UNIVERSITY COUNCIL MEETING
April 8, 2019
3:00 p.m.
1045 Pamplin Hall
AGENDA

1. Adoption of Agenda
   Dr. Dwayne Pinkney

2. Announcement of approval and posting of minutes of March 4, 2019
   Dr. Dwayne Pinkney

   These minutes have been voted on electronically and will be posted on the
   University web.

3. Old Business
   Dr. Dwayne Pinkney

   Commission on Faculty Affairs
   Resolution CFA 2018-19A
   Resolution to Amend the Faculty Senate Constitution to Adopt the Parliamentary Rules
   Used by University Council

   Commission on Faculty Affairs
   Resolution CFA 2018-19B
   Resolution to Amend the Faculty Senate Constitution Regarding Term Limits

   Commission on Faculty Affairs
   Resolution CFA 2018-19C
   Resolution to Amend the Faculty Senate Constitution Regarding Amendments to the
   Faculty Senate Constitution

   Commission on Faculty Affairs
   Resolution CFA 2018-19D
   Resolution to Amend the Faculty Senate Constitution Regarding the Function of
   Faculty Senate as Faculty Voice

4. New Business
   Dr. Dwayne Pinkney

   Commission on Graduate Studies and Policies
   Resolution CGSP 2018-19F
   Resolution to Establish a Master of Engineering Degree in Computer Science and
   Applications (CSA-Meng)

   Commission on Undergraduate Studies and Policies
   Resolution CUSP 2018-19A
   Resolution to Approve New Major, Childhood Pre-Education, in Bachelor of Science in
   Human Development

5. Announcement of acceptance and posting of Commission Minutes
   Dr. Dwayne Pinkney

   These minutes have been accepted for filing by electronic vote and will be posted on
   the University web. Note that the purpose of including Commission minutes on the
   agenda is to accept them for filing. University Council By-laws require that policy items
   be brought forward in resolution form for University Council action.

   Commission on Administrative and Professional Faculty Affairs
   December 12, 2018
   February 13, 2019
Commission on Equal Opportunity and Diversity
October 8, 2018
November 12, 2018
December 17, 2018

Commission on Faculty Affairs
February 22, 2019

Commission on Graduate Studies and Policies
February 20, 2019
March 6, 2019

Commission on Outreach and International Affairs
February 21, 2019

6. For Information Only

Minutes of the University Advisory Council on Strategic Budgeting and Planning
February 21, 2019

7. Presentation

Virginia Tech Carilion School of Medicine Honor Code
VTCSOM Honor Code Case Management Flowchart

Dr. Aubrey Knight

Dr. Dan Harrington

8. Presentation

Summary on the Findings/Recommendations of the Mental Health Task Force

Mr. Chris Wise

9. Adjournment

Dr. Dwayne Pinkney
1. Adoption of Agenda

A motion was made and seconded to adopt the agenda. The motion carried.

2. Announcement of approval and posting of minutes of February 18, 2019

Provost Clarke noted that these minutes have been voted on electronically and can be publicly accessed on the Governance Information System on the Web (http://www.governance.vt.edu).

3. Old Business

Commission on Graduate Studies and Policies
Resolution CGSP 2018-19D
Resolution to Create a New Full-Time Candidate Status for Doctoral Students

Dr. Rajesh Bagchi presented the resolution for second reading and made a motion to approve, and the motion was seconded. Dr. Bagchi informed the members of University Council that the implementation of Candidate Status is contingent upon the university being able to devise a plan that would reduce the financial impact to an acceptable level. Dr. Bagchi gave a summary of the purpose and benefits of this resolution on behalf of the graduate school (attached). It is understood that this resolution will not be implemented immediately because the president will need to determine where it ranks among competing priorities. Dr. Paul Winistorfer reiterated that University Council is advisory to the president, and decisions about financial matters should be deferred to the president and the budget office.
Dr. John Ferris, Faculty Senate President, indicated that he has a list of many reasons why this is good for the faculty and for faculty research. Dr. Ferris stated that he is glad that this conversation is happening at University Council even though there is a significant financial component to the resolution because constituent groups have an opportunity to voice their opinion on the matter. From a purely faculty position, there is support for this resolution for reasons such as recruiting and retention of faculty, graduate student support, the ability to bring in research, etc. Since this is a recommendation to the president, the resolution should pass so that the president can make a determination as to what the priorities are.

Dr. Robert Sumichrast, Dean of the Pamplin College of Business, indicated that he supports the resolution, but would like to know if there is a preliminary indication from budget office that the Candidate Status can be financed next year. Provost Clarke indicated that there has not been a confirmation that this can be implemented next year because of the absence of financing and the absence of being able to prioritize this particular project to other projects that pertain to the general goal of advancing graduate education. Provost Clarke then stated that this question should then perhaps be directed to the Dean of the Graduate School to see if the resources are available in the Graduate School to fund this proposal in the immediacy.

A concern was raised that If we do not move forward with the full-time Candidate Status, Virginia Tech will not be competitive and may have difficulty attracting international students. A request was made to have more information on how this proposal compares to peer institutions. Ms. Samantha Fried, President of the Graduate Student Assembly, stated that one of her colleagues in the Department of Science, Technology, and Society has conducted research on peer institutions in regards to reduced tuition for doctoral students. Of the twenty-five SCHEV approved institutions, 64% have a reduced tuition policy specifically for All But Dissertation (ABD) graduate students.

Provost Clarke informed the members that this resolution is not about program, but is about money. Usually resolutions about money are not brought to University Council. Provost Clarke indicated that the relevancy of University Council is being brought into question because this resolution is not binding. He referenced concerns that he raised about the resolution that were documented in the February 18 minutes.

Dr. Karen DePauw, Dean of the Graduate School, indicated that passing this resolution could help elevate this proposal as a priority. This proposal does have financial implications is an academic decision. The last whereas statement was added to the resolution to make sure that if the resolution passes, that this proposal is not binding. There have been months of conversations regarding the budget implications with the budget office and the Graduate School.

The vote was taken and the motion passed with a majority.

**Commission on Graduate Studies and Policies**
Resolution CGSP 2018-19E
Resolution on Policy Management of Graduate Assistantships and Tuition Remission

Dr. Rajesh Bagchi presented the resolution for second reading and made a motion to approve. The motion was seconded, and the motion passed. [Note: This vote approves the resolution. It is not a vote on the policy itself.]

4. **New Business**

**Commission on Faculty Affairs**
Resolution CFA 2018-19A
Resolution to Amend the Faculty Senate Constitution to Adopt the Parliamentary Rules Used by University Council

Professor Bob Hicok presented the resolution for first reading. This resolution states that the parliamentary rules for Faculty Senate will remain in sync with University Council parliamentary rules.
Professor Bob Hicok presented the resolution for first reading. This resolution moves term limits from the Faculty Senate Constitution to the Faculty Senate By-laws.

Professor Bob Hicok presented the resolution for first reading. This resolution removes the requirement that changes to the Faculty Senate Constitution have to go to the Board of Visitors for approval.

Professor Bob Hicok presented the resolution for first reading. This resolution changes some of the language about the function of Faculty Senate.

5. Announcement of acceptance and posting of Commission Minutes

Dr. Clarke noted that these minutes have been voted on electronically and will be posted on the University web (http://www.governance.vt.edu). Note that the purpose of including Commission minutes on the agenda is to accept them for filing. University Council By-laws require that policy items be brought forward in resolution form for University Council action.

- Commission on Faculty Affairs
  February 8, 2019

- Commission on Graduate Studies and Policies
  February 6, 2019

- Commission on Staff Polices and Affairs
  October 23, 2018
  November 27, 2018
  January 22, 2019

- Commission on Student Affairs
  November 8, 2018
  January 31, 2019

- Commission on Undergraduate Studies and Policies
  November 15, 2018
  February 11, 2019

6. For Information Only

Minutes of the University Advisory Council on Strategic Budgeting and Planning
November 15, 2018
January 17, 2019
7. **Presentation**

Dr. Menah Pratt-Clarke and Ms. Erin McCann gave a brief presentation on the Strategic Planning Process (presentation attached).

8. **Presentation**

Mr. Bryan Garey and Ms. Michele Deramo gave a brief presentation on the Climate Survey Results (presentation attached).

9. **Presentation**

Mr. Tim Hodge gave a brief update from the 2019 General Assembly Session (presentation attached).

10. **Adjournment**

There being no further business, a motion was made to adjourn the meeting at 4:16 p.m.
Summary of Purpose and Benefits of CGS&P Resolution 2018-19D

We envision a number of academic benefits to Virginia Tech (VT), its faculty, and its graduate students as a result of this resolution. Several of the most important are:

1. Creation of incentives that are beneficial to both faculty and students with regard to student progress.
   a. The requirement of 2 years enrollment plus completion of the preliminary examination will provide incentive to complete the preliminary exam by the end of the second year. This will accelerate student progress and provide an earlier evaluation of whether the student is a viable doctoral candidate.
   b. The limit of three years of Candidate status will provide incentive for all PhD students to complete their thesis and final examination within 5 years maximum (two years prior to candidacy and three years as Candidate). This is faster than the average time to PhD degree for many VT programs.

2. Candidacy status or its equivalent is a proven mechanism at our peer institutions and at other prestigious academic institutions across the country. We have identified at least ten other peer universities that carry out this policy or something similar. Universities with something akin to candidate status include Penn State, Florida, University of Virginia, Kansas, Maryland, and Stanford.

3. Graduate enrollment, particularly in doctoral programs, is declining at VT and elsewhere for a number of reasons, including immigration issues, the strong economy, and the relative cost of supporting a PhD student vs. that of supporting a post-doctoral fellow. In many cases hiring post-doctoral fellows is preferred by faculty who receive grant support, whenever the cost is similar to that of graduate student support, because the post-doctoral fellow is not distracted by classes and degree-related examinations, and may be more experienced. This of course diminishes the strength of our graduate education programs, and can harm undergraduate education as well by limiting the supply of available teaching assistants (many programs bring first year graduate students in on a first-year teaching assistantship (TA), even when they have grant support for subsequent years). **Candidacy status** will enhance the value of a graduate student to the primary investigator and make easier the choice to employ a graduate student rather than a postdoctoral fellow. The grant funds freed up by Candidacy status may be plowed right back in to tuition funding (for example, summer support for another student who is on a TA), or may be used to enhance research productivity of the faculty member, graduate student, and VT in other ways, for example by purchasing needed equipment or services that accelerates the research. Candidacy status will enhance equity for students across disciplines, between domestic and international students, and with regard to funding status.
STRATEGIC PLAN EXECUTIVE SUMMARY

DR. MENAH PRATT-CLARKE, VICE PRESIDENT FOR STRATEGIC AFFAIRS AND DIVERSITY

STRATEGIC PLANNING
WHERE WE ARE NOW

Academic Years 2016-18

- Spring 2018
- Summer 2018
- Fall 2018
- Spring 2019
- Summer 2019
BUILDING UPON BEYOND BOUNDARIES

MISSION
Inspired by our land-grant identity and guided by our motto, Ut Prosim (That I May Serve), Virginia Tech is an inclusive community of knowledge, discovery, and creativity dedicated to improving the quality of life and the human condition within the Commonwealth of Virginia and throughout the world.

VISION
Virginia Tech will be a global leader by inspiring and empowering people to learn, innovate, and serve beyond boundaries.

CORE VALUES

- DISCOVERY AND INNOVATION
- OPPORTUNITY AND AFFORDABILITY
- MUTUAL RESPECT AND OPEN EXPRESSIO
- COLLABORATION AND PARTNERSHIPS
- FREEDOM OF INQUIRY AND ACADEMIC EXCELLENCE
- CONTINUOUS EVALUATION AND IMPROVEMENT

- DIVERSE AND INCLUSIVE COMMUNITIES
- ETHICS AND INTEGRITY
- UT PROSIM (THAT I MAY SERVE) DIFFERENCE

KEY PRINCIPLES AND CONCEPTS
- Academic Excellence, World Class Research, and Ut Prosim (That I May Serve)
- Engagement with the Whole Person
- Innovation
- Affordability and Accessibility
- VT-Shaped Discovery
- Communities of Discovery
- Nexus of Discovery

CURRENT INITIATIVES
- Experiential Learning
- Campus Master Plan
- Discovery to Market
- InclusiveVT
- Innovation Campus and National Capital Region Expansion Including Academic Incubator/Accelerator
- VT Launch Sciences and Technology Campus Growth
- Rural Virginia Initiative
- Agricultural and Natural Resources Initiative
- Commonwealth Cyber Initiative
- Beyond Boundaries Scholarship Program
- Transdisciplinary Research and Learning Communities (Innovation Areas and Strategic Growth Areas)
- Pathways General Education Curriculum
- Partnership for an Incentive Based Budget (PIBB) Model

STRATEGIC PRIORITIES
- Global and National Impact
- Ut Prosim (That I May Serve)
- Difference
- Talent Development
- Organizational Stewardship
INTEGRATED RESEARCH LAND-GRAIN STRATEGIC PRIORITIES

Goal 1: Increase and sustain excellence in research, discovery, and creativity

- Competitive and non-competitive extramural research expenditures
- Coordinated and aligned investments in faculty and facilities
- An integrated plan for shared research facilities
- Global ranking of graduate programs
Goal 2: Increase And Sustain Teaching And Learning Excellence

- Academy for Experiential Learning
- Number of students graduating with a Pathways Minor
- Underrepresented and underserved students in high impact learning activities, including internships, global education, service learning, research experiences, and learning communities
- A strategic vision for distance learning, adaptive personalized learning, lifelong learning, and living-learning programs

Goal 3: Increase And Sustain Institutional Impact And Visibility

- A top global university
- Faculty publications and citations
- Integrated strategy for developing and expanding Virginia Tech's regional, national, and international presence
- Virginia Tech Carilion academic health center in Roanoke
- Innovation Campus and integrated strategy for VT's presence in Washington, D.C. area and National Capital Region
- Volume of research discoveries to market
- Number and quality of research partnerships with industry, other universities, and federal agencies
INTEGRATED RESEARCH LAND-GRANT STRATEGIC PRIORITIES

Goal 1: Increase Representational Diversity
- Representation of underrepresented minority and under-served students (Pell-eligible, first generation, and veterans)
- Retention rates of students from diverse and underrepresented groups
- Six-year graduation rates for underrepresented students
- Number of graduate and professional degrees awarded to underrepresented students
- The number and proportion of women faculty and faculty from historically underrepresented groups
- International student enrollment

Goal 2: Increase Cultural Competency
- Number of undergraduate courses that foster awareness of diversity and inclusion competencies and capacities
- Number of undergraduate Pathways Minors incorporating Critical Analysis of Identity and Equity in the United States Core Concepts
- Number of undergraduate courses incorporating Intercultural and Global Awareness Integrated Concepts
- Participation of graduate programs implementing the inclusion and diversity requirement for graduate education
- Number of departments participating in Howard Hughes Medical Institute’s Inclusive Excellence Program
INTEGRATED RESEARCH LAND-GRA NT
STRATEGIC PRIORITIES

Goal 3: Address Critical Societal Issues Impacting Humanity And Equity

- Participation in global engagement
- Supporting rural Virginia through collaborations with colleges and Virginia Cooperative Extension, Agricultural Experiment Station, and other external partners
- Transdisciplinary programs, such as Destination Areas, Strategic Growth Areas, Research Institutes, and Interdisciplinary Graduate Education Programs that address societal issues

INTEGRATED RESEARCH LAND-GRA NT
STRATEGIC PRIORITIES

Goal 1: Attract, Retain, And Develop Diverse And High-achieving Faculty And Staff

- Faculty salaries
- Endowed professorships
- Strategies to support recruiting and retaining staff
- Competitive compensation and benefits for staff
- Comprehensive professional development programs
INTEGRATED RESEARCH LAND-GRANT STRATEGIC PRIORITIES

Goal 2: Attract, Retain, And Graduate Diverse Undergraduate, Graduate, And Professional Students

- Undergraduate enrollment
- Graduate and professional degrees
- Unmet need for all underrepresented minority and under-served students
- Number of extramurally funded graduate students
- Progress in bending and reversing the student debt growth curve

INTEGRATED RESEARCH LAND-GRANT STRATEGIC PRIORITIES

Goal 3: Support And Grow Holistic Lifelong Engagement For Alumni And Local Communities

- A strategic vision for lifelong learning opportunities
- Strategies to provide ongoing alumni career and networking support
- A process to support alumni mentoring and engagement
INTEGRATED RESEARCH LAND-GRA NT STRATEGIC PRI ORITIES

Goal 1: Continue To Develop The Physical Campus And Technology Infrastructure

- Quality research, living, and learning spaces, safety and security, and universal accessibility to facilities
- The climate action/sustainability commitment
- Utilization of space
- Consistent technology, universal design principles and connectivity

Goal 2: Develop Comprehensive And Transparent Budget And Financial Models With Diverse And Sustainable Revenue Sources

- Endowment growth
- Alumni giving participation percentage growth
- Annual fundraising growth
- Financial management, resource management and budget models
- Enterprise-wide risk management models
INTEGRATED RESEARCH LAND-GRANT STRATEGIC PRIORITIES

Goal 3: Develop And Launch An Adaptive, Inclusive Process For Continuous Strategic Planning
- Strategic plans and related initiatives
- A process to identify, explore, and incubate new innovative ideas and opportunities, measure progress, explore potential pathways, and sunset initiatives
- New institution-wide data approaches, shared data governance, and investments in analytics, tools, and human resources
- Enhanced structures and processes to facilitate decision-making, streamline workflows, promote consistent, timely communications, and increase transparency, efficiency, and effectiveness
- Additional capacity for strategic planning and analysis

EMERGING METRICS (three to five year timeline)

Strategic Priority 1: Increase global and national impact
- 40% growth in competitive extramural research expenditures over 5 years
- Implementation of an integrated plan for shared research facilities
- Launch of the Academy for Experiential Learning
EMERGING METRICS
(three to five year timeline)

Strategic Priority 1: Increase global and national impact

• A strategic vision for distance learning, lifelong learning, and living-learning programs

• Integrated strategy for developing and expanding Virginia Tech’s regional, national, and international presence

• Volume of research discoveries to market

EMERGING METRICS
(three to five year timeline)

Strategic Priority 2: Demonstrate the Ut Prosim (That I May Serve) Difference

• 25% underrepresented minority representation and 40% combined representation of underrepresented minority and under-served students (Pell-eligible, first generation, and veterans) in the entering class (including transfers)

• 25% of academic departments participating in the Howard Hughes Medical Institute’s Inclusive Excellence Program

• Eliminate gaps in underrepresented student retention and graduation rates
EMERGING METRICS
(three to five year timeline)

Strategic Priority 2: Demonstrate the Ut Prosim (That I May Serve) Difference

• Increase the number and proportion of women faculty and faculty from historically underrepresented groups

• Reach 100% of undergraduate Pathways Minors incorporating Critical Analysis of Identity and Equity in the United States Core Concepts

• Support rural Virginia through collaborations with colleges and Virginia Cooperative Extension, the Virginia Agricultural Experiment Station, and external partners

EMERGING METRICS
(three to five year timeline)

Strategic Priority 3: Invest in talent development

• Competitive faculty and staff compensation and benefits

• Reach scale at 30,000 undergraduate students by 2023

• Reduce unmet need for all underrepresented minority and under-served students

• Implement strategies to provide ongoing alumni career and networking support
EMERGING METRICS
(three to five year timeline)

Strategic Priority 4: Organizational Stewardship

- Double the FY14 endowment
- Exceed $175M in annual fundraising and 22% alumni giving participation
- Install new institution-wide data approaches, shared data governance, and investments in technology, analytics, human resources, and budget models
- Enhance structures and processes to facilitate decision-making, streamline workflows, promote consistent, timely communications, and increase transparency, efficiency, and effectiveness

STRATEGIC PLANNING COMPREHENSIVE DOCUMENT OUTLINE

<table>
<thead>
<tr>
<th>I. Overview of Strategic Planning</th>
<th>VI. Vision</th>
</tr>
</thead>
<tbody>
<tr>
<td>II. University Strategic and Continuous Planning</td>
<td>VII. Core Values</td>
</tr>
<tr>
<td>III. Research Strategic Planning Process</td>
<td>VIII. Overview of Integrated Research Land-Grant Strategic Priorities and Goals</td>
</tr>
<tr>
<td>IV. Diversity Strategic Planning Process</td>
<td>IX. Metrics and Rankings White Paper</td>
</tr>
<tr>
<td>V. Mission</td>
<td>X. Strategic Planning Next Steps</td>
</tr>
</tbody>
</table>
2016-2017
Beyond Boundaries vision is created.

SPRING 2018
Strategic Planning committees are formed: metrics and rankings, and research. Campus engagements commence.

SUMMER 2018
Round tables and open campus discussions to inform key themes and priorities.

FALL 2018
Committees continue their work, campus feedback is synthesized and emerging themes are communicated.

SPRING 2019
Continuous discussions with key stakeholders, faculty, and staff to inform Executive Summary and comprehensive document.

SUMMER 2019
Strategic Plan is approved by BOV and launched.

2019 - 2020
College and unit plan development and continuous evaluation.
2018-19 Campus Climate Survey Discussion

2018 survey highlights

- Overall campus climate is positive.
- Employees are familiar with Principles of Community and believe they have a positive impact.
- Employees are familiar with InclusiveVT efforts and a significant number believe it has a positive impact.
- Employees are satisfied with their job and the people with whom they work.
- When asked if they would make the choice to join Virginia Tech again, a majority responded “yes.”

Join VT Again

- 75% Yes
- 19% No
- 6% Not Sure

- 3/14/2019
### 2018 survey highlights

- **Campus Climate**
  - Strongly Agree: 19.21%
  - Agree: 58.09%
  - Neither: 13.86%
  - Disagree: 7.24%
  - Strongly Disagree: 1.61%

- **Unit Climate**
  - Strongly Agree: 43.19%
  - Agree: 28.59%
  - Neither: 12.10%
  - Disagree: 11.64%
  - Strongly Disagree: 4.48%

- 77% of respondents Strongly Agree or Agree that campus climate is good.
- 72% of respondents Strongly Agree or Agree that unit climate is good.

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### 2018 survey opportunities

- A majority of employees feel less confident in:
  - How to get help if they feel they are treated unfairly or inequitably.
  - Having work-life balance support.
  - How to advance their career at Virginia Tech.

- Investigate opportunities to increase number of response for future surveys.
Survey background

- Conducted to understand employee perceptions of diversity, inclusion, leadership, work environment, and job satisfaction.
- Cross-functional partnership between Human Resources, Office of Inclusion and Diversity, Office of the Provost, Student Affairs, and the Graduate School.
- Survey was open Oct. 15 – Nov. 9.
- New set of survey questions targeted to current environment and university vision and mission.
- Some questions targeted to understand aspects of employee engagement for future comparison to national benchmarks.
- Total employee response rate: 34%.

Comparison of 2015 and 2018 surveys

<table>
<thead>
<tr>
<th>Survey Question</th>
<th>2015</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Familiar with Principles of Community</td>
<td>81%</td>
<td>90%</td>
</tr>
<tr>
<td>Familiar with InclusiveVT</td>
<td>50%</td>
<td>79%</td>
</tr>
<tr>
<td>Workload in your current job</td>
<td>76%</td>
<td>75%</td>
</tr>
<tr>
<td>Opportunity for career advancement</td>
<td>69%</td>
<td>60%</td>
</tr>
<tr>
<td>Overall job satisfaction</td>
<td>86%</td>
<td>89%</td>
</tr>
</tbody>
</table>
### 2018 survey results: Workplace

- **86%** • Strongly Agree or Agree that the campus is friendly.
- **82%** • Strongly Agree or Agree that their business unit is friendly.
- **89%** • Answer favorably with regard to job satisfaction.
- **60%** • Strongly Agree or Agree that they receive work-life balance support.
- **75%** • Strongly Agree or Agree that the workload in their current job is adequate.
- **60%** • Strongly Agree or Agree that they see opportunity for career advancement.

### Addressing employee feedback: Human Resources

1. Embed HR Division Directors in colleges and units.
2. Replace recruitment system and build new recruitment capability.
3. Revitalize and expand professional development opportunities, including targeted efforts toward leaders and managers.
2018 survey results: Inclusion and Diversity

- 90% Are familiar with Virginia Tech’s Principles of Community.
- 73% Strongly Agree or Agree that the Principles of Community have a positive impact.
- 79% Are familiar with InclusiveVT.
- 64% Strongly Agree or Agree that InclusiveVT has a positive impact.
- 33% Did not know how to file a complaint or seek assistance for fair or inequitable treatment.

Addressing employee feedback: Office of Inclusion and Diversity

1. Deploy diversity committees to debrief data within colleges, units, departments.
2. Provide tools and resources for diversity committee chairs.
3. Serve as a liaison for diversity chairs.
Collecting feedback, developing action plans

- Vice Presidents and Deans received dashboards on Feb. 8.
  - Data from respondents rolled up to senior management level
- VT Daily update published on Feb. 20. Data will be released to colleges and units by Feb. 8.
- Diversity committees are partnering with senior leaders to meet with teams, gain more information on feedback, and develop action plans to address.
- Teams can expect to hear more from their leaders and diversity committees soon.

Note: Student survey is underway now. Similar question themes will provide us our first campus-wide view of climate.
Update on the 2019 General Assembly Session

TIM HODGE, AVP FOR BUDGET AND FINANCIAL PLANNING

MARCH 31, 2019

General Assembly Legislative Update

Legislation that PASSED included:

- HB2173/SB1118: Requires allowing public to comment at a meeting of the Board directly in a live, real-time setting to any proposed increase in undergraduate tuition or mandatory fees within the 30-day period prior to any vote on the increase.

- HB2336: Requires the BOV to report by September 1 to the legislature the salary by position of any "executive officer" that exceeds the state salary limit for the chief executive officer set forth in the general appropriation act ($202,231).

- HB2337: Requires the BOV to provide an explanation of any deviation from the range of an increase in undergraduate tuition and mandatory fees projected in the institutional six-year plan; SCHEV will report to Governor and legislature.

- SB1068: Prohibits a baccalaureate institution of higher education from employing a member of the Board within two years of the expirations of such member’s term; exempts president or superintendent.

- HB2653/SB1628: Permits public institutions of higher education to propose, in conjunction with the Six-Year Plan process, a performance pilot designed to advance the objectives of the Virginia Higher Education Opportunity Act of 2011; A performance pilot may include or constitute an institutional partnership agreement that includes mutually dependent commitments by the institution, the Commonwealth, and identified partners.

- HB2490/SB1617: Establishes the Tech Talent Investment Fund to support institutional efforts to increase the number of new eligible degrees in technologically-related fields by at least 25,000 by FY2039 and to improve readiness of graduates to be employed in technology-related fields and those that align with traded-sector growth opportunities identified by the Virginia Economic Development Partnership.
General Assembly Legislative Update

Legislation that FAILED to pass included:

- **HB2550**: Would have created the Commonwealth of Virginia Research Consortium Authority. The Consortium would have been responsible for the development of the Commonwealth Research and Technology Strategic Roadmap and allocating research-related funds to the Virginia Biosciences Health Research Consortium and the Commonwealth Center for Advanced Manufacturing.

- **Tuition Legislation** – several bills would have limited institutional authority to set tuition rates:
  - Capping tuition increases at the Consumer Price Index (CPI)
  - Capping tuition increases at a statewide rolling average of increases.
  - Requiring institutions to offer a fixed-four year tuition rate.
  - Requiring an affirmative vote of 2/3rds of the undergraduate student body before a tuition increase can take effect.

### 2018-20 VT State Budget Support

2019 Session adjustments are on top of 2018 Session budget actions, resulting in the following incremental support:

<table>
<thead>
<tr>
<th>University Division E&amp;G (Agency 208)</th>
<th>General Fund in millions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018 Session Degree Support*</td>
<td>-</td>
</tr>
<tr>
<td>2019 Session In-State Undergraduate Tuition Moderation</td>
<td>-</td>
</tr>
<tr>
<td><strong>Subtotal Operating</strong></td>
<td>-</td>
</tr>
<tr>
<td>2018 Session Student Financial Aid</td>
<td>-</td>
</tr>
<tr>
<td>2019 Session Student Financial Aid</td>
<td>-</td>
</tr>
<tr>
<td><strong>Subtotal Student Financial Aid</strong></td>
<td>1.7</td>
</tr>
<tr>
<td>2018 Session Unique Military Activities</td>
<td>-</td>
</tr>
<tr>
<td>2019 Session Unique Military Activities</td>
<td>-</td>
</tr>
<tr>
<td><strong>Subtotal Unique Military Activities</strong></td>
<td>-</td>
</tr>
<tr>
<td><strong>Total University Division</strong></td>
<td>-</td>
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</tbody>
</table>

* Degrees in Data Science & Technology, Science & Engineering, Healthcare, and Education

Note: The General Assembly clarified that funding levels for the Commonwealth Cyber Initiative are non-reverting and shall constitute the base budget for subsequent years.
### 2018-20 VT State Budget Support

#### Incremental General Fund – dollars in millions

**VCE/VAES Division E&G (Agency 229)**

<table>
<thead>
<tr>
<th></th>
<th>Executive</th>
<th>Conference</th>
</tr>
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<tbody>
<tr>
<td>Implementation of Corrected State Fund Split*</td>
<td>$0.1</td>
<td>$0.5</td>
</tr>
<tr>
<td>New Extension Agents and Research Specialists</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total VCE/VAES Division</strong></td>
<td><strong>$0.1</strong></td>
<td><strong>$0.5</strong></td>
</tr>
</tbody>
</table>

*Funds the traditional 95% state share of mandated cost assignments such as salary increases and fringe benefit rate adjustments.

### 2018-20 VT State Support

#### Capital Projects Funding Summary

(State Support in millions)

<table>
<thead>
<tr>
<th></th>
<th>Executive</th>
<th>Conference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Virginia Tech Innovation Campus</td>
<td>-</td>
<td>$168</td>
</tr>
<tr>
<td>Data and Decision Science Building</td>
<td>-</td>
<td>69</td>
</tr>
<tr>
<td>Improve Kentland Facilities Supplement</td>
<td>$3.1</td>
<td>3.1</td>
</tr>
</tbody>
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2018-20 State Budget Update
Compensation & Benefits Summary

<table>
<thead>
<tr>
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<th>Executive</th>
<th>Conference</th>
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<tbody>
<tr>
<td><strong>Faculty Salaries</strong></td>
<td>2018 increase of 2% effective June 10, 2019</td>
<td>Enhance increase (3% total)</td>
</tr>
<tr>
<td></td>
<td>1% Bonus effective December 1, 2019</td>
<td>Eliminate 1% Bonus</td>
</tr>
<tr>
<td><strong>Staff Salaries</strong></td>
<td>2018 increase of 2% effective June 10, 2019</td>
<td>Enhances University Staff increase (2.75% total)</td>
</tr>
<tr>
<td></td>
<td>2018 Classified Staff merit supplement of 2%</td>
<td>Enhances Classified Staff increase (5% total</td>
</tr>
<tr>
<td></td>
<td>1% Bonus effective December 1, 2019</td>
<td>comprised of 2.25% merit + 2.75% ATB)</td>
</tr>
<tr>
<td><strong>Health Insurance</strong></td>
<td>No increase in premium 2019-20</td>
<td>No change to premiums</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Premium holiday of two pay periods in November</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2019 for both employee and employer shares</td>
</tr>
</tbody>
</table>

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

Tech Talent Investment Program

- The Conference budget contains $16.6 million GF statewide to increase the number of computer science and related degrees. (Enabling legislation HB2490/SB1617)
- The Commonwealth’s goal is to create 25,000 new degrees by 2039, a key component part of Virginia’s HQ2 proposal
- Requires a Memorandum of Understanding (MOU) between the university and the Commonwealth that sets criteria for:
  - Eligible degrees
  - Eligible expenses
  - Degree production goals for a period ending in 2039
- A qualified institutions with a MOU is eligible to apply for a grant each fiscal year beginning July 1, 2019 through July 1, 2038.
Other Significant Budget Actions

- Contains language that clarifies the funding for the Commonwealth Cyber Initiative is “non-reverting and shall constitute the base budget for subsequent years.”
  - This solidifies the ongoing nature of the current $20 million support for Hub and Spoke sites in FY20.

- Provides an additional $500,000 in FY20 for SCHEV’s Innovative Internship program that is designed to expand paid or credit-bearing students’ internships and other work-based learning opportunities with Virginia employers.

- Grants authority to SCHEV to release data to the U.S. Census, the U.S. Education Dept., or other federal agencies to get wage outcomes for Virginia graduates working outside the Commonwealth.
  - Goal is to improve knowledge of earnings and education related debt.

Timeline

General Assembly Calendar

- Adjourned on February 24th
- Reconvened (Veto) Session scheduled for April 3rd
  - The General Assembly will review Governor vetoes and amendments to legislation.
Discussion
WHEREAS, University Council and several Commissions use Robert’s Rules of Order; and

WHEREAS, Faculty Senate would like to keep the parliamentary rules consistent for our constituents; and

NOW, THEREFORE, BE IT RESOLVED that Article VII, Section 10 of the Faculty Senate Constitution be amended as follows (with changes noted in red):

Section 10. Parliamentary Procedure: The latest edition of Sturgis’ Standard Code of Parliamentary Procedure, subject to special rules as may be adopted by the Faculty Senate, shall govern the procedures of the Faculty Senate, cabinet, and standing committees.
Commission on Faculty Affairs  
Resolution 2018-19B  
Resolution to Amend the Faculty Senate Constitution Regarding Term Limits

Approved, Commission on Faculty Affairs                        February 8, 2019  
Faculty Senate Review, Waived                                  February 22, 2019  
Staff Senate Review, Waived                                    February 22, 2019  
Graduate Student Assembly Review, Waived                       February 22, 2019  
Student Government Association Review, Waived                  February 22, 2019  
First Reading by University Council                            March 4, 2019    
Second Reading by University Council                           April 8, 2019    
Approval by President                                          
Approval by Board of Visitors                                  
Effective                                                      Immediately upon approval  
By Board of Visitors                                            

WHEREAS, Faculty Senate officers are enumerated in Article IV, Section 1 of the Faculty Senate Constitution; and

WHEREAS, experience has shown that it is beneficial to have a mix of senators, cabinet members, officers and University Committee members with varying lengths of service; and

WHEREAS, colleges and departments should be free to decide which representatives best serve their interests;

NOW, THEREFORE, BE IT RESOLVED that Article III, Section 5 of the Faculty Senate Constitution be amended as follows (with changes noted in red):

Section 5. Term of Membership and Vacancies: Senators are elected for a term of three years except as prescribed in the bylaws, and are eligible for re-election as prescribed in the bylaws but may not serve more than two consecutive terms (full or partial). Senators serve until their successors take office. Vacancies in unexpired terms are filled as prescribed in the bylaws.

AND BE IT FURTHER RESOLVED that Article IV, Section 7 of the Faculty Senate Constitution be amended as follows (with changes noted in red):

Section 7. Term of Office and Vacancies: Officers are elected for a term of one year and are eligible for re-election as prescribed in the bylaws, but may not serve more than two years consecutively in one office. The beginning and ending dates of the terms of office are prescribed in the bylaws. Vacancies in unexpired terms are filled in the same manner as are full terms.
AND BE IT FURTHER RESOLVED that Article V, Section 1 of the Faculty Senate Constitution be amended as follows (with changes noted in red):

Section 1. *The Faculty Senate Cabinet:* The members of the cabinet are the president, vice president, and secretary treasurer officers of the Faculty Senate, and one senator from each college and the library not represented by the officers. Faculty Senate cabinet members who are not senate officers are elected for a term of one year by caucus of the senators of the respective colleges and are eligible for re-election as prescribed in the bylaws. A senator may not be elected to the cabinet for more than two consecutive terms. The functions and duties of the cabinet are to serve as the executive committee of the Faculty Senate to which it is responsible and to which it reports regularly on the disposition of matters submitted to it; to act on behalf of the Faculty Senate between senate meetings; and to discharge other duties in accordance with parliamentary procedure and the Faculty Senate constitution and bylaws.

AND BE IT FURTHER RESOLVED that Article V, Section 2 of the Faculty Senate Constitution be amended as follows (with changes noted in red):

Section 2. *Standing Committees and Work Groups:* Standing committees and work groups are established to carry out the functions and operation of the Faculty Senate. Standing committees and work groups report to the Faculty Senate. All standing committee and work group actions (excepting those of the Committee on Reconciliation) are subject to review by the Faculty Senate. Additional standing committees and work groups may be established upon recommendation of the president of the Faculty Senate, the cabinet, or a senator, and approval of the Faculty Senate. Standing committees and work groups include the Committee on Reconciliation and others as listed prescribed in the bylaws.

- *Committee on Reconciliation:* The Committee on Reconciliation is composed of tenured faculty members eligible for membership in the Faculty Senate. The rules for membership on the Committee on Reconciliation are contained in the bylaws. Members are nominated by the Faculty Senate cabinet and elected by the Faculty Senate. At least one member shall be a senator. Faculty appointed to administrative positions with responsibility for recommending promotions, salary adjustments, and distribution of teaching, research, and extension assignments are ineligible for membership. A member is elected for a term of three years and is eligible for re-election as prescribed in the bylaws, reappointment but may not serve more than six consecutive years. The committee elects its chair and secretary. The functions and duties of the
Committee on Reconciliation are to offer advice and counsel to faculty members who seek it; to consider private matters of privilege, academic freedom, and tenure submitted to it by members of the faculty or administration; and to assist members of the faculty and the administration in resolving such questions as those of academic freedom and tenure.

- **Other Committees:** Membership to other standing committees within the university is appointed by the Faculty Senate president with consultation of the senate cabinet. These committees include the Faculty Review Committee and the Ethics Committee. See the Faculty Handbook for composition and function descriptions.
WHEREAS, the purpose of the University Council is to assist the President of the University in formulating and implementing university policy; and

WHEREAS, The University Council and the University Commissions constitute the main resident bodies for policy formulation; and their memberships include representation from Faculty Senate and Staff Senate; and

WHEREAS, changes to the Staff Senate Constitution no longer require approval from the Board of Visitors;

NOW, THEREFORE, BE IT RESOLVED that Article VIII, Section 1 of the Faculty Senate Constitution be amended as follows (with changes noted in red):

Section 1. Amendments to the Constitution: Notice of proposal to amend the Faculty Senate constitution shall be given in the Faculty Senate agenda and considered at no fewer than two meetings of the Faculty Senate prior to voting. A vote may be taken on an amendment at the second meeting. A copy of the proposed amendments shall be distributed with the agenda. A two-thirds affirmative vote of the membership is required for approval of changes followed by approval by the University Council and the Board of Visitors. One-fifth of faculty eligible for election to the Faculty Senate may petition the president of the university to convene a convention of faculty eligible for election to the Faculty Senate to make changes in the Faculty Senate constitution.
WHEREAS, the voice of the university faculty should not be limited in its expression through its participation in the Faculty Senate of Virginia, nor should it be limited to matters of broader concern to faculty across the Commonwealth of Virginia; and

WHEREAS, participation in the Virginia Tech Faculty Senate of Virginia is defined in Article VI, Section 5 of the Faculty Senate Constitution;

NOW, THEREFORE, BE IT RESOLVED that Article II of the Virginia Tech Faculty Senate Constitution be amended as follows (with changes noted in red):

Article II. Functions

The functions of the Faculty Senate are:

- to establish within the laws applicable to Virginia Polytechnic Institute and State University an effective means for advising and responding to the university commissions, the University Council, the administration, and the Board of Visitors on university affairs;
  - to express opinion on university affairs as the Faculty Senate deems appropriate and necessary;
  - to participate in the formulation of academic and educational policies that concern more than one college, division, or center;
  - to consider policies, programs, and other matters that the administration, college faculties, student organizations, and individuals of the faculty may propose;
● to afford avenues and procedures whereby communications within the university may flow freely, fully, and systematically;
● to help create, maintain, and protect a university environment conducive to the richest growth of scholarship, learning, teaching, research, service, and respect for human dignity and rights;
● to accept and share responsibility with the administration, staff, and students in all efforts to improve the stature and usefulness of the university;
● to advise, respond to, and participate in the Faculty Senate of Virginia, thereby providing university faculty with a voice in matters of broader concern. to faculty across the Commonwealth of Virginia.
WHEREAS, the mission of Virginia Tech is to discover and disseminate new knowledge through its focus on teaching and learning, research and discovery, and outreach and engagement; and

WHEREAS, there is a critical immediate need for graduates with knowledge and skills for mid-level and advanced positions in industries related to computing technology; and

WHEREAS, there is a growing regional and national demand for such programs, evidenced by the deficit of ~40,500 workers in the IT industry in the DC, VA, MD, WV region with top number of postings for master’s level CS graduates primarily on the east coast, with Virginia ranked number 4 nationally after California, Texas and New York, with the highest job postings over the past 12 months; and

WHEREAS, the Bureau of Labor Statistics and the National Science Foundation have highlighted a crisis demand for well-trained technology professionals with a projection of 1 million more computing jobs than qualified applicants by 2020; and by comparison, this number is more than double the already significant current technology talent gap of 500,000 vacant positions; and

WHEREAS, this new Master of Engineering in Computer Science and Applications degree designation (CSA-MEng) will provide students with entrepreneurial, experiential learning through a project course requirement similar to a capstone course, by working in small teams to complete the full software project life cycle, from requirements gathering through customer and market need discover using NSF I-Corps principles to design, project management, communication and implementation; and

WHEREAS, this program has been developed with the same assessment criteria as the overall two year CSA -MS degree and similarly provides students with sufficiently rigorous courses in Computer Science to obtain and advance in successful careers in the computing field, it also provides opportunity for the degree to be completed in one year by eliminating the thesis and requiring a single new 3-credit course that satisfies a number of requirements; and similarly provides students with in-depth knowledge about software development, the research and development process, communication skills, and ethical issues related to computing technology; with specialty topics such as software engineering, internet software development, human-computer interaction, data analytics and machine learning, computer security and artificial intelligence;

THEREFORE BE IT RESOLVED, that the Master of Engineering in Computer Science and Applications be established, effective Spring, 2020, and the proposal be forwarded to the State Council of Higher Education for Virginia for approval and to the Southern Association of Colleges and Schools for notification.
Addendum to
Commission on Graduate Studies and Policies
Resolution 2018-19F
Resolution to Establish a Master of Engineering Degree
in Computer Science and Applications (CSA-MEng)

Program Background
Virginia Tech is requesting approval to add a Master of Engineering (MEng) degree designation to the existing Computer Science and Applications (CSA) graduate degree program. The CSA-MEng is located in the College of Engineering, Department of Computer Science. The new degree designation would be initiated Spring 2020.

The purpose of the new CSA-MEng degree designation is to prepare graduates with the knowledge and skills needed for mid-level and advanced positions in industries related to computing technology. In part driven by the demands of the newly announced Innovation Campus, the MEng degree program will be developed in such a way as to be completable by students participating part time, full time, or full time accelerated (i.e., in one twelve month period), as is now offered by several other universities (e.g. Cornell, Stanford, Purdue, Georgia Tech).

The program has been developed to provide students with sufficiently rigorous coursework in Computer Science to obtain and advance in successful careers in the computing field. The program provides students with in-depth knowledge about software development, the research and development process, communications skills, and ethical issues related to computing technology. It also provides access to a broad range of specialty areas within computer science. These include the opportunity to specialize in topics such as software engineering, internet software development, human-computer interaction, data analytics and machine learning, computer security, and artificial intelligence.

The CSA-MEng degree designation provides students with experiential learning through a project course requirement similar to a capstone course. To satisfy this requirement, students will work in small teams to complete the full software project life cycle, from requirements gathering through customer and market need discovery using NSF I-Corps principles, to design, project management, communication, and implementation.

Graduates with the CSA-MEng will be highly competitive for jobs in the computing industry, and will help to fill a critical need for skilled workers in this field. Graduates will have design skills, critical thinking skills, and an enhanced appreciation of their role in an industrial and applied setting.

Mission
Motivation to add the CSA-MEng has been building for years. As of 2018, there was an estimated deficit of ~40,500 workers in the IT industry in the DC, VA, MD, WV region¹. According to Burning Glass, states with the top number of postings for Master’s-level CS graduates are primarily on the east coast. The six states in the top ten in order are New York, Virginia, Massachusetts, Florida, New Jersey, and North Carolina. In 2018 the Commonwealth of Virginia recorded the highest demand for the master’s level CS graduate degree in the US in

¹ Source: Burning Glass query on Master’s graduates, Computer and Information Sciences, General /11.0101/ 1 Jan – 31 Dec 2018 for Washington-Arlington-Alexandria, DC-VA-MD-WV
terms of postings per million with ~3200/million population. The states with the next highest demand included Massachusetts (~3,060), California (~2,700) and Washington (2,670).

The announcement that Amazon would build its new headquarters in Northern Virginia is predicted to add a demand of 25,000 more information technology (IT) workers in that area over the next 20 years, with roughly half of those jobs at the Master’s level. In order to respond to this need, Virginia universities need to increase production of degrees at all levels. But the greatest deficit comes at the Master’s degree level.

The Department of Computer Science at Virginia Tech has a thriving research-oriented graduate degree program, with both an MS and PhD in Computer Science and Applications (CSA). While the existing program does a good job at training students for the workforce, its primary focus is on developing skills in working independently while formulating and answering research questions. One strategy for an expanded Master’s level production might be to increase enrollment in the existing CSA-MS program, but its research-oriented emphasis will not satisfy the needs of a large segment of the workforce that wants a degree more targeted toward software development. The CSA-MS degree’s research requirements result in completion times longer than needed for a more implementation-focused program. The CSA-MEng is designed for the purpose of satisfying this need, and is designed to operate at the scale needed to have a serious impact on the current shortage in workers with advanced degrees in the IT area.

The CSA-MEng will differ from the existing CSA-MS degree in several respects. The CSA-MEng will be coursework-only (that is, no thesis track will be offered). Where the CSA-MS degree satisfies a number of requirements (such as university-mandated ethics and diversity training) through mechanisms outside of normal 3-credit courses, the CSA-MEng degree will satisfy these requirements with a single new 3-credit course that is part of the 30 credit degree requirements. Rather than using a thesis and research hours as the primary mechanism to satisfy university final exam requirements, the CSA-MEng primarily will use an entrepreneurial-focused, projects-based course for that purpose. The result will be a degree that can be completed in a shorter time-frame and is also more compatible with part-time study.

Target Population

The CSA-MEng program is designed to appeal to particular types of potential students. IT professionals or recent graduates with a Bachelor’s degree in CS or a related field are often motivated to get a Master’s-level degree, as this provides additional career opportunities and leads to higher salaries. We expect that the job demand especially in Northern Virginia will make getting a Master’s degree particularly attractive to the student living in that geographic area. Additionally, we expect that many to opt for the CSA-MEng degree over the research-oriented CSA-MS degree because it can be completed in a shorter time-frame. The CSA-MEng can reasonably be completed in three academic semesters. An aggressive schedule would allow a student to reasonably complete the program in twelve months (four courses in Fall, four courses in Spring, and one course each of two summer terms, for example).

We expect a large demand for training and certification at the Master’s-level degree from IT employees in the area who already hold a Bachelor’s degree in Computer Science or a related field. Such students will prefer a part-time format, taking one or two courses per semester, while they continue to work full time. Since the CSA-MEng program has no requirements for seminars, research hours, thesis, or external mechanism to fulfill University ethics and diversity training requirements (all in contrast to the CSA-MS degree), the CSA-MEng will be much easier to complete as a part-time student.

Many workers have relatively little formal background in Computer Science, but have gained some practical experience with programming, and would like to improve their career opportunities by obtaining as Master’s degree in Computer Science. The existing CSA-MS
degree has more stringent requirements for entry into the program: students must have the equivalent of a CS minor (which often takes at least two years of courses to obtain). In contrast, entrance requirements for the CS-MEng degree require less formal CS training. Students can enter this program in good standing after completing a traditional second-semester programming course, which can be taken at any community college or undergraduate degree-granting institution. Thus, the CS-MEng degree should be more attractive to such students.

Student Retention and Continuation Plan
All students in the CSA-MEng program will be assigned a primary academic advisor (typically the program director for the CSA-MEng program). This person will conduct orientation sessions for incoming students. They will also organize and conduct the annual evaluation and feedback process for all students. This is similar to the existing annual evaluation process already used for all CSA students, where every student is checked to see if they are on track for completion in a timely manner, with individual feedback given as appropriate. The academic advisor will be available to meet with students as needed to discuss student progress and issues.

Faculty
Full-time or adjunct faculty in the Department of Computer Science will teach core and required courses in the CSA-MEng program. All current faculty members possess terminal degrees in Computer Science or a related field. The university is preparing a hiring plan to meet the faculty demand for the anticipated enrollments.

Program Administration
The proposed CSA-MEng degree designation program will be under the direction of the Associate Department Head for Graduate Studies, who is also the Program Director for all graduate programs in Computer Science. Day to day administration will be handled by a dedicated CSA-MEng Program Director.

Employment Skills/ Workplace Competencies
The CS-MEng degree designation program is designed to prepare students for mid-level and advanced careers in the computing industry. It is anticipated that most graduates of the CS-MEng program will already be computing professionals when they begin the program (whether on leave or taking the program part-time), or will immediately enter the IT industry after graduation. Typical job titles will include Software Engineer and Senior Developer. Graduates will be able to use computer science knowledge to solve technical problems; develop effective software solutions; collect and analyze data appropriate to the problem; and report, through both written and oral communication, on their activities and results.

Impact on Existing Programs
The proposed addition of the CSA-MEng degree designation will not compromise the existing CSA degree program. Rather, it will complement the existing research-oriented MS and PhD options. All courses currently required for the CSA program will still be available, and the addition of the CSA-MEng program will not negatively impact course offerings for the other CSA options. It is not anticipated that student enrollment in the existing CSA degrees will be impacted as students who enroll in the CSA-MEng will have a different career focus than students who typically enroll in the CSA program. Virginia Tech will continue to offer the CSA-MS and CSA-PhD degrees.
WHEREAS, there is high demand for child educators and care workers with in-depth knowledge about and experience with meeting the needs of children; and

WHEREAS, currently about one-quarter of students (more than 150 students) in the Human Development major have as their career goal to work directly with young children, either as early childhood educators or in the public schools in elementary or special education; and

WHEREAS, the Human Development and Family Science Department is committed to providing coursework, service learning, and protracted field study experiences in sites outside the University and within our own Child Development Center for Learning and Research, fitting the VT shaped experience, that give students in-depth understanding of children and their needs within and outside of the classroom; and

WHEREAS, no new resources are required to establish the proposed Childhood Pre-Education major at Virginia Tech and for it to be administered by the Department of Human Development and Family Science with the cooperation of the School of Education; and

WHEREAS, the new major Childhood Pre-Education would be an identifiable major that clearly signals the expertise and career focus of students and provides guidelines for course selection helping students move toward state licensure as elementary or special education teachers; and

WHEREAS, the new major Childhood Pre-Education is anticipated to help attract additional students who are interested in pursuing careers in childhood education and care to Virginia Tech;

THEREFORE BE IT RESOLVED that the Major Childhood Pre-Education be approved for addition to the Bachelor of Science in Human Development effective Spring 2019 and the proposal be forwarded to the President for approval.
CAPFA Minutes
Commission on Administrative and Professional Faculty Affairs
December 12, 2018 – 1:30pm – 2400 North End Center/Zoom

Present: Janice Austin, John Benner, Amanda Covey, Martin Daniel, Jeremy Daubert, Maia Greene-Havas, Greg Fansler, Amy Hogan, Joy Hottenstein, Jennifer Hundley, Lonnie Johnson, Monika Lawless, Margaret Radcliffe, Vicky Ratcliffe

Absent: Maria Balota (with notice), Allen Campbell (with notice), Alan Grant, Debbie Greer (with notice), Cynthia Hampton, Cayce Myers, Karen Munden, James Orr, MaDonna Overstreet (with notice), Terri Pecora (with notice)

Ms. Lawless called the meeting to order at 1:31 pm. A quorum was present.

Note of Approval of Minutes from November 14th done electronically.

Ms. Lawless reported the minutes were sent out for review, and were approved electronically. They have since been forwarded to the University Council.

Old Business

Ms. Lawless reported that the AP Faculty Grievance Submission Form has been approved by Mr. Irvin, Director of Employee Relations, Division of Human Resources. Ms. Austin made the motion to approve the form and Mr. Fansler seconded the motion.

As part of an effort to increase CAPFA awareness, Mr.Fansler reported that he hopes to have the listserv ready in January. Sharing the listserv in the VT News was mentioned along with brainstorming sessions across the university community. Advancement IT will assist with creating the google group.

New Business

Ms. Lawless asked for topic ideas that the group would like to have presented in 2019. The topics include the following:

- Hearing from the significant hires across campus and their expectations
- Climate survey results
- Expansion of the innovation campus.

Commission Representative Reports:

Commission for Equal Opportunity and Diversity – (Maia Greene-Havas) reported that Indigenous Peoples Day was celebrated in October. The commission is working on a Resolution that would result in Indigenous People’s Day being officially recognized by the university.

Commission on Staff Policies and Affairs – (Margaret Radcliffe) reported that the Office of Policy and Governance has made improvement in the governance web site. The Commission is working to identify
issues to be addressed during the rest of this academic year, one of which will be to focus on improved communications with Staff.

Commission on Faculty Affairs – (Amanda Covey) reported that there are still discussions on parking fees based upon income.

Benefits Committee – (Margaret Radcliffe) reported that their meeting will be on January 9, 2019. The following topics were mentioned:

- Winter closing
- Electric charging stations for cars
- Leave Share Program

Other Business

Mr. Daniel shared that the university is working on staff compensation and this is being driven by the Board of Visitors. We are specifically looking at minimum pay for staff but will likely impact all employee compensation. Mr. Fansler asked about compensation for students and interns.

Ms. Austin suggested that AP Faculty be nominated for the President’s Award for Excellence, Governor’s Awards, and Leadership Awards. It is important to promote leadership and being nominated would be an honor.

Our next meeting will be on January 9, 2019.

Adjournment

Ms. Austin made the motion to adjourn the meeting at 1:55 p.m. and Greg Fansler seconded the motion.
CAPFA Minutes
Commission on Administrative and Professional Faculty Affairs
February 13, 2019 – 1:30 pm – 2400 North End Center/Zoom

Present: Janice Austin, John Benner, Allen Campbell, Amanda Covey, Martin Daniel, Alan Grant, Maia Greene-Havas, Debbie Greer, Greg Fansler, Amy Hogan, Joy Hottenstein, Jennifer Hundley, Lonnie Johnson, Monika Lawless, John Massey, James Orr, MaDonna Overstreet, Terri Pecora,

Absent: Maria Balota, Cynthia Hampton

Ms. Lawless called the meeting to order at 1:30 pm. A quorum was present.

Note of Approval of Minutes from December 12th done electronically.

Ms. Lawless reported the minutes were sent out for review, and were approved electronically. They have since been forwarded to the University Council.

Old Business

Ms. Lawless reported that the new AP Faculty Grievance Submission Form is posted on the Provost’s Website. As of now it has not been used.

Mr. Fansler reported that the CAPFA listserv is up and running. A working group has been formed to discuss the cadence/content for use of the listserv. The first message is likely to be sent in early March. It is set up so only the chair/vice-chair can respond to it. Individuals can opt-out from the google group.

New Business

Ms. McCann, Director of Strategic Planning presented the Virginia Tech Strategic Planning Priorities. The first priority is to increase global and national recognition. The second priority is to demonstrate the Ut Prosim (That I May Serve) difference. The third priority is to invest in talent development.

Commission Representative Reports:

Commission for Equal Opportunity and Diversity – Maia Greene-Havas reported Resolution to Observe Indigenous People’s Day had their first meeting at University Council on February 4th and will have their second meeting on February 15th. Upon approval, “Indigenous People’s Day” will officially and permanently be added to the University Event Calendar to be observed every year on the 2nd Monday in October. At a state level, Chris Hurst’s office has put forth a resolution but it will not occur this year but may be considered next year.

Transportation and Parking Committee – Ms. Debbie Greer noted that the committee held their first meeting for the academic year in December.

Other Business

Our next meeting will be on March 13, 2019.
Adjournment

Ms. Lawless asked for a motion to adjourn the meeting at 2:20 p.m. and Greg Fansler seconded the motion.
The Commission on Equal Opportunity & Diversity at Virginia Tech met on Monday, October 8, 2018, at 10:30 a.m. in Meeting Room B of the Graduate Life Center, Virginia Tech Campus, Blacksburg, Virginia. Kimberley Homer welcomed everyone to the meeting and introduced the agenda. All of the meeting participants introduced themselves sharing name, department, and the groups they represented.

APPROVAL OF MINUTES FROM SEPTEMBER 17TH MEETING

The minutes from October’s meeting were approved with no corrections at 10:32 AM.

PRESENTATION BY AMERICAN INDIAN AND INDIGENOUS ALLIANCE & NATIVE@VT

Chair Kimberley Homer called on Jason Chavez and Melissa Faircloth to give a presentation on the American Indian and Indigenous Alliance, Native@VT, and Indigenous People’s Day.

Jason Chavez and Melissa Faircloth shared some of the main objectives initiatives for the American Indian and Indigenous Alliance including: retention; fighting invisibility; administrative commitment to increase the number of indigenous faculty; more consistent University media coverage of Indigenous student events; and that the 2nd
Monday in October be recognized as Indigenous People’s Day.

The representatives also shared the events happening this week to kick off Native American Heritage Month.

PRESENTATION ON UNIVERSITY STRATEGIC PLANNING

Chair Kimberley Homer called on Dr. Menah Pratt-Clarke to give a presentation on University Strategic Planning.

Dr. Menah Pratt-Clarke shared the University goals that were discussed in the President’s Advisory Committee meeting. She talked about the University’s timeline, and opened the floor for feedback from the group regarding thoughts on Core Areas.

HOUSEKEEPING AND WRAP UP

At the conclusion of the meeting, Chair Kimberley Homer opened the floor for reports from caucuses and groups.

NEXT MEETING

The next CEOD meeting will be on Monday, November 12th, 2018, at 10:30 a.m. in the Graduate Life Center, Room B.

Thank you to Andrew Alston for taking these minutes.
COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY Full Commission Meeting 10:30 AM, Monday, November 12th, 2018 GLC Room B


REGRETS: Sara Leftwich, María del Carmen Caña Jiménez (with notice), Chris McCullough, John Livingston.

After welcoming the members and guests, Kimberley Homer read the Resolution to Observe Indigenous Peoples’ Day at Virginia Tech. Discussion ensued about observations elsewhere and historical precedents. (Following the first reading, the resolution was sent to the Faculty Senate, Staff Senate, Student Government Association and the Graduate Student Assembly for comment.)

Veterans’ Day, and the veterans present, Christine Tysor, Tracy Newton, and Anthony Scott, were recognized.

Ms. Christine Tysor gave a presentation on the Veterans’ Caucus, summarized briefly here: “Veterans are deeply committed to issues concerning all realms of diversity because we are, to use the academic term, truly intersectional; we cross all diversity categories, including race, gender, sexual orientation, and disability. As a result of our breadth, we have played and continue to play an important role in our country’s policies regarding diversity and social change. We are committed to helping Virginia Tech achieve its long-term vision of diversity and inclusion, and we believe there are opportunities to collaborate with other University caucuses in support of that vision. The VTVC Mission is “to improve the working, learning and living environment for employee and student veterans, advocate for mentoring and transitional support for veterans returning to work and/or school, and recommend actions to improve the recruitment and retention of student and/or employee veterans.”

Dr. Ellington Graves led a discussion on issues of concern to the Black Caucus. He
said that retention failures, especially among AP faculty, are too high, and since bias incidents are not easy to report, they are probably underreported. Exit interviews might be granted, but as Ellen Banks pointed out, “stay” interviews are more effective, and do not have to involve Human Resources. Ms. Elizabeth Spingola suggested that the Access Barrier reporting form in Banner has been helpful, and perhaps this could be done for bias reporting, too. She and Ms. Kelly Oaks suggested that a Town Hall on this topic would raise awareness and generate new ideas.

Ms. Christa Miller reported on the Women's Alliance and Caucus, which is now in its third year. It provides support structures for female faculty and staff: “Being the Change We Want to See.” There are concerns about discrepancies in promotion, summer salaries, and among Professors of Practice, with no stated protection in the Faculty Handbook. It is hoped that CEOD can partner with the Faculty Senate to address these concerns.

Deyu Hu then led a discussion on a letter from the Asian American Student Union and the Harvard Asian American discrimination case. (Documents attached.) The commissioners discussed the Holistic Review admissions process and some background information on the Cranwell flyer. There is still work to do on defining CEOD’s role on these issues.

The meeting adjourned just before noon. The next meeting will be at 10:30 a.m. on December 10, 2018, in the Graduate Life Center, Room B.
***** Kimberley Homer welcomed everyone to the meeting and introduced the following agenda:


******

SECOND READING OF THE INDIGENOUS PEOPLES’ DAY RESOLUTION

Chair Kimberley Homer conducted the second reading of the Indigenous People’s Day resolution.

Dr. Menah Pratt-Clarke and John Gray Williams both suggested changes to the resolution.

A motion was made by Dr. Pratt-Clarke to approve the resolution with the new revisions. Ellen Banks seconded this motion.

The motion was passed with 17 ayes, and the meeting was adjourned. The resolution text is attached.
The next full CEOD meeting will be on February 4, 2019, at 10:30 a.m. in the GLC Room B, and via Zoom.

Resolution to Observe Indigenous Peoples’ Day at Virginia Tech

Whereas, Virginia Tech, Virginia’s land grant institution founded in 1872, recognizes and honors the Monacan-Tutelo people, the historical stewards and traditional custodians of the land now occupied by Virginia Tech; and,

Whereas, race integrity laws in Virginia discouraged American Indians from attaining public education until 1963; and,

Whereas, tribes from across the United States and Canada are represented among the students, faculty, and staff at Virginia Tech; and,

Whereas, Indigenous students at Virginia Tech study in nearly every college on campus and represent at least 16 Indigenous communities, including the Anishinaabe, Blackfeet, Cherokee, Chickahominy, Coharie, Delaware, Diné (Navajo), Eastern Band of Cherokee, Hawaiian, Lumbee, Monacan, Osage, Peepeekisis Cree, Quechua/Aymara, Shinnecock/Unkechaug, and Tohono O’odham; and,

Whereas, the American Indian Studies Program was established at Virginia Tech in 2000 and students from a vast majority of majors enroll in American Indian Studies courses every semester; and,

Whereas, the Native at Virginia Tech student organization was formed in 2008 and has been an invaluable community for Native American and Indigenous students at Virginia Tech; and,

Whereas, Virginia Tech’s motto, Ut Prosim (that I may serve), is foundational to many Indigenous cultural identities and it is in the spirit of Ut Prosim that the Native at Virginia Tech student organization calls on Virginia Tech to serve and support the Native American and Indigenous community; and,
Whereas, in 2017 and 2018, the Native at Virginia Tech student organization hosted the Virginia Tech Pow Wow -- a symbol of cultural survivance that brought traditional dancers, singers, and visitors from across the mid-Atlantic region to share their culture with the Virginia Tech community; and,

Whereas, the Native American and Indigenous Community Alliance was founded in 2012, with a mission of activism, engagement, and support around Native American and Indigenous community issues; and,

Whereas, the American Indian and Indigenous Community Center was dedicated in 2016 and serves as a place of relationship building among Native and Indigenous communities at Virginia Tech, the greater Virginia Tech community, and tribal and Indigenous communities across the United States and the world; and,

Whereas, Virginia Tech has hosted tribal summits, including most recently in 2017, to strengthen reciprocal partnerships with the eleven tribal communities of Virginia which include the Cheroenhaka [Nottoway], the Chickahominy, the Eastern Chickahominy, the Mattaponi, the Monacan, the Nansemond, the Nottoway, the Pamunkey, the Patawomeck, the Rappahannock, and the Upper Mattaponi; and,

Whereas, Virginia Tech’s Principles of Community state that “We take individual and collective responsibility for helping to eliminate bias and discrimination and for increasing our own understanding of these issues through education, training, and interaction with others”; and,

Whereas, University Council passed a resolution in 2017 authorizing a revision to Pathways General Education Curriculum to require a new core area of Critical Analysis of Equity and Identity in the United States to increase education and awareness; and,

Whereas, in January 2018, Native at Virginia Tech collected over 1,200 petition signatures from the community in support of a resolution for Virginia Tech to officially recognize Indigenous Peoples’ Day; and,

Whereas, the public recognition of Indigenous Peoples’ Day provides an opportunity for education and engagement, and reduces the historical invisibility
and erasure of Native American and Indigenous people; and,

Whereas, in response to a proposal by Native at Virginia Tech to University Council in May 2018, President Timothy Sands issued a Presidential Policy Memorandum declaring Monday, October 8, 2018 as Indigenous Peoples’ Day at Virginia Tech; and,
Whereas, Indigenous Peoples’ Day was celebrated on October 8, 2018, with cultural programming hosted by Native at Virginia Tech, and the American Indian and Indigenous Community Center; therefore,

Be it resolved, that Virginia Tech will officially and permanently recognize and designate on the university event calendar (www.calendar.vt.edu) (and other appropriate materials) the second Monday in October each year as “Indigenous Peoples’ Day”; and,

Be it further resolved, that Virginia Tech, in consultation with the American Indian and Indigenous community, will support the development and distribution of culturally appropriate materials to educate faculty, staff, and students about Indigenous Peoples’ Day; and,

Be it further resolved, that Virginia Tech recognizes the value and contributions of Indigenous communities and commits to continuing to support the American Indian and Indigenous Community Center and the American Indian Studies program; and,

Be it further resolved, that Virginia Tech calls on the Virginia Legislature to adopt Indigenous Peoples’ Day in place of Columbus Day as an official state holiday.
Commission on Faculty Affairs
February 22, 2019
10:30 – 12:00 Noon
130 E Burruss Hall


Absent: L. Brogdon, G. Daniel, J. Spotila, R. Blythe

Guests: M. Lewis, D. Musick (VT School of Medicine), E. Plummer

1. **Approval of agenda**

   Meeting called to order at 10:30 a.m.

2. **Approval of February 8, 2019 minutes**

   The minutes were approved unanimously.

3. **P & T revision: discussion of open issues**

   Section 3.4.4 – General Expectations for P&T – open for discussion. First paragraph was agreed upon as written in this version.

   In the third paragraph, M. Paretti and others noted issues with the last sentence referring to the term “collegiality.” M. Agah pointed out that in the first sentence the phrase “should include” may have multiple interpretations. However, M. Paretti stated that for uniformity purposes across the university that the phrase “should include” is an appropriate middle ground.

   In the second to last paragraph, the parenthetical phrase referring to “early” tenure was removed after M. Paretti noted issues with including this phrase.

   Section 3.4 – P&T – fourth paragraph was discussed regarding not taking tenure decisions to the BOV, if the faculty member is leaving (i.e., has resigned their position).

4. **Presentation on Strategic Plan (11:30)**

   M. Pratt-
M. Pratt-Clarke presented on Virginia Tech strategic planning.

M. Agah and M. Abbas initiated a discussion regarding the progress made through previous strategic plans for comparison purposes. Can this information be used to inform current decisions regarding goals, objectives, and measurement.

5. **Other business**

   No other business was presented.

6. **Adjourn**

   The meeting was adjourned at 12:00 p.m.
MINUTES
Commission on Graduate Studies & Policies
February 20, 2019
3:30 – 5:00 p.m.
Graduate School Conference Room

Present: Rajesh Bagchi (Chair), Karen DePauw (ex officio), Paul Emmons, Samantha Fried, Madlyn Frisard, Cynthia Hampton, John Hole, Rachel Holloway (ex officio), Joseph Kozak, Kathy Lu, Xin Luo, Anurag Mantha, Gail McMillan, Hannah Parks, Annie Pearce, and Tyler Walters (ex officio).

Absent with notification: Lujean Baab, Nancy Bodenhorn, Kathy Lu, Robert Sumichrast, and Martina Svyantek.

Absent without notification: Mehdi Ahmadian, Lesa Hanlin, Sarah Karpanty, Nick Rexroad, and Zhiwu Xie.

Visitors and invited guests: Zo Amani, Kevin Edgar, Catherine Grimes, Bill Huckle, and Marin Riegger.

Call to Order

The meeting was called to order by Dr. Bagchi at 3:30 p.m.

Approval of the Agenda

The agenda was approved as presented.

Approval of the Minutes

The minutes of February 6, 2019 were approved as presented.

Committee Reports

Graduate Curriculum Committee

The Graduate Curriculum Committee minutes of February 14, 2019 were accepted as presented. Five courses were approved, and two courses were tabled pending major revisions.

Graduate Student Appeals Committee

There was no report.

Degree Requirements, Standards, Criteria, and Academic Progress (DRSCAP) Committee

There was no report.
Old Business

Dr. Huckle introduced Tim Pote’s iPhD proposal for its review and action by the CGS&P membership. Dr. Huckle has advised Tim to consider adding the courses recommended by the CGS&P membership at the last meeting. After further discussion, CGS&P approved the iPhD proposal. Dr. Huckle will notify Tim of the approval.

New Business

There was no new business.

Graduate School Update

Dr. DePauw reported the graduate student climate survey has been distributed. She also reported on the various Innovation Campus committees working to implement financing, structure, academic plans, student services among other content areas. The initial location will be in Falls Church. The new campus will not be completed for another five years. There were two bids through the PPEA looking at the Falls Church area and considering a design rebuild. The next phase will be advanced later in April or May and will likely accept the proposed plans. A survey will be sent to select individuals for consideration of the re-naming of the northern Virginia area. A graduate program directors spring meeting will be held March 7th. Dr. DePauw has reminded departments of the need to submit plans to include courses or other instructional modules that would satisfy the inclusion and diversity expectation. The next BOV meeting March 31st – April 1st will highlight graduate education. Many opportunities will be available for graduate students and Dr. DePauw to engage the BOV membership regarding current issues, interests, and future plans for graduate education.

There were no notifications of academic changes.

Constituency Updates

Graduate Student Assembly

Ms. Fried reported Veronica Scott has resigned from her position. The GSA will hold elections to identify a replacement. There has not been an Assembly meeting since the last CGS&P meeting.

Graduate Honor System

Mr. Mantha reported he has four open cases from fall. There are no new spring cases.

University Library Committee

There was no report.

Faculty Senate

Ms. McMillan reported the Faculty Senate is aware of the need for faculty to participate in the graduate student research symposium in March.
Student Government Association

There was no report.

Board of Visitors

Mr. Amani reported the application process has closed for next year’s BOV representatives. Applications are being evaluated and a decision will be made soon.

University Council and Commission Updates

Dr. Bagchi reported CGS&P Resolution 2018-19D and CGS&P Resolution 2018-19E had first readings at University Council this past Monday. The CGS&P Resolution 2018-2019D included a resolution of support from the GSA. Discussion ensued regarding University Council’s response to the reading of CGS&P Resolution 2018-2019D. The CGS&P membership re-stated their continuing support of CGS&P Resolution 2018-2019D.

Ms. Hampton reported on the Commission on Administrative and Professional Faculty Affairs. The Director of Strategic Planning spoke about the ongoing draft of the new university strategic plan. Also, there was an announcement that a CAPFA listserv has now been created. All A/P faculty will be listed on the listserv but can opt-out if they like.

Dr. Holloway reported that the Commission on Undergraduate Studies and Policies is considering the treatment of medical withdrawals. This discussion will be on-going by the commission.

There were no other commission updates.

Announcements

There were no announcements.

Adjournment

The meeting was adjourned at 4:30 p.m.

Respectfully Submitted,

/s/

Marilynn R. King
On behalf of Karen P. DePauw, Ph.D.
Vice President and Dean for Graduate Education
MINUTES
Commission on Graduate Studies & Policies
March 6, 2019
3:30 – 5:00 p.m.
Graduate School Conference Room

Present: Rajesh Bagchi (Chair), Lujean Baab, Nancy Bodenhorn, Karen DePauw (ex officio), Paul Emmons, Samantha Fried, Madlyn Frisard, Cynthia Hampton, Lesa Hanlin, John Hole, Rachel Holloway (ex officio), Xin Luo, Anurag Mantha, Gail McMillan, Hannah Parks, Martina Svyantek, and Zhiwu Xie.

Absent with notification: Sarah Karpanty, Joseph Kozak, Kathy Lu, Annie Pearce, and Robert Sumichrast.

Absent without notification: Mehdi Ahmadian, Nick Rexroad, and Tyler Walters (ex officio).

Visitors and invited guests: Janice Austin, Deborah Carlier, Catherine Grimes, Bill Huckle, Alyssa Rametta, Cliff Shaffer, and Tremayne Waller.

Call to Order
The meeting was called to order by Dr. Bagchi at 3:30 p.m.

Approval of the Agenda
The agenda was approved as presented.

Approval of the Minutes
The minutes of February 20, 2019 were approved as presented.

Committee Reports

Graduate Curriculum Committee
The Graduate Curriculum Committee minutes of February 28, 2019 were accepted as presented. Five courses were approved. The proposed MEng degree for the Innovation Campus was approved, pending minor revisions.

Graduate Student Appeals Committee
Dr. Bodenhorn reported there are no current appeals pending. The student appeal made to SCHEV of a previous appeal is still pending.

Degree Requirements, Standards, Criteria, and Academic Progress (DRSCAP) Committee
Dr. Bodenhorn had no report.
Old Business

There was no report.

New Business

Dr. Bagchi reminded everyone that we will soon consider elections for next year’s chair and vice chair. A review of the responsibilities of the positions was discussed.

Dr. DePauw reported on the updates to the Innovation Campus. She reviewed the various committee structures, including an executive team supported by eight committees. The goal is to enroll fifty new graduate students in computer science in Fall of 2019. Forty-three are expected to graduate by Fall of 2020. Conversations are on-going for recruitment development. Dr. DePauw commended Dr. Shaffer for his work in developing the new MEng degree and courses. Dr. Holloway reported on the expected growth of undergraduate students, potentially 2000 new students that will raise total enrollment to 30,000. Buildings and infrastructure needs are being reviewed, with some structures already under construction.

Dr. Shaffer presented the proposal for the new MEng degree that will be offered on the Innovation Campus. This differs from the thesis-required, research-based, degree offered in Blacksburg. The second reading of the resolution will be held at the next meeting.

Graduate School Update

Dr. DePauw announced Grad Ed Week is the week of March 25th. A final agenda will be distributed shortly. Reviewers are needed for the Research Symposium. Tomorrow is the Graduate Program Directors spring meeting; all are welcome to attend. Dr. DePauw will be in Richmond next week and travel to the state of Washington in April to celebrate graduate alumni. On April 23rd, we celebrate fifty years of graduate education in northern Virginia. Everyone is welcome to participate in this celebration.

There are no notifications of academic changes to report.

Constituency Updates

Graduate Student Assembly

Ms. Fried reported the vice president election has not yet been held. Nominations are due by March 8th. Ms. Svyantek reported on the need for judges for the Research Symposium. Joe Hanson is the guest speaker.

Graduate Honor System

Mr. Mantha reported there are three open cases. One case was recently dismissed.

University Library Committee

Dr. Xie reported the Library Committee does not have a new report. There are internal conversations with Library staff to assist in providing support in northern Virginia.
Faculty Senate

Ms. McMillan had no report on graduate education as related to the Faculty Senate. She did report that the Faculty Senate will discuss open access at its next meeting. A discussion continued about open access and journal publishing. Ms. McMillan offered the following link for additional information: https://sites.google.com/a/vt.edu/cor-oa-policy-working-group/ or http://bit.ly/vtoapolicy.

Student Government Association

There was no report.

Board of Visitors

There was no report.

University Council and Commission Updates

Dr. Bagchi reported the two CGS&P resolutions presented as a second reading at University Council were approved. Dr. DePauw thanked Dr. Bagchi for his support in presenting the resolutions. Dr. DePauw noted a financial plan for changes to candidacy status will be developed prior to the resolution being sent to the BOV.

Dr. Baab reported that CAPFA had no report relevant to CGS&P.

There were no other commission updates.

Announcements

There were no announcements.

Adjournment

The meeting was adjourned at 4:45 p.m.

Respectfully Submitted,

/s/

Marilynn R. King
On behalf of Karen P. DePauw, Ph.D.
Vice President and Dean for Graduate Education
COMMISSION ON OUTREACH AND INTERNATIONAL AFFAIRS
Minutes
February 21, 2019; 3:30-4:30 p.m.
Gateway Center; 902 Prices Fork Road; Suite 120

Attendance: Urs Buehlmann, Juan Luis Nicolau, Heinrich Schnoedt, Morgan Paulette, Valerie Ragan, Susan Short, Xiaowei Wu


1. Welcome and Introductions
   Urs Buehlmann welcomed the group. Brett Shadle will be on sabbatical spring semester, therefore Urs Buehlmann, Vice-Chair will be leading the meetings for spring semester. Self-introductions were made.

2. Agenda Approval
   Urs made the call for motion to approve the agenda; motion made; was seconded; all were in favor, there was no opposition and the agenda was approved.

3. Call for Announcements
   The call for announcements was made. Susan Short announced the deadline for nominations for the Engagement Scholarship Consortium Awards is March 1, 2019 (https://engagementscholarship.org/conference/esc-awards-program). The categories include Faculty, Student Engagement Projects, Community Partners, Distinguished Engaged Scholar and Institutional Leadership. The annual meeting will be held in Denver, Colorado with the pre-conference October 6-7 and the conference October 8-9, 2019 (https://engagementscholarship.org/). The call for proposals deadline is March 15, 2019 (https://engagementscholarship.org/conference/esc-2019-meeting/call-for-proposals).

   Heinrich Schnoedt discussed that Architecture was in the process of moving from a CIP code to a STEM college discipline field. The movement to a STEM field was influenced by OPT extension for students and the ease to move into a VISA process. Heinrich encourage COIA to look at other disciplines to change CIP codes to a STEM field at the program level, as the possibility of graduate and undergraduate applicants not considering Virginia Tech without the STEM codes. He indicated that funding opportunities from the National Science Foundation (NSF) are easier to obtain. The question was raised as to how COIA would communicate to the community and partner with the Registrar and Advising offices. It was suggested to check with Tom Thompson to see if this subject matter has been brought up through UCIA.

   Susan also announced that the Outreach Offices in Newport News are moving from the Thimble Shoals location to the Tech Center in Newport News. This move should be completed by the start of the Fall 2019 semester.

4. Announcement of Approval of Minutes, December 13, 2018
   The minutes from the December 13, 2018 meeting were approved electronically and were sent to University Council to be posted to the University Governance website upon approval by University Council. Minutes can be found: http://www.governance.vt.edu/.

5. Chairman’s Report
   The University Council meeting from the February 4, 2019 included old business (second reading & approval request): Commission on Student Affairs’ resolution to change the membership of the Commission on Student Affairs and University Advisory Council on Strategic Budgeting and Planning’s resolution to change the membership of the University Advisory Council on Strategic Budgeting and Planning.

   New business (first reading) included the Commission on Equal Opportunity and Diversity’s resolution to observe Indigenous Peoples’ Day at Virginia Tech, as the second Monday in October. The meeting included the Commission Chairs reports, Urs reported at University Council the commission’s work to build a scholarship for Study Abroad programs, and the database that includes global activities. Karen DePauw provided an update from the Graduate School.

   The February 18, 2019 University Council meeting included old business (second reading & approval request): the Commission on Equal Opportunity and Diversity Resolution to Observe Indigenous Peoples’ Day at Virginia Tech.
New business (first reading) included the Commission on Graduate Studies and Policies resolution to create a new full-time candidate status for doctoral students and a resolution on policy management of graduate assistantships and tuition remission to pull various policies into one document. Scott Midkiff and Mark Nichols presented on universal design and accessible technologies.

The Engagement Leadership Council meeting was cancelled for December; therefore, there was nothing to report. The next meeting will be on March 7, 2019.

Urs reported that at the Commission Chair meeting, the Global Education Office (GEO) funding for scholarships was brought up and the activity survey and database for international work was announced as goals for the commission.

Urs has spoken to Peggy Layne regarding the commission being able to access data from Elements in order to identify international activities pursued by the Virginia Tech community. Peggy seemed positive about this project and indicated there would need to be key words established in order to extract the data that the commission would be looking for. Valerie Ragan indicated that she remembered UCIA was working on a similar database project, and that we should check with Tom Thompson to see if the sub-committee that Nicole Sanderlin was leading might be what the commission is looking for. The suggestion was made to invite Peggy Layne to a future COIA meeting to discuss Elements and what data can be extracted. Susan suggested that a similar project to capture Engagement in the database also take place. The request has also been made to invite the Provost to a COIA meeting in order to talk about GEO scholarship funding.

6. Vice-Chair Report
There was only one entry for both the Alumni Awards for Outreach Excellence for both the individual and team awards. The committee will review and verify if the team meets the eligibility requirements/criteria for the award. Kim Rhodes announced that despite best efforts to advertise for the award, she was disappointed in the lack of applications received. The announcement had appeared in the E-Daily News front page on numerous occasions. The applications seem to have dwindled over the years as well.

7. Reports
Since there were not any representatives to report from Cooperative Extension, or UCIA, no reports were given for either area. The minutes for all UCIA meetings that have been approved thus far are available at the following link online: https://www.outreach.vt.edu/VP/CommissionsAndCommittees/ucia/uciaminutes.html.

8. Commission Board Member Comments
There were no additional comments.

A motion to adjourn was made, seconded; all were in favor. The meeting adjourned at 4:08 p.m.

Respectfully submitted,
Kimberly Rhodes, Recording Secretary

TENTATIVE MEETING DATES FOR 2018-2019 (All meetings will be from 3:30-4:30 p.m. and will take place at the Gateway Center-902 Prices Fork)

- March 21, 2019
- April 18, 2019
- May 9, 2019
MINUTES
UNIVERSITY ADVISORY COUNCIL ON
STRATEGIC BUDGETING AND PLANNING
February 21, 2019


ABSENT: Maria Balota, Sherri Clark-Deener, Cyril Clarke, Caed Cunningham, Tim Hodge, John Fike, Bob Hicok, Cayce Myers, Quinton Nottingham, John Richey, Michael Sorice, and Dwight Shelton.

1. CALL TO ORDER

Mr. Ken Smith, Vice Provost for Academic Resource Management called the meeting to order.

2. APPROVAL OF THE JANUARY 17, 2019 MINUTES

Mr. Smith stated that the January 17, 2019 minutes have been approved and forwarded to the University Council for posting on the web.

3. UPDATE ON THE GENERAL ASSEMBLY AS OF CROSSOVER

Mr. Brennan Shepard, Director of Financial Planning for the Office of Budget and Financial Planning reminded the council that at the Council’s January meeting, he gave an update on the Executive Budget Amendments proposed by Governor Northam on December 18, 2018. Both the House of Delegates and Senate review the Governor’s budget and each branch makes changes to the original budget amendments. On Sunday, February 3, 2019 the budget Crossover occurred between the two branches and the two budgets were sent to the Conference committee, which was made up of both House Delegates and Senators. The Conference had not been released yet, so Mr. Shepard updated the council with a side-by-side comparison of the each budget as of Crossover. Some items Mr. Shepard highlighted with the council was the support to increase the number of bachelor's and master's degrees in computer science and closely related fields; the modification of language regarding the VRS Optional Retirement Plan surcharge; a correction of the Agency 229 fund split to correct the state's share of state assigned costs for VCE/AES; and the Commonwealth Cyber Initiative. The General Assembly is scheduled to adjourn on February 23, 2019. A summary on the General Assembly Session as of Crossover is attached to these minutes.
4. UPDATE ON STRATEGIC PLANNING DRAFT GOALS

Dr. Menah Pratt-Clarke, Vice President for Strategic Affairs, gave an update on the Strategic Planning draft goals. Dr. Pratt-Clarke reminded the Council that the strategic planning process has been built upon the Beyond Boundaries foundation of a vision for Virginia Tech. Dr. Pratt-Clarke shared the four strategic priorities that campus identified based upon the mission, vision, and core values of Virginia Tech. She then reviewed a draft of the goals, strategies and metrics for each of the priorities.

The Office for Strategic Affairs has been meeting with key stakeholders, faculty and staff across campus where they have received feedback on the draft Strategic Planning Priorities document. Dr. Pratt-Clarke reminded the Council that this is a working document and that based on feedback from campus, there would be additional changes to the document before it is finalized. She provided an overview of the timeline and next steps towards approval by the Board of Visitors. The Office for Strategic Affairs will be a resource in helping colleges and departments across campus develop their plans to advance the institutional priorities.

5. No further business was discussed, and the meeting adjourned at 4:50 p.m.
## 2018-20 BUDGETS AS OF CROSSOVER
**As of Tuesday, February 5, 2019**

*Analysis based on Half-Sheets.*

The Executive column reflects incremental adjustments to the 2018-20 biennial budget proposed by the Governor. House and Senate columns reflect incremental changes proposed by each body to the Executive Budget.

<table>
<thead>
<tr>
<th>Affordability</th>
<th>Executive</th>
<th>House</th>
<th>Senate</th>
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<tbody>
<tr>
<td>N/A</td>
<td>Proposes $45.7 million statewide in additional General Fund (GF) support to offset the need for tuition increases (maintain tuition at 2019 levels), based on institutional six-year plan needs. $6,028,000 is provided to Virginia Tech in the second year to “maintain tuition and mandatory Educational and General (E&amp;G) fee charges for in-state undergraduate students to fiscal year 2019 levels.” (Item 253.50 #1h)</td>
<td>No change to Executive Budget.</td>
<td></td>
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<p>| Tech Talent Investment Program | Proposes $8.3 million GF statewide in FY20 to “support an increase in the number of bachelor’s and master's degrees in computer science and closely related fields and to improve the readiness of graduates to be employed in technology-related occupations through internships. Funds shall be disbursed to institutions on a competitive basis and subject to agreed-upon performance….In consultation with the Secretary of Finance and the Secretary of Commerce and Trade, the Secretary of Education shall develop a process to award these funds in accordance with the provisions of this language, with the Governor providing final approval for distribution of the funds. (Item 475.U) | Proposes $27.9 million GF statewide to increase the number of computer science and related degrees as part of the Tech Talent Pipeline proposed in House Bill 2490.  “Prior to an allocation from the fund, institutions must enter into a Memorandum of Understanding (MOU) through a negotiation process between the institution and the Commonwealth. The MOU shall contain criteria for eligible degrees, eligible expenses, and degree production goals for a period ending in 2039. In addition, each institution shall (i) submit an enrollment plan detailing the number of eligible degrees produced between July 1, 2013, and June 30, 2018; (ii) develop a detailed plan of how the institution proposes to materially increase the enrollment, retention, and graduation of students pursuing eligible degrees, the resources necessary to accomplish such increase in enrollment, retention, and graduation, and | Proposes $8.0 million GF statewide to support computer science and related degrees. Eliminates $300,000 from Executive Budget proposed for internship support. (Item 474 #6s) |</p>
<table>
<thead>
<tr>
<th><strong>Executive</strong></th>
<th><strong>House</strong></th>
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<tr>
<td>plans to track new enrollment; (iii) provide an accounting of the anticipated number of in-state and out-of-state students enrolling in eligible degree programs; (iv) determine the existing capacity of current eligible degree programs; (v) propose plans to partner with other institutions to provide courses or programs that will lead to the completion of an eligible degree including articulation agreements with the Virginia Community College System to provide guaranteed admission for qualified students with an associate degree for transfer into an eligible degree program; (vi) allocate existing funds held by or appropriated to the institution to meet increased enrollment, retention, and graduation goals in eligible degree programs; and (vii) provide any other information deemed relevant. (Item 475.20 #1h)</td>
<td><strong>Eliminates Executive Budget proposal.</strong> (Item 222 #1h)</td>
<td><strong>No change to the Executive Budget.</strong></td>
</tr>
<tr>
<td><strong>Undergraduate Student Financial Aid Funding</strong></td>
<td>Proposes increased Virginia undergraduate need-based student financial aid at Virginia Tech of $991,397 General Fund (GF) in FY20. (Item 222)</td>
<td>Eliminates Executive Budget proposal. (Item 222 #1h)</td>
</tr>
<tr>
<td><strong>Unique Military Activities</strong></td>
<td>N/A</td>
<td>Proposes additional $173,000 GF in FY20 for Unique Military Activities. (Item 224 $1h)</td>
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<tr>
<td><strong>Employee Bonus</strong></td>
<td>Proposes a one percent bonus to all state employees hired on or before July 1, 2019 and remaining employed until at least November 1, 2019, effective December 1, 2019. (Item 474.AB1)</td>
<td>Eliminates proposed bonus. (Item 474 #6h)</td>
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<tr>
<td><strong>Employee Salary Increase</strong></td>
<td>Maintains 2018 General Assembly (Chapter 2) budgeted salary increase of 2% for all state employees, with an additional 2% merit-based supplemental</td>
<td>Proposes enhancing the compensation increases approved in Chapter 2 as follows:</td>
</tr>
<tr>
<td>Section</td>
<td>Executive</td>
<td>House</td>
</tr>
<tr>
<td>----------------------------------------------</td>
<td>---------------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------</td>
</tr>
<tr>
<td>Increase for Classified staff</td>
<td>Increase for Classified staff. Increase effective June 10, 2019.</td>
<td>University Staff: 2.75% (enhanced from 2%)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Classified Staff: 5.0% (2.75% base plus 2.25% merit), (enhanced from 2% base plus 2% merit)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Faculty: 3% (enhanced from 2%)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(Item 474 #5h)</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>Proposes no increase in premium in 2019-20.</td>
<td>No apparent changes to premiums in the Executive Budget.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Proposes a premium holiday of two pay periods in November 2019; The health insurance plan will not collect the employee or the employer share of the premiums. (Item 474 #3h)</td>
</tr>
<tr>
<td>VRS Optional Retirement Plan for Higher Education Surcharge</td>
<td>Maintains 2018 General Assembly (Chapter 2) surcharge of 5.02% on all employees choosing to participate in the Optional Retirement Plan.</td>
<td>Modifies existing language regarding stranded liabilities in the Virginia Retirement System to apply only to those positions which were converted from VRS to ORP-eligible on or after January 1, 2012, and which are filled by an employee electing to participate in ORP. Surcharge appears to be 5.02%. (Item 474 #2h)</td>
</tr>
<tr>
<td>Retiree Health Care Credit Rate Adjustment</td>
<td>N/A</td>
<td>Increases the Retiree Health Care Credit employer contribution rate from 1.17% to 1.31%. (Item 136 #9h)</td>
</tr>
<tr>
<td>Correction of Agency 229 Fund Split</td>
<td>Proposes $129,557 GF in the first year and $548,924 GF in the second year to correct the state's share of state assigned costs in VCE/AES, and language clarified that the 95% fund split covers entire agency. (Item 226.D)</td>
<td>Eliminates the direct funding proposed in Executive Budget to correct fund split. Language clarifying the intent of the fund split is retained. (Item 226 #1h)</td>
</tr>
<tr>
<td><strong>Agency 229 Operating Budget Support</strong></td>
<td>Executive</td>
<td>House</td>
</tr>
<tr>
<td>----------------------------------------</td>
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</tr>
<tr>
<td>No change</td>
<td>Proposed $1,250,000 in the second year for Extension Agents and Research Specialists across the Commonwealth. (Item 226 #2h)</td>
<td>No change to the Executive Budget.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Student Financial Aid Language</strong></th>
<th>Executive</th>
<th>House</th>
<th>Senate</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>Proposed a study of financial aid funding models, including current and prospective funding models. Review shall also assess use of tuition revenue for financial aid. Review shall include representatives from the House Appropriations and Senate Finance Committees, Department of Planning and Budget, Secretaries of Finance and Education, and representatives of public higher education institutions. (Item 141 #1h)</td>
<td>No change to the Executive Budget.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Six-Year Plan And Institutional Partnership Agreements</strong></th>
<th>Executive</th>
<th>House</th>
<th>Senate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Language Requires institutions to outline the expected cost of tuition and mandatory E&amp;G fees for a period of three years that in-state undergraduates shall be expected to pay. The tuition predictability plan will be submitted to SCHEV as part of the biennial six-year financial plan. Plans shall include a percentage and dollar increase or decrease of any size the institution determines to be appropriate from one year to the next or for the entire duration covered by the plan. Plans shall indicate a range of tuitions based upon available state resources, but must contain a scenario that includes the assumption of no new state general fund support. SCHEV shall develop instructions related to the submission of such plans in conjunction with the six-year financial plans as required by § 23.1-306, Code of Virginia. (Item 143,P)</td>
<td>Eliminates new language proposed in Executive Budget. References HB2653 which provides for new institutional partnership agreements. (Item 143 #1h)</td>
<td>Eliminates new language proposed in Executive Budget. Proposed language states that institutions may present as part of their six-year financial plans 1) alternative tuition and fee structures and programs to result in lower costs for in-state undergraduate students; and an innovative performance pilot that includes one innovative request and corresponding state ask. Language related to the performance pilot mirrors language in SB1628 (Dunnvant) (143#6s)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Capital Projects</strong></th>
<th>Executive</th>
<th>House</th>
<th>Senate</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Improve Kentland Facilities Supplement: Proposed an additional $3,100,000 in state support for this project. (Item C-46.10)</td>
<td>Executive Budget proposed projects were maintained. In addition:</td>
<td>Executive Budget proposed projects were maintained.</td>
<td></td>
</tr>
</tbody>
</table>
### Executive

- **Renovate Dietrick Hall, First Floor and Plaza:** Proposes $3,800,000 for addition 9(d) debt authorization to support the project. (Item C-20)
- The projects within the Capital Planning Pool from Chapter 759 of the 2016 Act were not advanced. This pool includes the Undergraduate Laboratory Building project that is currently in design.

### House

- Proposes $69 million of General Fund for Data and Decision Science Building. VT will provide $10 million from philanthropy and institutional funds for a total project budget of $79M.
- $51 million in statewide pool for 9(c) and 9(d) revenue bonds for higher education projects.
- Proposes a $780 million construction bond pool beyond these projects that includes higher education and central government agencies, which includes additional support for six of the projects within the Capital Planning Pool from Chapter 759 of the 2016 Act. The Virginia Tech Undergraduate Science Laboratory Building was not included in the pool.

### Senate

- Executive Budget proposed projects were maintained.

### Innovation Campus

- Proposes additional debt authorization of $168 million for the Virginia Tech Innovation Campus in the second year, to be held until Virginia Tech certifies that “dollars are in hand and available to cover the nongeneral fund portion of the project costs.”
- Proposed $168.0 million of General Fund for the VT Innovation Campus. VT will provide $107 million from philanthropy and institutional funds for a total project budget of $275 million. The language change on the nongeneral fund allows the University to cash flow the project prior to cash receipts of private gifts.
- Executive Budget proposed projects were maintained.

### Commonwealth Cyber Initiative

- Maintains the approved funding in the 2018 General Assembly budget (Chapter 2) of $5 million in the first year and $20 million in the second year.
- Proposed language clarifies that “the amounts provided in this paragraph are non-reverting and shall constitute the base budget for subsequent years” for the both the Hub and Spoke funding levels of $10 million each per year. (Item 252 #1h)
- Removes $5 million in FY20 for the Virginia Research Investment Fund to scale the initiative and provide resources for faculty recruiting at both the Hub and Spoke sites.
- Removes $5 million in FY20 for the leasing of space and establishment of the Hub by the anchoring institution and for the establishment of research faculty, entrepreneurial programs, student internships, and educational programming, and operations of the Hub. (Item 252#1s)

### Virginia Military Survivors and Dependents Program

- Increases the current $1,800 stipend to $2,200 to offset the costs of room, board, books, and supplies for eligible recipients
- No change to the Executive Budget.
- No change to the Executive Budget.
<table>
<thead>
<tr>
<th><strong>Grow Your Own Teachers</strong></th>
<th><strong>Executive</strong></th>
<th><strong>House</strong></th>
<th><strong>Senate</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Proposes $200,000 GF in FY20 for the establishment of a pilot program to provide scholarships to high school graduates who attend a baccalaureate institution of higher education in the Commonwealth and subsequently teach in high-need public schools in their school division of residents</td>
<td>Proposes $240,000 statewide in FY20 for the Grow Your Own Teachers partnership with public colleges and universities, DOE and local school division. (Item 141 #3h)</td>
<td>Eliminates proposal in the Executive Budget. (Item 135 #1s)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Student Loan Ombudsperson</strong></th>
<th><strong>Executive</strong></th>
<th><strong>House</strong></th>
<th><strong>Senate</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Provides $115,333 GF in the first year and $124,000 GF in the second year for a new student loan ombudsperson to assist borrowers of education loans in the Commonwealth.</td>
<td>No change to the Executive Budget.</td>
<td>No change to the Executive Budget.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Interest Earnings &amp; Credit Care Rebate</strong></th>
<th><strong>Executive</strong></th>
<th><strong>House</strong></th>
<th><strong>Senate</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial incentives related to Higher Education Restructuring that had been eliminated in the prior biennium are restored. This results in approximately $400,000 in each year of the biennium.</td>
<td>Proposes reducing the level of restoration proposed in the Executive Budget of interest earnings by approximately one half. (Item 471 #1h)</td>
<td>No change to the Executive Budget.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Employment Waiting Period Requirement for Board of Visitors</strong></th>
<th><strong>Executive</strong></th>
<th><strong>House</strong></th>
<th><strong>Senate</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>Includes language prohibiting an institution of higher education from employing an individual appointed by the Governor to the board of visitors of such institution within four years of the expiration of their term. (Item 4-6.07 #1h)</td>
<td>Includes language prohibiting an institution of higher education from employing an individual appointed by the Governor to the board of visitors of such institution within two years of the expiration of his term; Such a prohibition shall not apply to the employment of an individual to serve as an institution president. (4-6.07#1s)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Commonwealth Center for Advanced Manufacturing</strong></th>
<th><strong>Executive</strong></th>
<th><strong>House</strong></th>
<th><strong>Senate</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>Proposes $11.4 million for the Department of General Services to acquire of the CCAM facility. (Item C-1.20 #1h)</td>
<td>Proposes $6.1 million GF in the second year for rent, operating support and maintenance of the CCAM. Language establishes membership and research grant incentives for current and potential private sector, industry partners, as well as research grant incentives for university research to be conducted at the CCAM facility in an effort to increase federal resources. (Item 122 #3h)</td>
<td>Provides $920,000 in operating support for the CCAM. (122#2s)</td>
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<tr>
<td></td>
<td>Executive</td>
<td>House</td>
<td>Senate</td>
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<td>------------------------------------------------------------------------</td>
</tr>
<tr>
<td><strong>One-Time Graduate Survey</strong></td>
<td>N/A</td>
<td>N/A</td>
<td>Proposes $750,000 in FY20 for the administration of a one-time survey of graduates of public institutions of higher education. The survey shall be designed to enable Virginia to answer fundamental questions about the value and impact of undergraduate education and complement existing research on wages of college graduates derived from the Virginia Longitudinal Data System. The results of the survey shall be used to guide future policy decisions in alignment with the priorities of the Governor and the General Assembly. (Item 143 #1s)</td>
</tr>
<tr>
<td><strong>Data Exchange for Wage Outcomes</strong></td>
<td>N/A</td>
<td>N/A</td>
<td>Proposes to authorize SCHEV to release data to the U.S Census, U.S. Education Department or other agency of the federal government in order to get wage outcomes for graduates working outside the Commonwealth to improve knowledge on earnings and education-related debt. (Item 143 #5s)</td>
</tr>
<tr>
<td><strong>Innovative Internship Program</strong></td>
<td>N/A</td>
<td>N/A</td>
<td>Provides an additional $500,000 GF in FY20 for the SCHEV’s innovative internship program. The program is designed to expand paid or credit bearing student internship and other work-based learning opportunities with Virginia employers. The program includes $300,000 transferred from Central Appropriations in support of additional computer science degrees in support of the tech talent pipeline. The amendment would bring total funding for the program to $700,000 GF in the second year, and specifies parameters for the program that are consistent with Senate Bill 1628, 2019 Session. (Item 143 #3s)</td>
</tr>
<tr>
<td><strong>Virginia Neuroscience Initiative</strong></td>
<td>N/A</td>
<td></td>
<td>Proposes $275,000 GF in the second year for George Mason, in collaboration with EVMS, ODU, UVA, VCU, VT, INOVA, and Sentara Health System to create a network that facilitates significant clinical trials in</td>
</tr>
<tr>
<td>Executive</td>
<td>House</td>
<td>Senate</td>
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<tr>
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</tr>
<tr>
<td>oncology, mental health, and substance abuse. (Item 164 #1h)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Procurement</strong></td>
<td>N/A</td>
<td>Proposes setting purchase thresholds equally to those set forth in the Virginia Public Procurement Act. (Item 4-9.03 #1h)</td>
<td>No change to the Executive Budget.</td>
</tr>
<tr>
<td><strong>Tax Conformity/Tax Policy</strong></td>
<td>Proposes immediate conformity of state and federal tax codes.</td>
<td>Proposes immediate conformity of state and federal tax codes.</td>
<td>Proposes immediate conformity of state and federal tax codes.</td>
</tr>
<tr>
<td></td>
<td>Proposes returning a portion of anticipated tax windfall from the federal Tax Cut and Jobs Act to Virginians who earn less than $55,000 by making the Earned Income Tax Credit fully refundable and funding for various programs like broadband expansion and water quality improvements and additional deposits into revenue reserves. Recognizes $82.5 million in collection of additional sales tax revenue from on-line retailers (Wayfair revenues).</td>
<td>Sets aside 100 percent of limited time revenues generated from the federal Tax Cut and Jobs Act into a Special Tax Payer Relief Fund. The General Assembly would convene a special session on how to refund revenues in new fund and changes to Virginia tax policy. Recognizes $144 million in collection of additional sales tax revenue from on-line retailers (Wayfair revenues).</td>
<td>Proposes additional Virginia income tax changes: (1) For taxable year 2018, provides an income tax refund of up to $110 for individual taxpayers and up to $220 for married taxpayers filing jointly; (2) Beginning in taxable year 2018, extends the existing corporate income tax subtraction for foreign income to apply to the amount of Global Intangible Low-Taxed Income that is included in a corporation's federal taxable income; (3) Beginning in taxable year 2018, creates an individual and corporate income tax subtraction for one-fifth of the amount of business interest that is disallowed as a deduction from federal taxable income pursuant to the federal TCJA; (4) Starting with taxable year 2019, deconforms from the provision of the federal TCJA that limits the deduction for state and local taxes (SALT) to $10,000; and (5) Increases the standard deduction to $4,500 (single) and $9,000 (married filing jointly) effective beginning in taxable year 2019, coincident with provisions of the federal TCJA.) (Item 4-14 #2s)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Proposes a $419 million tax refund in October from additional revenues created by resources related to the Tax Cuts and Jobs Act and $80 million for a Tax Reform Fund to address any additional temporary or permanent tax reform in the 2020-22 biennium. (Item 266.10 #1s)</td>
</tr>
<tr>
<td>Statewide Higher Education Finance Plan</td>
<td>Executive</td>
<td>House</td>
<td>Senate</td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>-----------</td>
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</tr>
<tr>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>Language requires SCHEV to work with the Lumina Foundation to develop a statewide higher education finance plan that incorporates the priorities of the Joint Subcommittee on the Future Competitiveness of Higher Education and provides strategies to achieve higher education outcomes. (Item 143 #2s)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Deferred Maintenance and Expenditure Reporting</th>
<th>Executive</th>
<th>House</th>
<th>Senate</th>
</tr>
</thead>
</table>
| N/A                                              | N/A       | N/A   | Language requests additional deferred maintenance and expenditure reporting by institutions of higher education, including:  
  • a list of all their deferred maintenance with the cost estimates of each item and whether the item is either "energy related" or "non-energy related";  
  • a report on their energy expenditures; and  
  • a comprehensive deferred maintenance strategy list and timelines for completion that utilize efficient resources from either internal or external sources  
This information can be considered in future capital outlay requests. (Item 4-4.01 #1s) |
## Operating Budget
### General Fund
#### University Division E&G

<table>
<thead>
<tr>
<th></th>
<th>Executive Budget</th>
<th>House Budget</th>
<th>Senate Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degrees in Data Science &amp; Technology, Science &amp; Engineering, Healthcare, and Education</td>
<td>$5,215,880</td>
<td>-</td>
<td>$5,215,880</td>
</tr>
<tr>
<td>In-State Undergraduate Tuition &amp; E&amp;G Fee Freeze - Optional</td>
<td>-</td>
<td>$6,028,000</td>
<td>-</td>
</tr>
<tr>
<td><strong>Subtotal University Division Operating</strong></td>
<td>-</td>
<td>$5,215,880</td>
<td>-</td>
</tr>
</tbody>
</table>

#### Student Financial Aid

<table>
<thead>
<tr>
<th></th>
<th>Executive Budget</th>
<th>House Budget</th>
<th>Senate Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Virginia Undergraduate Financial Aid</td>
<td>706,308</td>
<td>-</td>
<td>706,308</td>
</tr>
<tr>
<td>Virginia Undergraduate Financial Aid</td>
<td>991,397</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Subtotal Student Financial Aid</strong></td>
<td>-</td>
<td>1,697,705</td>
<td>-</td>
</tr>
</tbody>
</table>

#### Unique Military Activities

<table>
<thead>
<tr>
<th></th>
<th>Executive Budget</th>
<th>House Budget</th>
<th>Senate Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Virginia Undergraduate Financial Aid</td>
<td>-</td>
<td>300,000</td>
<td>-</td>
</tr>
<tr>
<td><strong>Subtotal Unique Military Activities</strong></td>
<td>-</td>
<td>300,000</td>
<td>-</td>
</tr>
</tbody>
</table>

#### Higher Education Research Initiative

<table>
<thead>
<tr>
<th></th>
<th>Executive Budget</th>
<th>House Budget</th>
<th>Senate Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>CyberX - Hub: Leasing, Operations, Research Faculty, Entrepreneurship, &amp; Internships</td>
<td>10,000,000</td>
<td>10,000,000</td>
<td>10,000,000</td>
</tr>
<tr>
<td>CyberX - Virginia Research Investment Fund to Scale Initiative at Hub &amp; Spoke Sites</td>
<td>10,000,000</td>
<td>-</td>
<td>10,000,000</td>
</tr>
<tr>
<td><strong>Subtotal Higher Education Research Initiative (CyberX)</strong></td>
<td>-</td>
<td>20,000,000</td>
<td>-</td>
</tr>
</tbody>
</table>

#### Cooperative Extension/AES Division (CE/AES)

<table>
<thead>
<tr>
<th></th>
<th>Executive Budget</th>
<th>House Budget</th>
<th>Senate Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technical Correction of Fund Split of State Assigned Costs</td>
<td>129,557</td>
<td>548,924</td>
<td>-</td>
</tr>
<tr>
<td>Extension Agents and Research Specialists</td>
<td>-</td>
<td>1,250,000</td>
<td>-</td>
</tr>
<tr>
<td><strong>Subtotal CE/AES</strong></td>
<td>129,557</td>
<td>548,924</td>
<td>-</td>
</tr>
</tbody>
</table>

**Total Operating Budget State Support**

- $129,557
- 27,762,509

- $ - 33,673,188
- $129,557
- 17,762,509
### Employee Compensation Programs

#### University Division E&G

**2018 Session Approved Budget (May 2018)**

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>2% Contingent Faculty &amp; Staff Raise, Effective June 10, 2019</td>
<td>4,046,659</td>
<td>-</td>
<td>4,046,659</td>
<td>-</td>
</tr>
<tr>
<td>2% Contingent Classified Staff Merit Increase, Effective June 10, 2019</td>
<td>268,351</td>
<td>-</td>
<td>268,351</td>
<td>-</td>
</tr>
</tbody>
</table>

**2019 Proposed Budget - Incremental Changes**

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>1% Employee Bonus</td>
<td>1,776,069</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>1% Faculty Raise Supplement</td>
<td>-</td>
<td>1,500,952</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>0.75% Classified and University Staff Raise Supplement</td>
<td>-</td>
<td>299,675</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>0.25% Classified Staff Merit Raise Supplement</td>
<td>-</td>
<td>33,544</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

#### Cooperative Extension/AES Division (CE/AES)

**2018 Session Approved Budget (May 2018)**

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<tr>
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</thead>
<tbody>
<tr>
<td>2% Contingent Faculty &amp; Staff Raise, Effective June 10, 2019</td>
<td>1,367,820</td>
<td>-</td>
<td>1,367,820</td>
<td>-</td>
</tr>
<tr>
<td>2% Contingent Classified Staff Merit Increase, Effective June 10, 2019</td>
<td>143,624</td>
<td>-</td>
<td>143,624</td>
<td>-</td>
</tr>
</tbody>
</table>

**2019 Proposed Budget - Incremental Changes**

<table>
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<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>1% Employee Bonus</td>
<td>600,333</td>
<td>-</td>
<td>490,909</td>
<td>-</td>
</tr>
<tr>
<td>1% Faculty Raise Supplement</td>
<td>-</td>
<td>144,751</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>0.75% Classified and University Staff Raise Supplement</td>
<td>-</td>
<td>17,953</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>0.25% Classified Staff Merit Raise Supplement</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>2018-19</th>
<th>2019-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Operating Budget State Support</td>
<td>$ -</td>
<td>$ 8,202,856</td>
</tr>
</tbody>
</table>

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Office of Budget and Financial Planning  
\storage.vt.edu\obfp\file_cabinet\External Budget\Development (Budget Proposals)\2018-20 Biennial Budget\2019 Session\10. Crossover\2019 Crossover Schedule
## PROPOSED APPROPRIATIONS FROM THE EXECUTIVE BUDGET AND EACH CHAMBER OF THE GENERAL ASSEMBLY

As of February 5, 2019: Based on Halfsheets

$ in thousands:

### CAPITAL BUDGET

#### University Division

<table>
<thead>
<tr>
<th></th>
<th>Executive Budget</th>
<th>House Budget</th>
<th>Senate Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Innovation Campus</td>
<td>$ 168,000</td>
<td>$ 168,000</td>
<td>$ 168,000</td>
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<tr>
<td>Data and Decision Sciences</td>
<td>-</td>
<td>69,000</td>
<td>-</td>
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</tbody>
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#### Cooperative Extension & Agricultural Experiment Station Division

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<thead>
<tr>
<th></th>
<th>Executive Budget</th>
<th>House Budget</th>
<th>Senate Budget</th>
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<tbody>
<tr>
<td>Improve Kentland Facilities Supplement</td>
<td>3,100</td>
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### TOTAL CAPITAL SUPPORT

<table>
<thead>
<tr>
<th></th>
<th>Executive Budget</th>
<th>House Budget</th>
<th>Senate Budget</th>
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<tbody>
<tr>
<td></td>
<td>$ 171,100</td>
<td>$ 240,100</td>
<td>$ 171,100</td>
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VTCSOM Honor Code
Case Management Flowchart

1. **Honor Code Allegation**
   - Is report submitted within established timeframe? 
     - No: Case dismissed, referrer notified
     - Yes: Honor Board logs case

2. **VTCSOM probation status of referred is reviewed for FD eligibility:**
   - If any of the referred students is on probation, the case can’t go to facilitated discussion.
   - Probation status of referred is reviewed for FD eligibility:*
     - *Penalties in facilitated discussion are limited to Penalty 1, sections a, b, c, d, e.
     - *3-party agreement to be reached by referrer, referred and Honor Board representative

3. **Honor Board schedules Facilitated Discussion**
   - Are both parties open to facilitated discussion and accept limited penalty range?**
     - Yes: Is the suspected violation cheating or plagiarism?
     - No: Is the referred on probation?*

4. **Does the referred student accept that there is sufficient evidence to support the charge without admission of guilt?**
   - No: Dismiss case; Final decision recorded; referrer & referred notified
   - Yes: Preliminary Review Panel to review the case

5. **Are parties able to agree about guilt or innocence?***
   - Yes: Progress to Honor Board evidence gathering
   - No: Dismiss case; Final decision recorded; referrer & referred notified

6. **Does evidence prove guilt?**
   - Yes: Honor Board Hearing Panel hears the case
     - Does evidence prove guilt?
       - Yes: MSPPC approves as is or sends back the Honor Board for clarification.
       - No: Dismiss case; Final decision recorded; referrer & referred notified
   - No: Final decision recorded; penalties applied, referrer and referred notified

7. **Final decision recorded; penalties applied, referrer and referred notified**
   - MSPPC approves as is or sends back the Honor Board for clarification.

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*If any of the referred students is on probation, the case can’t go to facilitated discussion.

**Penalties in facilitated discussion are limited to Penalty 1, sections a, b, c, d, e.

***3-party agreement to be reached by referrer, referred and Honor Board representative