## Committee Minutes

## ACADEMIC, RESEARCH, AND STUDENT AFFAIRS COMMITTEE

## August 27, 2024

**Committee Members Present**: Nancy Dye (chair), Sandy Davis*, William Holtzman, Donald Horsley, Letitia Long, J. Pearson, Jeanne Stosser.
*One Board member participated remotely from her home for medical reasons in accordance with Code of Virginia §2.2-3708.3(B). A quorum was physically present.

**Board Members Present:** Anna James, Starlette Johnson, Ryan McCarthy, Jim Miller, John Rocovich

**Constituent Representatives Present:** Janice Austin (A/P faculty representative), LaTawnya Burleson (staff representative), Rachel Miles (faculty representative), Leslie Orellana (undergraduate student representative), William Poland (graduate and professional student representative).

**Guests**: Sally Allain, Simon Allen, Whit Babcock, Lauren Ballard, Kayleigh Bartholf, Lynsay Belsh, Eric Brooks, Austin Butler, Conor Christian, Cyril Clarke, Al Cooper, Luiz DaSilva, Debby Day, Corey Earles, Jeff Earley, Dwayne Edwards, Juan Espinoza, Ron Fricker, Michael Friedlander, Rachel Gabriele, Cliff Gaines, Ellington Graves, Rebekah Gunn, Andrew Gunsch, Chelsea Haines, Kay Heidbreder, Elizabeth Hooper, Cyndi Hutchison, Whitley Johnson, Frances Keene, Sharon Kurek, Lu Liu, Gretchen Matthews, Hud McClanahan, Nancy Meacham, Mallory Miller, Laurel Miner, Mike Mulhare, Kim O'Rourke, Mark Owczarski, Sharon Pitt, Ellen Plummer, Lauren Pollard, Paul Richter, Julie Ross, Amy Sebring, Brennan Shepard, Mark Sikes, Michael Stowe, Dan Sui, Aimee Surprenant, Don Taylor, Mary Trigani, Rob Viers, Prescott Vayda, Peggy Vilardo, Paxton Williams, Chris Wise, Chris Yianolos,

## OPEN SESSION

**Report of Closed Session Items**. In Closed Session, the committee considered 10 appointments to emerita or emeritus status, five appointments to endowed chairs, professorships, or fellowships, and eight appointments with tenure and reviewed individual salaries and personnel changes.

**1. Welcome.** N. Dye, chair of the committee, welcomed attendees to the meeting and acknowledged the new members to the Board.

**2. Review and Approval of Open Session Agenda.**

**3. Consent Agenda Items.** Approval of June 11, 2024, Meeting Minutes, Summary of the 2024-25 Faculty & Staff Merit Programs (shared for information purposes only, from Finance and Resource Management Committee), Resolution for Exclusion of Certain Officers/Directors, Changes to Student Code of Conduct for 2024-25.

**The committee voted unanimously to approve the Open Session Agenda as presented including approval of all Consent Agenda items.**

**4. Provost's Update.** C. Clarke, executive vice president and provost, provided updates to the committee on several senior searches. He acknowledged the service of Dean Alan Grant to the College of Agriculture and Life Sciences and shared that Dr. Mario Ferruzzi will join VT as the new dean effective October 15, 2024. Dr. Ferruzzi served as director of Arkansas Children's Nutrition Center, a cooperative partnership between Arkansas Children's Research Institute and the USDA Agricultural Research Service. Major General Bill Seeley, a U.S. Marine officer, will lead the Virginia Tech Corps of Cadets as Commandant starting in the spring of next year when he is released from active military service. He currently serves as the commandant of the Eisenhower School at the National Defense University in Washington, D.C. Dr. Dwayne Edwards, head of the Department of Biological Systems Engineering, who retired at the rank of Brigadier General in the U.S. Army, is serving as interim commandant. Finally, a search for a new dean of the Honors College has been initiated, as Dr. Paul Knox has announced his intention to retire.

Provost Clarke provided an update on the Northern Virginia & Innovation Campus. The BOV is provided with regular updates on the Innovation Campus (IC) by Dr. Lance Collins, and was recently updated by Dean Julie Ross on the work of the Northern Virginia Steering Committee. Areas of activity involve the expected completion of the first academic building at the IC and official opening of the building in spring of 2025 coinciding with the closure of the Northern Virginia Center in Falls Church and relocation of faculty and programs to the IC. A reorganization of administrative positions and reporting lines is underway to ensure that academic programs are supported by and accountable to the Provost's Office and provide coherent services to university employees and students across the Greater Washington Area. There is ongoing recruitment of faculty in support of the core IC program, including mid-level hires, as well as growth of the Master of Engineering (MEng) programs in computer science and computer engineering in accordance with Virginia Tech's agreement with the commonwealth.

Provost Clarke shared an update on enrollment. The university is currently at 7,312 deposits for First Time in College (FTIC) students, with a projection of 7,250 FTIC students at census. The university's goal was 7,085, putting VT within 2% of that goal. This is the strongest FTIC class when measured by GPA and test scores, with an average GPA of 4.11 and an average SAT score of 1341. Approximately 40% of total FTIC acceptances are out-of-state (OOS) representing 47 states, and approximately 19% of these students are International, representing 69 countries. This is the largest group of international students since before the pandemic. There are currently 1,113 acceptances from transfer students with a projection of 1,100 students at census, with close to the university goal of 1,025.

Elimination of race and ethnicity as a factor in admissions, as well as the delayed FAFSA rollout, resulted in significant decreases in Underrepresented Minority (URM) and first-generation student representation. URM representation has fallen to 15.1% for the incoming class (FTIC + Transfer) from 19.9% in 2023. Underserved student

representation has fallen to 24.4% for the incoming class (FTIC + Transfer) from 27.7% last year. This coming year will come with another set of FAFSA challenges, as the U.S. Department of Education has indicated a phased rollout. The FAFSA will not be fully launched until December 1st, two months behind the typical schedule and mirroring this past year's delayed rollout.

Graduate student enrollment is expected to remain steady at approximately 7,100, comprised of approximately 4,100 master's and 3,000 Ph.D. students. Just under 40% are International, rom countries including India, China, Bangladesh, Iran, Saudi Arabia, Nigeria, and Ghana.

Finally, Provost Clarke highlighted several core strategic themes arising from the Beyond Boundaries initiatives, including global reach, distinctive and differentiated programs, transdisciplinary learning and discovery, experiential learning, and partnerships. An example of partnerships is seen in the Translational Biology, Medicine, and Health program, which just reached its 10-year anniversary. That program has 90 graduates, and 91 current students. Achievements in the program include 388 refereed publications (172 first author), three American Heart Association fellowships, three Nation Institutes of Health (NIH)-funded MD/PhD fellowships, 19 NIH-funded predoctoral fellowships, three NIH pre- to post-doctoral transition awards, on National Science Foundation (NSF) graduate research fellowship, and one Howard Hughes Medical Institute fellowship.

**5. Update on the Corps of Cadets.** F. Keene, vice president for student affairs, provided the committee with an overview of the Corps of Cadets, Virginia Tech's oldest living-learning community, with cadet enrollment at just over 1,300 students as of the first day of classes. She described the Corps of Cadets' New Cadet Week and first year as a cadet, and engaged in a discussion on well-being initiatives implemented in the Corps. Dr. Keene invited several Corps of Cadets students to join her and offer their perspectives on their experiences with these initiatives in the corps.

Dr. Keene described several milestones in a new cadet's experience at Virginia Tech, including New Cadet week, which establishes the foundation for the Leadership Development Program and introduces standards and expectations for being a member of the Corps of Cadets. New Cadet Week is expected to be demanding and direct, but not demeaning. Corps leadership aims to illustrate the value of military training thoughtfully and intentionally, while acknowledging the need to account for the mental health of new cadets. Cadets have a rigorous schedule and training beyond their academic responsibilities. Important to note, new cadets need increased knowledge and training to be successful in their first year. All returning cadets receive training on how to help and mentor new cadets.

Under the leadership of General Randy Fullhart, a VTCC Mental Health Working Group was formed, whose goals were to identify resources for mental health during New Cadet Week and identify needed resource education for all cadets. Well-being additions and enhancements include early and comprehensive preparation discussions, skill building, and expectation setting, increased knowledge and training for Corps of Cadets leadership, health and well-being leadership teams and student leaders, added new staff

and increased staffing during critical times. There is also a focus on increased knowledge and training for both new and returning cadets over the course of the semester. The committee chair then led a discussion with three cadets about their experiences in the Corps and their thoughts on the resources and support provided.

**6. Update on the Commonwealth Cyber Initiative.** D. Sui, senior vice president for research and innovation and L. DaSilva, executive director of the Commonwealth Cyber Initiative (CCI), provided an update on CCI, which serves as a statewide network of higher education institutions charged with making Virginia a leader in cybersecurity. CCI promotes cutting-edge research, experiential learning opportunities for undergraduates to graduates, and stimulating the local economy. This initiative is an outstanding example of what is possible when the commonwealth collaborates with higher education towards a common goal.

Established by the General Assembly, CCI has reached their 5-year anniversary. The uniqueness of this program is the bringing together of 46 universities and colleges with mission of innovation, workforce development, and research in cybersecurity through a central "hub" and four regional "nodes". Virginia Tech is an important leader in CCI, serving as the lead of the central hub as well as leading the Southwest Virginia node. Dr. Da Silva highlighted the three main foci of CCI, workforce development, research, and innovation.

Virginia ranks second only to California in the number of cybersecurity professionals, which is a huge opportunity for development but also presents a challenge in workforce development. To address these challenges, CCI focuses on providing opportunities for students to gain experiential learning while working with potential future employers. CCI also works to advance research by supporting strategies to make grant applications more competitive, especially those that are transdisciplinary. Finally, CCI supports innovation by supporting faculty and staff who are seeking to commercialize their work. They promote entrepreneurship through an incubator program to provide very early-stage funding, after which spin-off companies can access other sources of funding in the commonwealth. CCI conducts an annual economic impact study of their work which showed a $192 million economic impact on the commonwealth as of FY23, with $111 million additional in FY24.

**7. Name, Image, Likeness Policy.** K. Heidbreder presented the proposed new Name, Image, and Likeness (NIL) Policy for approval. NIL refers to the right of college athletes to monetize their name, image, or likeness through product endorsements and other economic opportunities. In July of 2022, Virginia law changed, and Virginia student athletes were permitted to participate in NIL arrangements that were administered through a third party. In 2024 that law was amended to authorize universities to support student athlete NIL opportunities. State law requires BOV approval of an NIL policy, and prohibits athletes from endorsing certain products (including, for example, controlled substances, sports betting, weapons). Other key features of the policy include a requirement that student athletes register their NIL participation if receiving in excess of $600 per year, that they participate in mandatory education programming, and that they receive no compensation for participation in academic or university athletic activities.

Virginia Tech's NIL policy, informed by state law, also requires that student athletes must remain in good standing and remain enrolled, that no compensation may come from student fees, and that the Athletic Director may permit use of athletic facilities and other athletic resources for support of NIL activities.

**The committee voted unanimously to approve the Name, Image, Likeness Policy.**

**8. Closing Remarks and Adjourn.** N. Dye offered brief remarks. The meeting concluded at 12:42 pm.

**Closed Session Agenda**

**ACADEMIC, RESEARCH, AND STUDENT AFFAIRS COMMITTEE**

**August 27, 2024**

| <u>Agenda Item</u> | <u>Reporting Responsibility</u> |
|---|---|
| 1. Motion to Begin Closed Session | N. Dye |
| * 2. Resolution to Approve Appointments to Emeritus/a Status (10) | R. Fricker |
| * 3. Resolution to Approve Appointments to Endowed Chairs, Professorships, or Fellowships (5) | R. Fricker |
| * 4. Resolution to Approve Appointments with Tenure (8) | R. Fricker |
| 5. Personnel Changes Report <br> *(voted on by Finance and Resource Management Committee)* | R. Fricker |
| 6. Report of Reappointments to Endowed Chairs, Professorships, or Fellowships | R. Fricker |
| 7. Motion to End Closed Session | N. Dye |
| 8. Report of Closed Session Action Items | N. Dye |

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*Requires Full Board Approval

**Open Session Agenda**

**ACADEMIC, RESEARCH AND STUDENT AFFAIRS COMMITTEE**

**August 27, 2024**

| Agenda Item | Reporting Responsibility |
|---|---|
| **1. Welcome** | N. Dye |
| **2. Review and Approve Open Session Agenda** | N. Dye |
| **3. Consent Agenda** | N. Dye |

    a. Approval of June 11, 2024 Committee Meeting Minutes

    b. Summary of the 2024-25 Faculty & Staff Merit Programs
*(shared for information purposes only, from Finance and Resource Management Committee)*

\*   c. Resolution for Exclusion of Certain Officers/Directors

\*   d. Changes to Student Code of Conduct for 2024-25

| | |
|---|---|
| **4. Provost's Update** | C. Clarke |
| # **5. Student Affairs Update: Corps of Cadets** | F. Keene |
| # **6. Virginia Tech Global Distinction: Commonwealth Cyber Initiative** | D. Sui, L. da Silva |
| #\* **7. Name, Image, Likeness Policy** | K. Heidbreder |
| **8. Closing Remarks and Adjourn** | N. Dye |

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\* Requires Full Board Approval
# Discusses Enterprise Risk Management topic(s)

**Open Session Consent Agenda**

**ACADEMIC, RESEARCH, AND STUDENT AFFAIRS COMMITTEE**

**August 27, 2024**

    a.   Approval of June 11, 2024 Committee Meeting Minutes

    b.   Summary of the 2024-25 Faculty & Staff Merit Programs
        *(shared for information purposes only, from Finance and Resource Management Committee)*

\*   c.   Resolution for Exclusion of Certain Officers/Directors

\*   d.   Changes to Student Code of Conduct for 2024-25

**Committee Minutes**

**ACADEMIC, RESEARCH, AND STUDENT AFFAIRS COMMITTEE**

**June 11, 2024**

**Committee Members Present**: Carrie Chenery (chair), Brad Hobbs, Don Horsley.

Board Members Present: Ed Biane, Greta Harris

**Constituent Representatives Present:** Janice Austin (A/P faculty representative), LaTawnya Burleson (staff representative), Joe Merola (faculty representative), Will Storey (undergraduate student representative), Emily Tirrell (graduate and professional student representative).

**Guests**: Cyril Clarke, Al Cooper, Debbie Day, Juan Espinoza, Ron Fricker, Rachel Gabriele, Ellington Graves, Lindsay Haugh, Kay Heidbreder, Rachel Holloway, Cyndi Hutchinson, Frances Keene, Sharon Kurek, Justin Lemkul, Lu Liu, Mallory Miller, Leslie Onellana, Ellen Plummer, Jon Porter, Susan Slate, Kenneth Smith, Aimee Suprenant, Dan Sui, G. Don Taylor, Tracy Vosburgh.

**OPEN SESSION**

**1. Welcome.** C. Chenery, chair of the committee, welcomed attendees to the meeting.

**2. Report of Closed Session Items**. In Closed Session, the committee considered four appointments to emerita or emeritus status, 14 appointments to endowed chairs, professorships, or fellowships, two appointments with tenure, one appointment to tenure-to-title, one faculty research leave, and promotion, tenure, and continued appointments. The committee ratified the Personnel Changes Report which is shared with the Finance and Resource Management committee.

**3. Review and Approval of Open Session Agenda.**

**4. Consent Agenda Items.** Approval of April 9, 2024, Meeting Minutes, Report of Reappointments to Endowed Chairs, Professorships, and Fellowships, Report of the 2024-25 Faculty Compensation Plan, Resolution to Approve Revised Extension Tracks, Resolution to Revise Faculty Handbook Language on Nominations to University Distinguished Professor and Alumni Distinguished Professor, Resolution to Update the Faculty Handbook Description of Expectations for Promotion and Tenure, Resolution to Approve 2024 -2025 Student Code of Conduct, Resolution to Approve Organizational Change at the Off-Campus Northern Virginia Center Located in Falls Church.

**The committee voted unanimously to approve the Open Session Agenda as presented including approval of all Consent Agenda items.**

**5. Provost's Update.** C. Clarke, executive vice president and provost, provided updates to the committee. The search for the dean of the College of Agriculture and Life Science

and the search for the Commandant for the Corps of Cadets are nearing completion. Enrollment management, including admissions, continues to meet university goals. 52,362 applications were submitted for the 2024 undergraduate student admissions cycle, representing an 11% increase in comparison to the 2023 admissions cycle. Admissions processes were affected by the elimination of the university's Early Action cycle, the U.S. Supreme Court's decision on Affirmative Action, and the delay of implementation by the U.S. Department of Education, financial aid processes. The elimination of race and ethnicity as a factor in admissions resulted in an approximately 25% decrease in acceptances from underrepresented minority students including first generation students. The admissions cycle resulted in 7,674 acceptances, approximately 1% over the university's May 15th target. Over the summer, a higher "melt" rate is anticipated, which should settle undergraduate admissions very close to the enrolment target of 7,085. Enrollment management efforts include improving undergraduate student retention rates. Approximately 42% of total admissions are out-of-state and approximately 19% of these are International. 1,128 transfer students accepted admission and projections have us on target for the university's 1025 enrollment goal.

Provost Clarke highlighted 10 on-going projects with impact across the university. The provost continues to coordinate assessing budgetary reinvestment with an emphasis on periodic review of academic programs. A comprehensive review of the university's Office of Outreach and International Affairs will be undertaken with a focus on alignment with Global Distinction goals. The Destination Area 2.0 work will continue to support interdisciplinary "grand challenges" at VT. The university's vivarium space is under review for improvements and development of additional space. Northern Virginia regional administrative structure changes are under review led by Dean Julie Ross. Efforts continue to advance the development of the university's Health Sciences including healthcare partners, recruitment of physician scientists, and the Virginia Tech Patient Research Center. Experiential learning remains a priority including providing resources to support evidence-based instruction. The university's current and aspirational goals require more and improved space that is appropriate for teaching, learning, and research. A review is underway to identify space standards, utilization, and assignment. Technology initiatives underway to support infrastructure of the enterprise and respond to ongoing changes to the IT landscape. The university's commitment to Global Distinction remains a priority and spans all areas of the university.

**6. Virginia Tech Global Distinction: Destination Areas Program.** D. Sui, senior vice president for research and innovation, and D. Taylor, executive vice provost, who serve as co-chairs of the university's Global Distinction Steering Committee provided information and led discussion regarding the university's commitments to achieving global distinction. In February 2024, president T. Sands and provost C. Clarke appointed a steering committee to assess how the university's investments and policies can be resourced to advance Virginia Tech's distinction across diverse metrics. The committee continues to gather information on assets, capabilities, partnerships, identity, and reputation. In addition, the committee is assessing the ways in which the university's institutional culture is dedicated to achieving distinction in federal expenditures, top awards, prestigious and highly prestigious awards, faculty citations, books, sponsored research, numbers of postdoctoral associates, and awarding of doctoral degrees.

President Sands shared that Virginia Tech has momentum and is making strides towards achieving goals in many areas. It is important for the university to benchmark institutions with a land grant mission and to highlight its strengths. Advancing initiatives in the health sciences continues to be important to achieving global distinction. Frances Keene, vice president for student affairs, described the ways in which the division advances global distinction through collaborations with enrollment management and undergraduate education that advance student excellence.

**7. Future Agenda Items and Adjourn.** Future agenda items include updates on Global Distinction and on the provost's priorities. Committee members are encouraged to contact the chair with suggestions for future agenda items.

**Financial Summary of Faculty and Staff Merit Programs**

**FINANCE AND RESOURCE MANAGEMENT COMMITTEE**

**August 9, 2024**

## Background

Through the authority of the Commonwealth of Virginia's *Restructured Higher Education Act of 2005* and subsequent Management Agreement between the Commonwealth and Virginia Tech, the university is empowered to adopt and implement human resources systems for university employees. Such systems include policies, classification, performance management, compensation, benefits, and other human resources procedures. This authority applies to teaching and research faculty (T&R), administrative and professional faculty (AP), and university staff. The Board of Visitors has subsequently delegated authority to implement compensation programs for these employees to the university administration.

Policies affecting faculty employees are governed by the university's Faculty Handbook and described in the annual Faculty Compensation Plan approved by the board each June. Consistent with the Faculty Handbook, each faculty member undergoes an annual performance evaluation informed by a Faculty Activity Report submitted by the faculty member and discussed with their supervisor. Those evaluations serve as the basis for the recommended faculty merit adjustment, and recommendations are reviewed as appropriate by multiple levels of the university.

The university operates two staff employee systems: university staff and classified staff. Classified staff are those hired prior to July 1, 2006, and remain subject to the Commonwealth's Virginia Personnel Act with policies established by the Virginia Department of Human Resources Management (DHRM). Salary programs for classified staff are normally appropriated by the state. Individuals hired in non-faculty positions on or after July 1, 2006, are designated as "university staff". Since 2008, classified staff have been provided the opportunity to convert to university staff. Conversions, natural attrition of classified staff, and new hires of university staff have resulted in a current workforce of 523 (15%) classified staff and 2,857 (85%) university staff.

In August 2008, following significant collaborative engagement with staff employees and managers, the university presented a package of human resources policies for university staff to the Board of Visitors. Under this program, the existing benefits and compensation programs were retained for university staff. In addition, the university adopted a more flexible performance management rating system for university staff based on the existing compensation principles for classified staff that was submitted to the state's DHRM in 2000. This modified system includes a more flexible process for differentiation between levels of performance and would become the basis for an annual merit pay program for university staff. The board subsequently approved the policies governing university staff with an effective date of October 2008, and delegated authority for approval of personnel

decisions affecting university staff in accordance with these policies to the president or designee.

To assess performance, staff employees undergo an annual evaluation by their manager. Those evaluations and the employees' subsequent observed performance serve as the basis for the recommended merit adjustment.

## 2024-25 Merit Process

The commonwealth's 2024-26 Appropriation Act includes a three percent adjustment for all salaried employees, effective June 10, 2024. This state-authorized compensation program was incorporated into the Faculty Compensation Plan and the University Budget approved by the Board of Visitors at the June meeting. Consistent with these approvals, the university implemented a three percent merit program for faculty and university staff, and a three percent across-the-board increase with minimum performance requirement rating for classified staff. Increases were effective June 10 for calendar year (CY) employees and August 10 for academic year (AY) employees.

## Faculty Merit Process Results

The merit process resulted in an average three percent merit increase for T&R and AP faculty, with salary increases differentiated based on performance. Eligibility was limited to T&R faculty hired on or prior to December 10, 2023, and AP faculty hired prior to March 10, 2024. The university implemented the results of the merit program in accordance with the parameters specified in the Appropriation Act and the university's Faculty Compensation Plan. While the overall faculty average adjustment is three percent, individual recommendations varied based upon employee performance and were distributed as follows:

**2024-25 Distribution of Faculty Merit Increase**
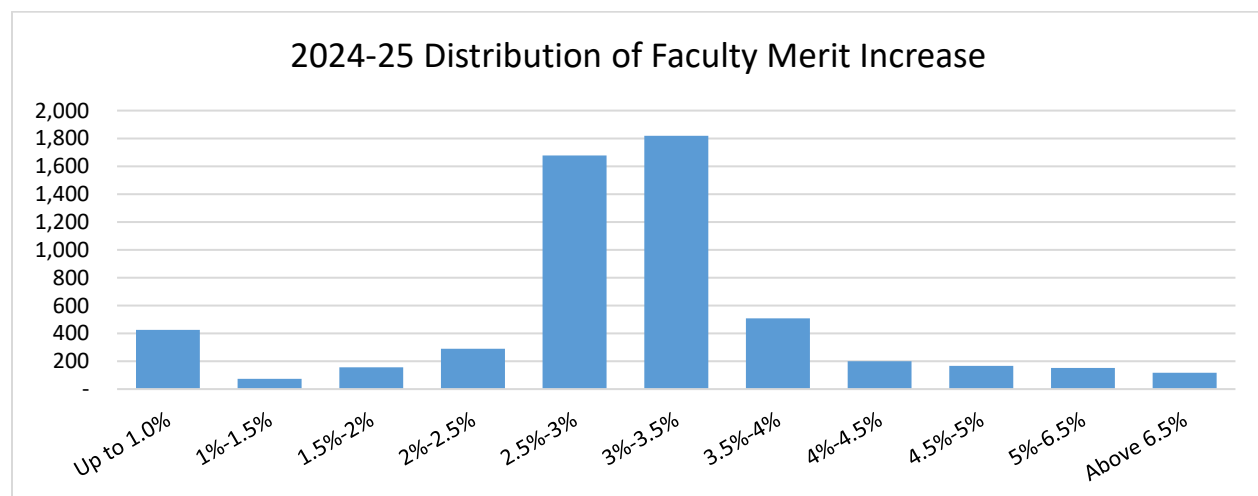
*Adjustments of 0% occur for various reasons including ineligibility due to hire date, change of position or separation from the university, recent promotion or retention action, performance, contractual agreement, and other employment-related factors.*

**University Staff Merit Process Results**

This merit process resulted in an average three-percent staff increase for university staff, effective June 10, 2024. Only staff hired on or prior to March 10, 2024, were eligible for the increase. The university implemented the results of the merit program in accordance with the parameters specified in the Appropriation Act and the university's staff compensation policies. While the overall university staff average adjustment is three percent, individual recommendations varied based upon employee performance and were distributed as follows.
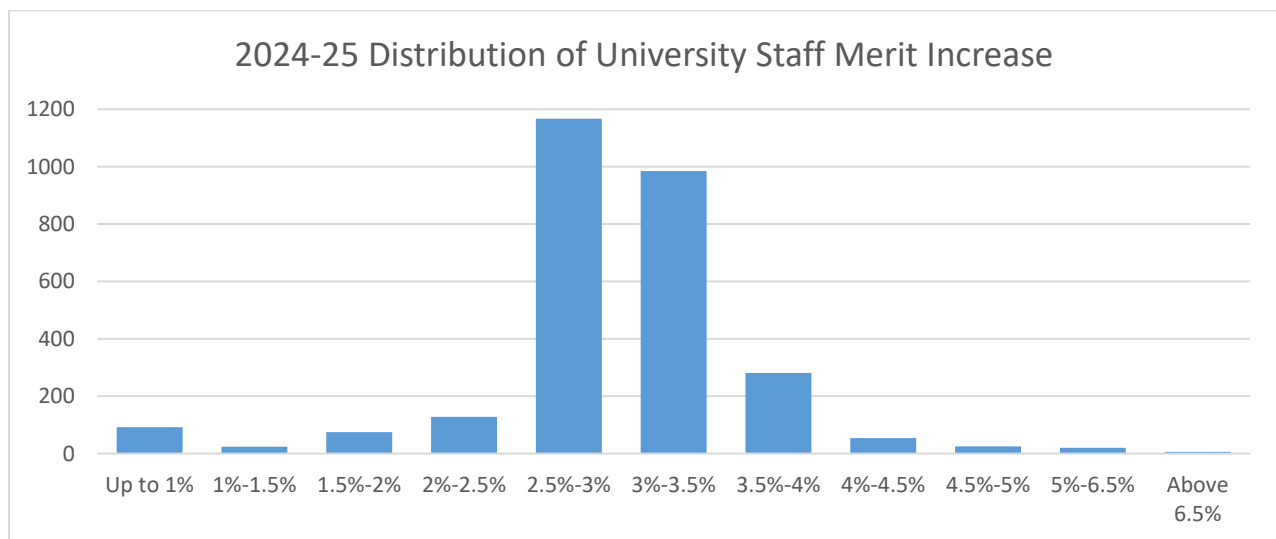


*Adjustments of 0% occur for various reasons including ineligibility due to hire date, change of position or separation from the university, recent promotion or retention action, performance, contractual agreement, and other employment-related factors.*
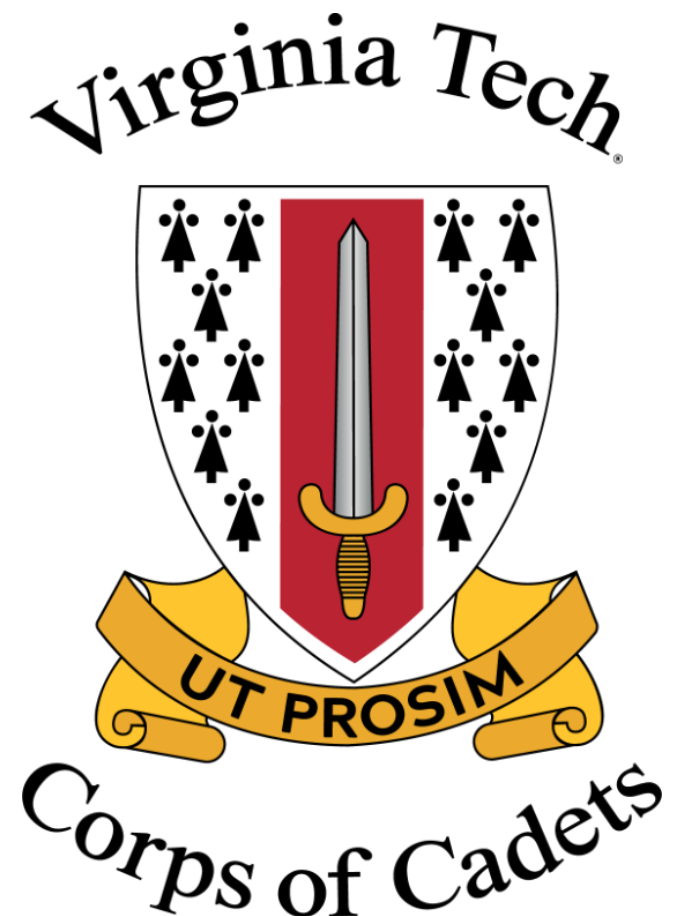
# A HOLISTIC WELL-BEING APPROACH TO THE NEW CADET EXPERIENCE

**Frances Keene, Ph.D.**

Vice President for Student Affairs

Academic Research, and Student Affairs Committee

Board of Visitors

August 27, 2024

# CORPS OF CADETS: A LIVING LEARNING COMMUNITY

*The Corps of Cadets is Virginia Tech's oldest living-learning community.*

- Multi-generational living
- Integrated Peer Leadership program
- Curricular learning that includes training in military tactics
  - > 80% commission, 20% non-military
- Co-curricular learning
- Mission: Graduate leaders of exemplary character who are instilled with the values and skills essential for leadership success in service to the nation.

**VIRGINIA TECH®**

CORPS OF CADETS MAJOR GENERAL W. THOMAS RICE
CENTER FOR LEADER DEVELOPMENT

# FIRST-YEAR CADET TRAINING PHASES

## Red (Aug. 16 – Oct. 4)

- New Cadet Week
- Learning how to be a cadet
- Increased skills

## White (Oct. 5 – Dec. 14)

- Building proficiency/experience being a cadet
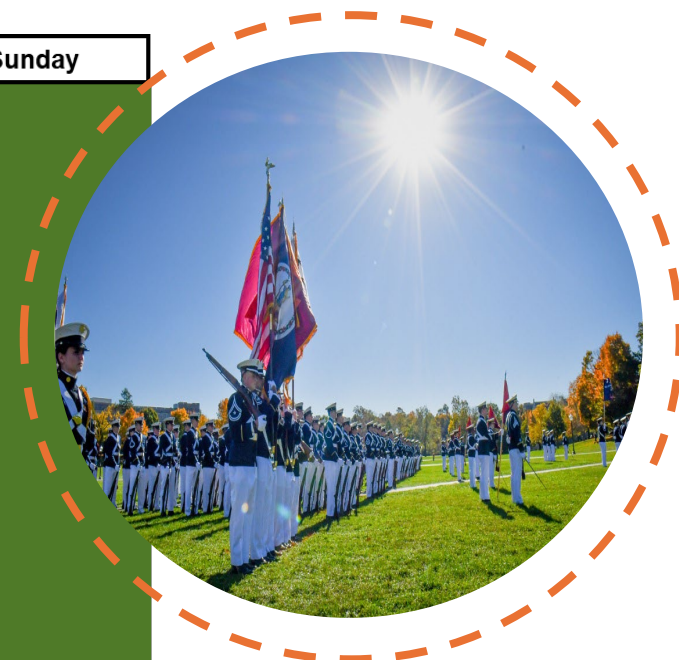- Increased responsibilities

## Blue (Dec. 15 – Apr. 26)

- Learning to lead small teams
- Increased privileges

VIRGINIA TECH®

CORPS OF CADETS MAJOR GENERAL W. THOMAS RICE
CENTER FOR LEADER DEVELOPMENT

# ACADEMIC YEAR SCHEDULE AND TRAINING

| Time | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|------|--------|---------|-----------|----------|--------|----------|--------|
| 0530 | Army PT | Citizen Leader Track PT 0510 | Army PT | Citizen Leader Track PT 0510 | Army PT Marine PT | | |
| 0630 | Non-PT Day - Wake Up Shower, Get into Uniform | | | | | | |
| 0715 | Online Training, Room / Uniform Inspections, and Morning Formation | | | | | | |
| 0800 | Air Force PT Naval PT | Air Force PT Naval PT | Air Force PT Naval PT | Air Force PT Naval PT | | Approved Phase Training | |
| 0900 | | | | | | | |
| 1000 | | | | | | | |
| 1100 | | | | | | | |
| 1200 | Green space is free and scheduled class times Including Corps / VPI / ROTC Classes | | | | | | |
| 1300 | | | | | | | |
| 1400 | | | | | | Fall: VT Home Football Games ROTC Training Spring: Corps or ROTC Training | |
| 1530 | | VPI / ROTC Labs | | Corps Lab | | | |
| 1600 | | | | | | | |
| 1700 | | | | | | | |
| 1800 | | | | | | | |
| 1900 | Evening Call to Quarters Study Hours 4 hours for First-Year Cadets 2 hours for Sophomores | | | | | Approved Phase Training | ECQ Study Hours |
| 2000 | | | | | | | |
| 2100 | In rooms or approved study locations | | | | | | |
| 2200 | | | | | | Later: Pass (within 50 miles) | |
| 2300 | | | | | | | |

# WELL-BEING ADDITIONS AND ENHANCEMENTS

- Early, comprehensive, preparation discussions, skill building, and expectation setting

- Increased knowledge and training for Corps of Cadets leadership, health & well-being leadership teams, and student leaders

- New staff and increased staffing during critical times

- Increased knowledge and training for new cadets and returning cadets over the course of the semester



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# STUDENT VOICES

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**Commonwealth Cyber Initiative**

# CCI in brief

**Luiz DaSilva**

Executive Director, Commonwealth Cyber Initiative
Bradley Professor of Cybersecurity, Virginia Tech

**Academic, Research, and Student Affairs Committee**
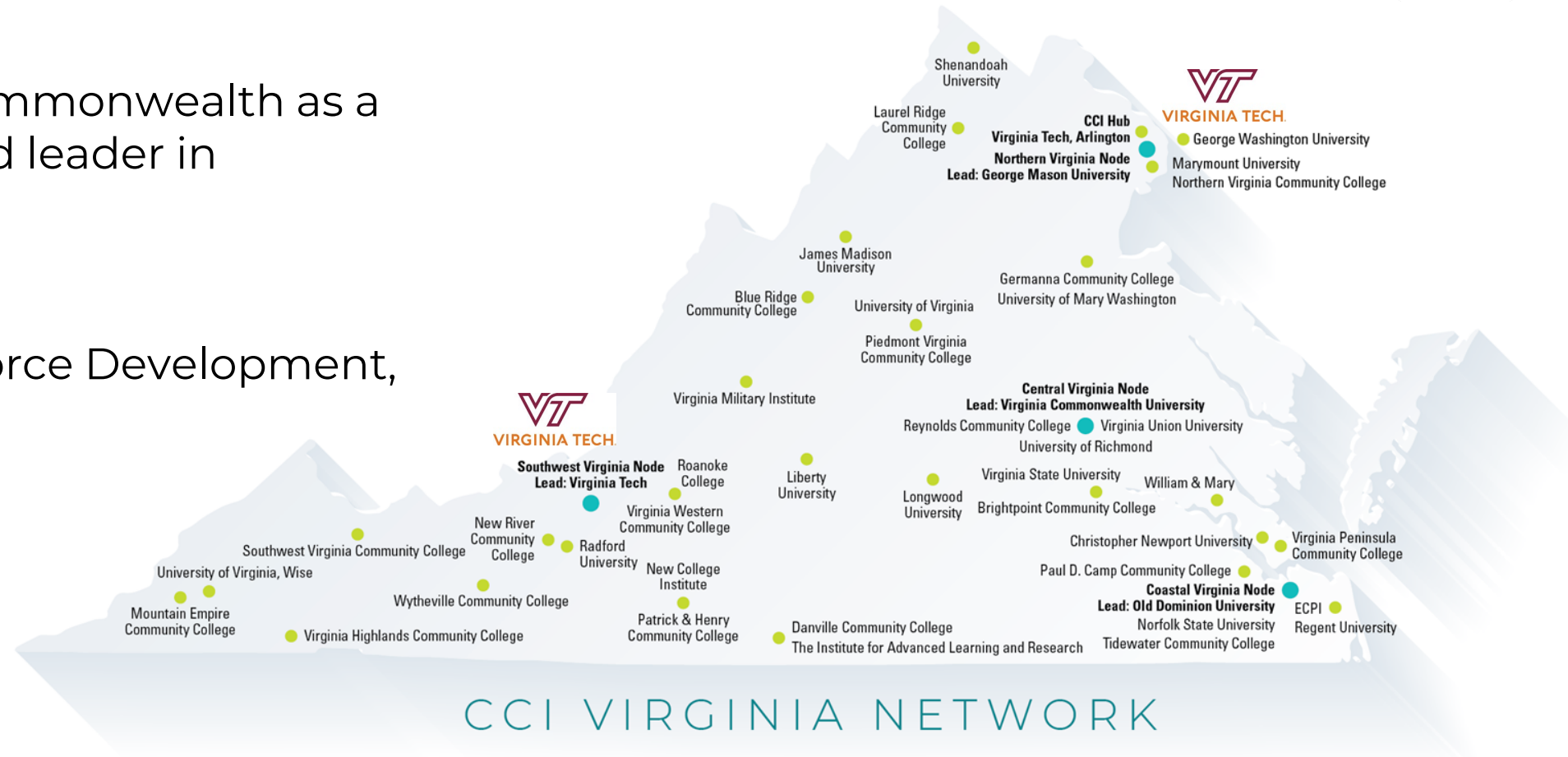**Board of Visitors**
**August 27, 2024**

# The Commonwealth Cyber Initiative

**Vision:**
Positioning the commonwealth as a globally recognized leader in cybersecurity

**Mission Lines:**
Innovation, Workforce Development, and Research

FIVE YEARS OF CCI



CCI VIRGINIA NETWORK

**46** Higher Education Institutions
**300+** faculty members

# Workforce Development

CCI activities supported 863 jobs across VA in FY23 and added $97 million to the state's GDP

**Virginia Cybersecurity workforce is second only to California**

150,000
120,000
90,000
60,000
30,000

**VA** FY 21-23
**CA** FY 21-23

Source: Cyberseek.com

Women are 25% of the cyber workforce but 43% of CCI's undergraduate interns

**Supporting Tomorrow's Cybersecurity Experts**
Source: RTI Economic Impact Report

**573** Interns + experiential learning participants

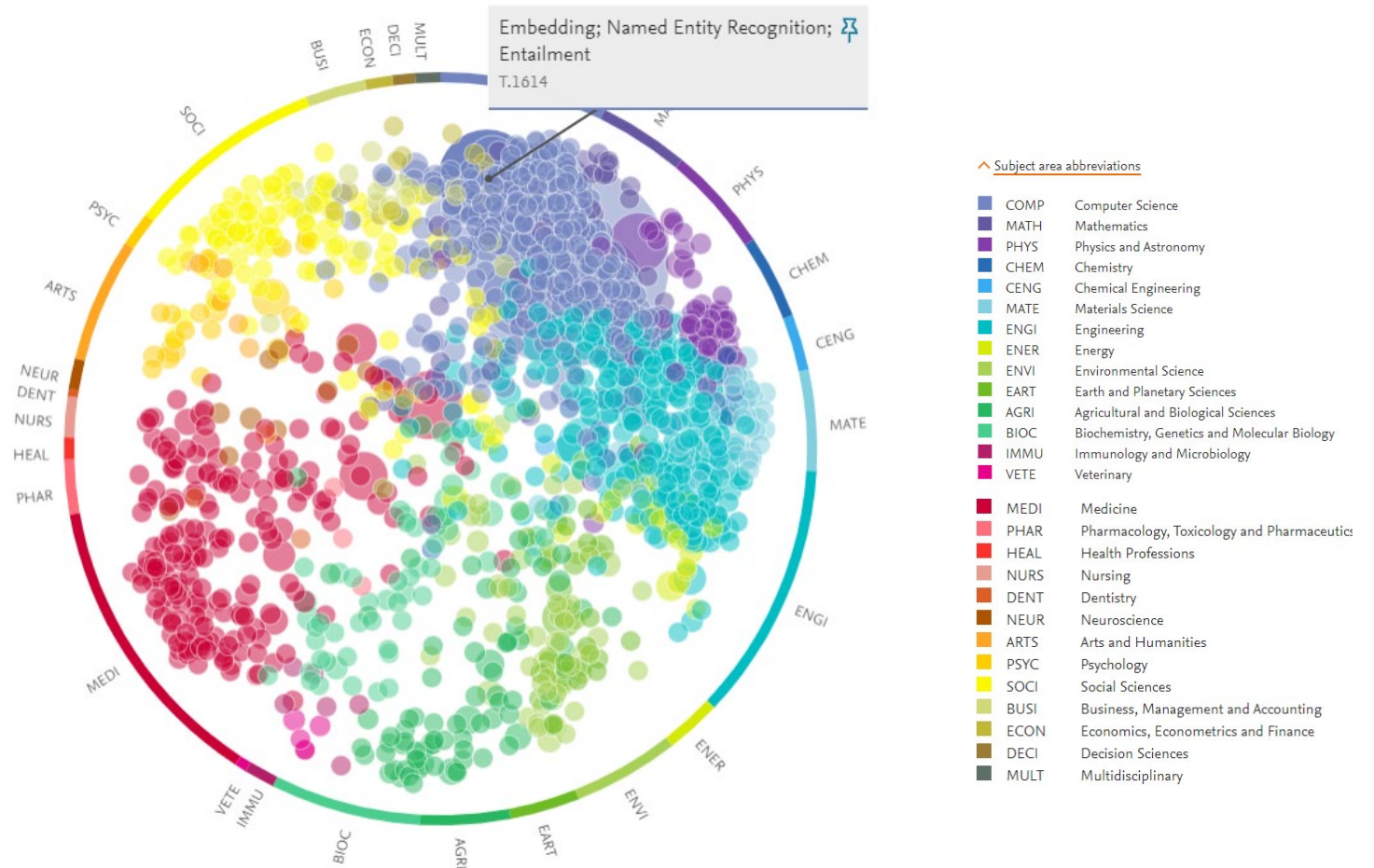**317** Research scientists + graduate assistants

**801** Undergraduates supported

# Research



**CCI Soars with CHIPS Acts Grants**
U.S. Commerce Secretary Gina Raimondo at the announcement of $42M grant under the Wireless Innovation Fund (VT, CCI Hub, 2024)
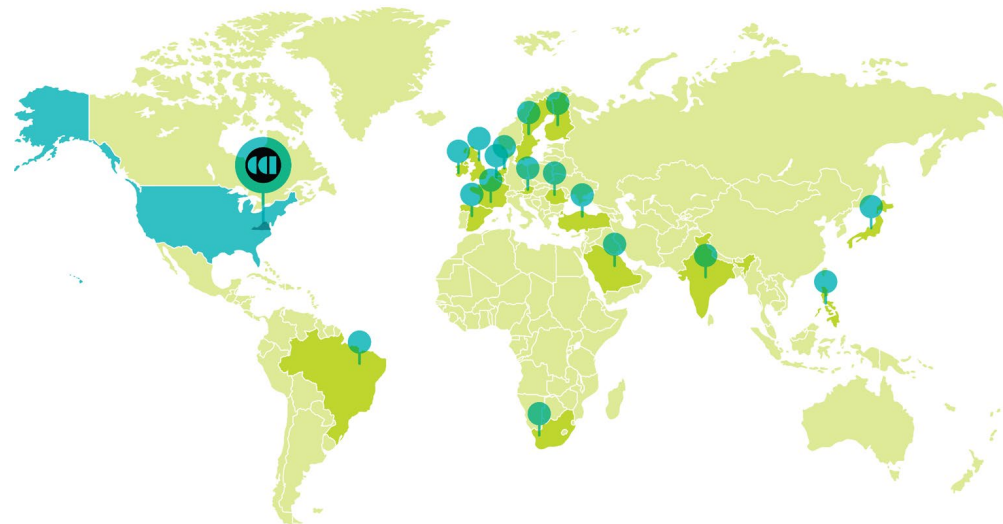
# Global Distinction

**US/European Cybersecurity Workshop**
May 22-23, 2024
Leuven, Belgium

**60 Participants**
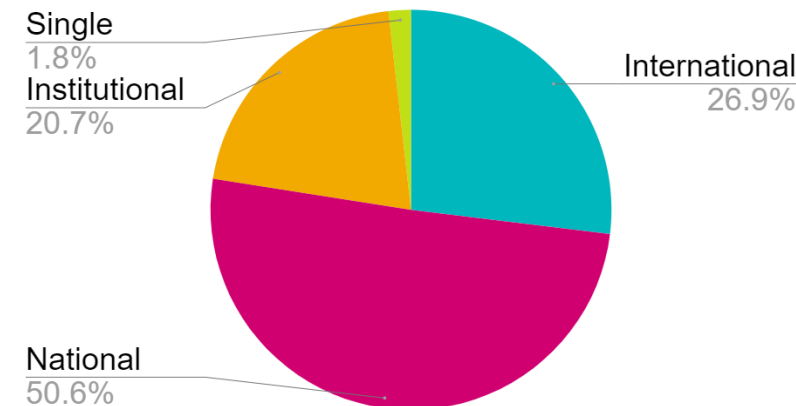**35 Institutions**
**10 Countries**

VIRGINIA TECH.

"We engage world-class talent to pursue solutions to the most complex challenges facing out communities at home and abroad." President Sands
VT News 12/2023


Asia Open RAN Academy visited in Commonwealth Cybersecurity Initiative and Virginia Tech
April 18, 2024 | Arlington, Virginia

**International Cyber Security Center of Excellence**
INCS-CoE
Today's and tomorrow's most pressing global cyber challenges.

CCI Collaboration as of 4/9/24
Single 1.8%
Institutional 20.7%
International 26.9%
National 50.6%

# Innovation



**Engagement with CCI across all three mission lines**

- Internships and experiential learning programs
- Innovation investments (CATUPULT, CCI Incubator and Accelerator)
- Partnering on research
- Venture Capitalist connections

Cybersecurity represents 27% of venture deals in VA in 2022/2023

# Economic Impact



$192+ MILLION IMPACT

2,517 jobs sourced $196M labor income $367M GDP value added

cyberinitiative.org

# 2030 Strategic Plan

To access CCI's Strategic Plan, Brochures, and One-pagers scan below: