

University Council Minutes
December 3, 2018
3:00 PM
1045 Pamplin Hall

Present: Tim Sands (presiding), Rosemary Blieszner, Richard Blythe, Cyril Clarke, Greg Daniel, Karen DePauw, Bryan Garey, Guru Ghosh, Said Mostaghimi for Alan Grant, Scott Midkiff, Robin Panneton for Sally Morton, April Myers, Nikeshia Arthur for Kelly Oaks, Kim O'Rourke, Patty Perillo, Julie Farmer for Charles Phlegar, Julia Ross, Savita Sharma for Dwight Shelton, Robert Sumichrast, Tyler Walters, Kim Akers for Lisa Wilkes, Kayla Smith for Sherwood Wilson, Rajesh Bagchi, Jonathan Bradley, Kimberley Homer, Mary Kasarda, Monika Lawless, Virginia Pannabecker, Lori Buchanan for Tammie Smith, Susan Anderson, Eric Kaufman, Bettina Koch, David Tegarden, Lynn Abbott, Matthew Gabriele, Christopher, Zobel, LaTawnya Burleson, Velva Groover, Teresa Lyons, Erin Poff, Sue Teel, Annette Bailey, Jaylen Foskey, John Massey, Christine Tysor, Anurag Mantha, Veronica Scott, Caed Cunningham, Jackson Ribler for Jacob Davis, Sam Felber, John Ferris, Rachel Iwicki, & Robert Sebek

Absent: Michael Friedlander, Cynda Johnson, Theresa Mayer, Steve McKnight, Dwayne Pinkney (with notice), Menah Pratt-Clarke, Paul Winistorfer, Bob Hicok, Louise Raran (with notice), Brett Shadle, Monty Abbas, Cayce Myers, David Bieri, Jia-Qiang He (with notice), Yan Jiao, Chris Lawrence, Mary Marchant, Brian Huddleston, Katrina Loan, Jeannie Layton-Dudding, Glenda Scales, Samantha Fried, Conrad Briles, Adil Sageer, Madilynne Tanner, & Zo Amani

Guests: Juan Espinoza, Jack Finney, Tara Frank, Rachel Gabriel, Luisa M. Havens Gerado, Michelle Olsen, Ken Smith, & Rick Sparks

Dr. Sands called the meeting to order at 3:00 p.m. A quorum was present.

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 October 29, 2018

Dr. Sands 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>). [Note: The November 26, 2018, University Council meeting was cancelled.]

3. Old Business

Commission on Graduate Studies and Policies

Resolution CGSP 2018-19B

Resolution to Establish a Doctor of Philosophy Degree in Neuroscience

Dr. Rajesh Bagchi presented the resolution for second reading and made a motion to approve. The motion was seconded, and the motion passed.

Commission on Graduate Studies and Policies

Resolution CGSP 2018-19C

Resolution to Rename the Commission on Graduate Studies and Policies to the Commission on Graduate and Professional Studies and Policies and Update the Charge.

Dr. Rajesh Bagchi presented the resolution for second reading and made a motion to approve. The motion was seconded, and the motion passed.

4. New Business

Commission on Student Affairs

Resolution CGSA 2018-19A

Resolution to Change the Membership of the Commission on Student Affairs

Mr. Sam Felber presented the resolution for first reading. Currently there is one representative for the Greek Councils on the Commission on Student Affairs (CSA), and this resolution will allow all four Greek Councils to have representation on the CSA. The resolution will also add the Vice President of the Student Government Association to the commission membership. These changes are more reflective of the Order of the Gavel. It was mentioned that at one time all the Greek Councils held seats on the CSA but were removed because there were too many members on the commission which made it difficult to reach a quorum. It was then indicated that the current proposal to increase Greek Councils' representation is in response to the increase in the number of students who are part of Greek life.

University Advisory Council on Strategic Budgeting and Planning

Resolution UACSBP 2018-19A

Resolution to Change the Membership of the University Advisory Council on Strategic Budgeting and Planning

Ms. Savita Sharma presented the resolution for first reading. This resolution will add a representative from the Office of Strategic Affairs to the membership of the University Advisory Council on Strategic Budgeting and Planning. This council plays a key role in the university strategic planning process. Adding a representative from the Office of Strategic Affairs will add value to the council's work.

5. Announcement of Approval and Posting of Commission Minutes

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 Equal Opportunity and Diversity
September 17, 2018
- Commission on Faculty Affairs
September 28, 2018
October 12, 2018
October 26, 2018
November 2, 2018
- Commission on Graduate Studies and Policies
October 17, 2018

- Commission on Outreach and International Affairs
September 20, 2018
October 18, 2018
- Commission on Staff Policies and Affairs
September 25, 2018
- Commission on Undergraduate Studies and Policies
October 8, 2018
October 22, 2018
November 12, 2018

6. For Information Only

Minutes of the University Advisory Council on Strategic Budgeting and Planning
October 18, 2018

7. Presentation

Mr. Juan Espinoza gave a presentation on the new Admissions process (presentation attached).

8. Remarks

Dr. Sands introduced the New Vice President for Human Resources, Mr. Bryan Garey. Mr. Garey then gave brief remarks regarding his vision for Virginia Tech.

Mr. Garey indicated that in his first ten weeks on the job he has been engaged in learning the culture here at Virginia Tech. He has had 250 meetings and has received valuable feedback from many different people. Mr. Garey has also attended several events and joined different committees, which will help him to forge new partnerships.

Mr. Garey then informed the Council that next he intends to influence the transformation of the Department of Human Resources (HR), utilizing a deep dive model with core HR “communities of expertise” and clear service channels. He also wants HR’s role to focus on supporting clients, stakeholders, and the Virginia Tech mission. Plans are to build an HR team that will support the needs of a growing and changing Virginia Tech. Leveraging talent on the team, filling gaps, and collaborating to create a new culture for HR will accomplish this.

Mr. Garey indicated that since the workforce is changing and Virginia Tech is growing (Northern Virginia, Roanoke, and Blacksburg), HR needs to focus on the following:

- New positions (growth)
- More employees are retiring (risk of losing talent and not replacing it, potential for 1000 retirements by 2030)
- New generations in the workforce (different management needs)
- New technology skills needed (upskilling existing workforce)
- Low unemployment, smaller workforce requires a different approach for recruitment

Lastly, Mr. Garey provided five HR goals and plans for the year 2019:

- Better recruitment system (new applicant tracking system)
- Embed HR Division Directors (increase division directors from two to fifteen)
- Compensation priorities outlined (focus on minimum hiring rate, pay equity, compensation structures, etc.)
- New onboarding system
- Create recruitment capabilities

9. Announcement

President Sands announced that Dr. Brandy Salmon will be the Interim COO for the Innovation Campus and will lead the “delivery team” for the project. The delivery team is a temporary organization to operationalize the conceptual plans for the Innovation Campus. She will provide an update on the new Innovation Campus and Amazon headquarters to University Council later in the spring. [Note: This is tentatively scheduled for May 6, 2019.]

Dr. Sands explained that the Innovation Campus will enroll master’s students primarily, and Ph.D. enrollment will grow there as the faculty develop; there will also be internships for undergraduates and a research component. While there will be a strong computer science focus, all colleges will be involved. Asked about the role that the Division of Information Technology (IT) will play in the startup of the new campus, he indicated that this will be addressed by the delivery team.

In response to a question about the impact on the Blacksburg campus, President Sands responded that the memorandum of understanding (MOU) between Virginia Tech and the commonwealth represents an investment by the state in higher education and will result in more resources for the university overall, and growth in undergraduate enrollment on the Blacksburg campus had already been planned. The Innovation Campus will leverage the Blacksburg campus and vice versa. The new campus will not siphon resources from Blacksburg but will create a portal to Blacksburg and Roanoke. The Innovation Campus will connect Virginia Tech to more opportunities in the DC area and will also enhance the university’s global presence. Partners who might not otherwise have engaged with the university through the Blacksburg campus may do so through the Innovation Campus.

With the addition of the Innovation Campus in Northern Virginia, Virginia Tech becomes a “rural-urban land-grant university” in which university members can move more fluidly between campuses. An example could be a faculty member who begins a career in Blacksburg and finishes their career at the Innovation Campus.

He explained that Virginia Tech’s MOU is with the Commonwealth of Virginia and not with Amazon. This MOU is not dependent on the size of the Amazon HQ because the commonwealth had already recognized the need to invest in higher education for the benefit of industry overall. The commonwealth has a separate MOU with Amazon. Virginia Tech already has an established relationship with Amazon for student recruitment, etc.

10. Adjournment

There being no further business, a motion was made to adjourn the meeting at 4:14 p.m.



FRESHMEN SNAPSHOT CLASS OF 2022

32,103
APPLICANTS

19,963
OFFERED
ADMISSION

6,428
ACCEPTED
OFFER

VT VIRGINIA TECH.

Year	Percentage
2017	31%
2018	34%

Higher population underrepresented/underserved vs. 2017

20%
EARLY DECISION

408
NEW CADETS

1,684
LEGACY

VT VIRGINIA TECH.

HOLISTIC REVIEW

AACRAO
Advancing Global Higher Education

ACADEMIC

PERSONAL



ACADEMIC

Holistic Review


- > Grades
- > ACT/SAT scores
- > Academic Rigor



PERSONAL




- LEGACY
- DIVERSITY**
- VETERAN STATUS**
- DISCIPLINARY RECORD**
- RESEARCH EXPERIENCE**
- EMPLOYMENT**
- FIRST GENERATION**
- EXTRACURRICULARS**
- RESIDENCY**
- MAJOR



NON-COGNITIVE ESSAY QUESTIONS

- GOALS
- SERVICE
- LEADERSHIP
- RESILIENCE




ABOUT US FOR STUDENTS FOR STUDENT SUPPORTERS OUR MEMBERS DONATE

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The Coalition Establishes Registry of Community-Based Organizations (CBOs) ▶

The Coalition Announces New Partnership with the Jack Kent Cooke Foundation ▶

New Fee Waiver for Veterans ▶


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The Coalition is a diverse group of more than 140 distinguished colleges and universities that is committed to making college a reality for all high school students through our set of **free online college planning tools** that help students learn about

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Enter the school(s) you have attended.

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Confirm your High School/Secondary School Graduation Year

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High Schools/Colleges Attended

*You have currently not entered any high schools or colleges.
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DEADLINES

EARLY DECISION

Apply by Nov. 1
Notified by Dec. 15

EARLY ACTION

Apply by Dec. 1
Notified by Feb. 22

REGULAR DECISION

Apply by Jan. 15
Notified by March 5

INTERNATIONAL

Apply by Jan. 15
Notified by March 5

TRANSFER

Apply by Feb. 15
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