VRS)	Adjusts VRS 1 and VRS 2 rates; establishes a variable defined contribution rate for VRS Hybrid employees.	No change from Executive Budget.

2024-26 STATE BUDGET: CAPITAL REQUEST UPDATE

Project	Virginia Tech Request	Conference Budget 2024-26
<u>University Division</u>		
• Maintenance Reserve		\$ 43.4 M
• Construction: Life, Health, Safety, & Code Compliance: Campus Accessibility	✓	8.0 M
• Planning: Repair Derring Hall Envelope	✓	1.0 M
<u>Cooperative Extension & Agricultural Experiment Station Division</u>		
• Construction: Improve Center Woods Complex	✓	14.7 M
• Planning: Eastern Shore Agricultural Research and Extension Center (AREC) Improvements	✓	1.0 M

2024-26 STATE BUDGET:

Other Notable Statewide Actions

- Pell Grant Initiative: Conference Budget restored funding in FY26 that was excluded in the introduced budget.
- Acquisitions, New Construction, and Major Renovations: Conference Budget removed language in the introduced budget that would have required public institutions of higher education with Management Agreements to fund 25 percent of project costs.

NEXT STEPS

- 2024 General Assembly adjourned *sine die* on March 9th.
 - Approved a conference budget with significant investments into higher education.
- Governor will review the Budget Bill and may veto, amend, or sign into law. Any vetoes or amendments will be sent back to the General Assembly for action.
- The General Assembly will consider the Governor's actions on the legislation during the April 17th reconvened session.

DISCUSSION

Board of Visitors Constituency Report
William Storey, Undergraduate Representative
April 8th-9th, 2024

Good afternoon Rector Baine, members of the board, President Sands, administration, guests, and friends. It is an honor to once again be here with you at this table. I am thrilled to update you all on some of the hustle and bustle that has occurred within undergraduate student life over the course of the semester thus far.

Let me begin first with a wholehearted and sincere thank you to the Board and to the upper administration for this year's annual cycle of tuition and fees adjustments. As a proud Pell Grant student, the cost of attendance for this university is by no means distant from hundreds of other students' daily thoughts, mine included. However, even with inflation over the past year, I was pleased to see the efforts put forth by the university to alleviate unnecessary pressure on students' cost of attendance for the upcoming academic year, and encourage the university to continue this trend. The steadfast devotion towards making the university more accessible for students has not gone unnoticed and I want to extend my immense gratitude and appreciation to all those involved in this effort.

The "Hokie Highlight" handed to you all today is an incredibly active and passionate student named Delia Alcorn. During her time as an undergraduate here she has been heavily involved in changing the stigma and rhetoric surrounding sexual violence on campus. Some of her work includes working with Schiffert to acquire SANE nurses at Virginia Tech so that people will have local resources available and she has even helped curate legislation on a statewide level to make these nurses available at every college and university across the commonwealth.

For many Virginia Tech students, the imminent end of the spring semester tends to signal a prosperous horizon of opportunities either through the achievements of graduation or through the prospects of a summer internship. However, not all students look to a positive future; the Israeli-Hamas war has been an ongoing point of stress and anxiety for many students over the past six months. Though the conflict is 6,000 miles away, there are students on our campus who are feeling the effects of the war right here in Blacksburg. Many of these students have described a feeling of loneliness and invisibility at an institutional level or that they have withdrawn from their daily routines out of fear of harassment. To describe the issue as complex would be an understatement. I believe it to be axiomatic that we continue to strive for a safe and

healthy environment for all students both on and off campus, so that they may have a place where they can curate positive change, together.

As some of you may remember from my first report last semester, one of my foundational goals is to help spread the awareness of food insecurity that many students struggle with both on and off campus. The Market at Virginia Tech has been one of those foundations for many students experiencing food insecurity. It is a place where students can come and get a week's worth of food at no cost thanks to the incredible support of the Sanghani family's founding donation. I was able to connect with Isebel Lagen, the director of The Market, and further solidified the importance and need for a resource center such as this. Thanks to her help, I have partnered with The Market and USS to start a food drive on campus. Bins for collections have been implemented in dorms and offices, as well as one in the president's office. All donations will go directly to the center and aid in feeding and supporting students in need. I look forward to updating you in June with the full overview and results of the food drive.

Furthermore, I would once again like to thank the administration and the board for your unwavering support over this past year and look forward to continuing with the positive trend that has been established. On behalf of all undergraduate students here at Virginia Tech, thank you.

Graduate and Professional Student Constituency Report

Virginia Tech Board of Visitors

April 8 - 9, 2023

Presented by Emily Tirrell, Graduate and Professional Student Representative

Rector Baine, members of the Board of Visitors, President Sands, Provost Clarke, administrators, guests, and friends. Thank you for this opportunity to speak with you all about the graduate and professional students today.

It has been an exciting and eventful time for students as we get closer to wrapping up the semester, with various students preparing for examinations and graduation. I am pleased to report that this year the students at the Virginia Tech Carilion Medical School achieved a **99% match rate** into categorical residency positions. For those who are unaware, this is an incredibly stressful and intensive process that fourth year medical students go through to transition to the residency portion of their training and medical careers. This is an enormous accomplishment and demonstrates the quality of work that our Virginia Tech Carilion students and staff are putting into their roles. It has been an honor to work with such dedicated students throughout my term, and I know that our soon-to-be graduates will continue to represent the principles and values we hold dear both during their final months at Virginia Tech and beyond.

As a reminder, two main topics impact graduate and professional student attraction and retention that I am focusing on throughout my term: student financial wellness and overall student engagement and wellbeing.

As we heard during the public hearing on tuition and fees a few weeks ago, financial wellbeing continues to be a pivotal aspect of graduate and professional student wellbeing during their time at Virginia Tech. I was, and continue to be, moved by the personal stories shared by students. I have worked closely with students and administrators to find multiple avenues of support for students, and am continually working to address and mitigate the financial strain of the cost of education. I am pleased to share with the board that I have been working closely with the Dean of the Graduate School, the Financial Office, and Provost Clarke to address the financial strain that our doctoral students are facing when paying for tuition. A current model in place to support students is the "Graduate Candidacy Status Tuition Reduction", which **reduces tuition by 10%** once a doctoral student hits specific programmatic milestones. As determined through the shared governance system, this reduction will eventually **increase to 66%**. We have been assessing

this current model, and collaborating to find ways to increase this reduction incrementally and to make the process more “user friendly” for both students and administrators. These discussions are still ongoing, but I am optimistic that this will have a positive impact on students who are without financial assistance from their research labs and are paying their way through graduate school.

Student engagement with campus resources is another contributing factor for student attraction and retention. As a reminder, graduate school data shows that approximately 41% of graduate and professional students want to connect with campus resources surrounding mental health initiatives. In our last board meeting, I addressed this and promised to partner with the Graduate Life Center, Hokie Wellness, Cook Counseling, and many other campus organizations to host a Graduate and Professional Student Resource Fair. I am very pleased to report that this event was a huge success!! With 21 campus partners in attendance, we had over 100 students attend this event and learn more about the resources that Virginia Tech has to offer. I am incredibly proud of this event and outcome, and want to give a huge thank you to all the campus partners who attended and for the support I received from the Graduate School while hosting this event. This event was so successful, I am currently partnering with DC Area Campus administrators and students to host a similar event in the future. While this event did not reach our students at the Roanoke Campus or our Agriculture Resource Extension Centers, I am committed to expanding and broadening student services, and ask that the board be committed as well.

Throughout these experiences, it is apparent that student wellness and student engagement correlate directly with one another, overlapping in many students' experiences. Just as it has been discussed when framing the benefits of the Virginia Tech Advantage, students who are struggling due to financial hardships cannot benefit from the experiences and support that Virginia Tech has to offer in the same way a financially privileged student can. Similarly, students who are struggling from global unrest experience challenges that other students may not face. As our graduate and professional students are navigating the hardships associated with higher education, it is apparent that graduate student wellbeing feeds into engagement with campus partners, and vice versa. I ask that the board consider student financial wellness and student wellbeing and engagement when discussing future university initiatives, and to continue to consider the impact that graduate and professional students have on the Virginia Tech enterprise as a whole.

Overall, I am continuing to work with student leaders, the graduate school, the medical and veterinary schools, and campus partners to provide support to our graduate and professional students, to increase retention and to attract talent to the university. On behalf of the graduate and professional students, thank you for listening today. I appreciate your attention and I thank you again for this opportunity to share. I look forward to continuing to share my ongoing progress in this role and collaborating with you all in serving Virginia Tech! Go Hokies!

Staff Senate Constituency Report

Virginia Tech Board of Visitors

April 8, 2024 Presented by LaTawnya Burleson, Staff Senate President

Rector Baine, members of the Board of Visitors, President Sands, Provost Clark, administrators, and guests. Thank you for the opportunity to speak today about staff and non-student wage at Virginia Tech.

Since my last update, Staff Senate has been very busy! We're happy to report that the resolution for the statement of support for staff participation in shared governance and professional development opportunities was finalized and approved by Dr. Sands. This is a great achievement for the university.

Rector Baine attended our February Staff Senate meeting, sharing his personal and professional background and listening! He offered responses to tough questions and followed up with administration to get more answers or to flag issues. Feedback has been extremely positive from this meeting, staff felt genuinely heard and seen.

The annual James D. McComas Staff Leadership Seminar was held on Thursday, March 7th on the Blacksburg campus where we welcomed close to 300 staff and non-student wage employees. It was a great opportunity to connect with our colleagues and provide meaningful programming while also recognizing the two McComas Leadership Award winners, Jenna Booth with Adult Day Care and Patricia Williams with the School of Animal Sciences. The Division of Human Resources supports this event each year and we appreciate their ongoing commitment to the future of the seminar.

Staff Senate has also made significant progress with a wide variety of initiatives, including outreach to the constituency, providing feedback on the staff leave change proposal by voicing concern over the proposed changes further impacting the perceived inequity between faculty and staff/non-student wage employee groups, and introducing a new resolution to address compensation issues. Staff Senate has continued to collect information from our constituency so that we can act on and/or communicate with administration in an organized fashion. Our focus has been on getting out of our offices and meeting people where they are by sharing our Staff Senate Roadshow presentation, which is mainly a listening session where all questions and comments are heard. These Roadshows give us valuable opportunities to connect with those who may have a difficult time participating in Staff Senate meetings.

A major part of our outreach initiative was designing a comprehensive survey to gauge work-life balance, job quality, and benefits, and to provide an opportunity for additional comments. Our hard-working Staff Senate team developed this survey to identify ways to advocate for our

constituents and to bring attention to concerns and issues that may be overlooked. The survey launched on February 15 and closed on March 1 with an impressive 21 percent response rate and receiving responses from all colleges and schools. We are actively reviewing responses at this time, and we will be working to make results known in the coming weeks.

Some themes have emerged during our outreach work - the most common being the perception that staff are treated differently than AP and T&R faculty. The most recent examples of this overarching theme were the changes to the leave policy that were rapidly proposed and implemented in January of this year. The university stated that these changes "...create an equitable experience for all faculty and staff," but the truth of the matter is that the changes to the leave policy impacted faculty and staff differently, with faculty earning four additional days of leave to be used during the holiday break, whereas staff did not gain any days but instead staff-only holidays were moved to the holiday break period. Staff-only holidays included George Washington Day, Indigenous Peoples' Day, Election Day, and Veterans Day, and they were one of few remaining staff-only benefits which provided staff with an opportunity to take a day off of work to participate in events and recognize these important holidays or bank the day to be used at their discretion.

In addition to the holiday changes as part of the leave changes implemented in January, leave accruals were adjusted. While new staff are now accruing at a higher rate (certainly something to celebrate), I would not be performing my role as staff representative to the BOV if I did not diligently attempt to make sure all voices are heard, staff with twenty years or more of service are not being rewarded in the same way they were previously. To quote some of our staff colleagues who have reached out to us, this gives many people the impression that the university does not value staff with higher years of service, and it feels like the university is telling our colleagues to move on already and retire.

These thoughts have been shared with administration, but we would like the Board to hear this from us as well. We welcome any discussions with Board Members and administration about this or any other topic.

We are pleased to hear that administration has been researching the staff supplement issue that has been highlighted in each of my previous reports, and we welcome any proposed solutions to address this issue, along with the ongoing compensation issues facing non-student wage and staff employees. We are hopeful that we can work with administration to come up with a solution to these important issues, but our Commission on Staff Policies and Affairs has also introduced a resolution to establish a task force to investigate the supplement amount and threshold, along with compensation for non-student wage and staff employees which we will pursue if it is needed.

While we will continue to address and collaborate with administration on issues that have been brought forth today, I wanted to highlight some positives. Staff Senate often hears positive comments on some employee benefits that need to be called out. The benefit most frequently

applauded by our constituents is flexible work arrangements/hybrid and remote work options. Staff overwhelmingly and continuously mention how this benefit has led to better work-life balance and they hope this is here to stay and even expanded on in the future. Hokie Wellness events and courses, TimelyCare virtual health service, and the employee discount program (PerkSpot) are also frequently praised by our constituents. We are appreciative of the university for identifying and providing access to these benefits. Staff Senate will continue to do our part to share information on available benefits to maximize non-student wage and staff usage.

In closing, I wanted to thank you again for the opportunity to speak with you today on behalf of the staff senate, non-student wage and staff community. I look forward to our on-going collaboration.

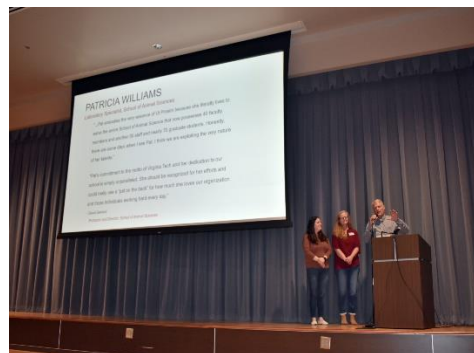
Sincerely,

LaTawnya Burleson

President, Staff Senate

[University holiday updates for faculty and staff | Virginia Tech News | Virginia Tech \(vt.edu\)](#)

Photos from the James D. McComas Staff Leadership Seminar





Administrative and Professional Faculty Constituent Report

April 8-9, 2024

Presented by Janice Austin, A/P Faculty Senate President

Good afternoon, Rector Baine, board members, President Sands, Provost Clarke, Executive Vice President Sebring, administrators, and guests. It is a pleasure to be with you all for the April board meeting.

During Giving Day 2024 in February, our [Beyond Boundaries Scholarship philanthropic project](#) received many donations as we work to reach our goal of \$3,000 by the end of June. We continue to encourage all AP Faculty members to contribute as they are able to this important opportunity to support a Virginia Tech undergraduate student.

Our A/P Faculty Professional Development Leave working group had finalized their recommendation and the Commission on Administrative and Professional Affairs (CAPFA) is in discussion on a resolution for the recommendation. The newly formed Professional Development Committee within the AP Faculty Senate has planned and held our first event, a Tour & Talk, where a group of 40 AP faculty members were able to tour the Fralin Biomedical Research Institute, learn more about the important work of our colleagues at FBRI and the Virginia Tech Carilion School of Medicine, as well as network among the event participants. We are excited to be able to offer similar Tour & Talk events in the upcoming months.

Our Elections and Nominations Committee has been active this spring. A subgroup of the committee reviewed nominations for the [Administrative and Professional Faculty Award](#) and we look forward to the award winners being recognized at the annual faculty and staff awards reception. Additionally, the committee has completed our senator elections for the 2024-25 academic year. We were pleased to receive numerous nominations for open senator seats and had approximately one third of all AP Faculty members vote in the election. This response to our elections is encouraging as it illustrates continued growth in engagement from our employee group with the AP Faculty Senate as well as in shared governance. Our officer elections will be held this month and I look forward to sharing the selection of our leadership team with you at our next meeting.

Thank you for the opportunity to update you today and I look forward to sharing additional information on the work of the A/P Faculty Senate at the June meeting.

Constituent Report by Faculty Representative Joseph Merola to the Virginia Tech Board of Visitors, April 8, 2024.

Rector Baine, Vice Rector Calhoun, and all member of the Virginia Tech Board of Visitors,

I am pleased to share a few words with you as the Faculty Representative to this Board.

It is hard for me to believe that ten years ago, I sat in this same position, and I went back to see what I said then. Here is a snippet:

“Faculty senate has been intensely discussing the issue of faculty voice. Mr. President (Sands), in the article in today’s Roanoke Times, you are quoted ‘I can throw out ideas, but I have to bring along the faculty. The faculty can throw out ideas, and staff, and they need to bring me and the board along,’ he said. ‘It’s a two-way street.’ The two-way street is exactly what we ask for and we truly need. While we have a great tradition of shared governance at Virginia Tech, it can be greatly improved by the addition of a forum for more frank (emphasis here) discussions on programs. Right now many of those discussions are compartmentalized and often they get far down the road at which time no one wants to be seen as obstructive.”

We have come a long way in those 10 years and have a shared governance system that has made tremendous strides in having faculty (and other constituents) find their voices. In recent weeks, I have reflected on the message I wished to convey, and foremost, I feel fortunate for my 37-year career and my current role as President of the Faculty Senate, speaking for Virginia Tech’s faculty. This role has enabled me to listen to and learn from members of our community and our counterparts across the Commonwealth and the nation.

Our commitment to shared governance, evident in the robust system implemented last year, encompasses various senates and commissions, ensuring diverse participation and democratic policy formation. This governance structure has gained national attention for its inclusivity and efficiency. Additionally, this year's revisions to our shared governance system will further enhance the resolution process, reinforcing our mission as an inclusive community dedicated to improving the quality of life and the human condition within the Commonwealth and throughout the world, inspired by our land-grant identity and guided by our motto, *Ut Prosim*. However, a change in a shared governance system is an iterative, ongoing process, and the faculty have accordingly made observations about what has and has not worked in the system over the past year and a half.

Recent campus discussions and activities have prompted dialogue and reflection on enhancing our shared governance's efficiency and effectiveness. For instance, the Faculty Senate is currently deliberating over "Position Statements." Last month, a proposed statement about the situation in the Gaza Strip was presented to the Faculty Senate for its consideration. It has given us an opportunity to study and refine our

processes on position statements related to matters on international events, war, crises, and other matters that affect our faculty members' well-being and mental health, both directly and indirectly. While resolutions must fall within a body's governance purview, the appropriateness of various statements and their crafting remains an area for improvement. This situation emphasizes the importance of attentive listening, constructive dialogue, and welcoming diverse perspectives.

This semester, the Global Distinction initiative has sparked faculty concerns, particularly regarding campus equity and consistency with our land-grant values. While the Global Distinction Initiative has shifted to articulate more of these values, more needs to be done to incentivize, reward, encourage, and/or assess our land-grant values, such as valuing locally relevant research, community-based research, arts and humanities scholarship, and other scholarship not indexed in the major databases utilized by external evaluators, such as the Times Higher Education World University Rankings (THE WUR). For example, performances, films, and Extension publications have no fit within the current metrics included in Global Distinction, yet they are an invaluable part of our university's scholarly and creative activities. Without clearly outlined incentives, rewards, and/or indicators for *all* of our land-grant values, faculty will continue to view the Global Distinction Initiative with skepticism if not cynicism. These concerns suggest a potential identity crisis, challenging us to balance global aspirations with our commitments to inclusivity and service. I believe our shared governance system, emphasizing diverse participation in university mission goals and values, can address these challenges to some extent; however, more importantly, it is crucial that all voices are heard who are affected by Global Distinction, which includes administrators, faculty members, staff members, graduate students, and undergraduate students.

I thank the Board for its willingness to listen to constituent representatives, both during formal presentations and through informal interactions. I am grateful for the board members' openness and look forward to our June meeting, where I will review this year's faculty issues and introduce next year's Faculty Representative.

Respectfully submitted,

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Faculty Representative to the VT BOV