1. CALL TO ORDER
   2 minutes (8:00 - 8:02 a.m.)

2. ACTION ITEMS:
   5 minutes (8:02-8:07 a.m.)
   a. Approval of September 15, 2022 Meeting Minutes
   b. Resolution to Approve Employee Benefit Program Change for Postdoctoral Scholars - Fellows

3. REPORT FROM VICE PRESIDENT FOR ADMINISTRATION
   40 minutes (8:07-8:47 a.m.)
   a. VCU Police Updates and Metrics
      15 minutes (8:07-8:22 a.m.)
   b. Safety and Risk Management Updates and Metrics
      15 minutes (8:22-8:37 a.m.)
   c. Building and Grounds Report
      10 minutes (8:37-8:47 a.m.)

4. MISCELLANEOUS REPORTS:
   2 minutes (8:47-8:49 a.m.)
   For Informational Purposes Only:
   a. Capital Projects Update
   b. Administration Dashboard

5. CLOSED SESSION – Freedom of Information
   “Act Section 2.2-3711 (A) (3)
   8 minutes (8:49-8:57 a.m.)

6. RETURN TO OPEN SESSION

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Mr. Andrew Florance, Chair

1 The start time for the Board of Visitors meeting is approximate only. The meeting may begin either before or after the listed approximate start time as Board members are ready to proceed.
AND CERTIFICATION
2 minutes (8:57-8:59 a.m.)

7. OTHER BUSINESS
   8:59 a.m. Mr. Andrew Florance, Chair

8. ADJOURNMENT
   9:00 a.m. Mr. Andrew Florance, Chair

In accordance with the Board’s operating procedures and in compliance with the Virginia Freedom of Information Act, there will be no opportunity for public comment at this meeting.
Approval of Employee Benefit Program Changes
Postdoctoral Scholar-fellows

Background
Consistent with Virginia peer institutions (VT, W&M, UVA, GMU), VCU seeks to provide equitable employment for postdoctoral scholar-fellows by granting them access to employment benefits provided to state employees, which are currently offered to VCU’s full-time, salaried employees. These benefits include access to the state’s health insurance and retirement plans.

The Office of the Vice President for Research and Innovation (OVPRI) oversees VCU’s postdoctoral program. Postdoctoral scholars are essential to VCU’s research mission and are on career paths to become next-generation scientists. Postdoctoral employment conditions are consistent with the definition of “state employee” in Code of Virginia 51.1-124.3 (used for state retirement and health benefits eligibility) in that they are regularly employed full-time on a salaried basis, their tenure is not temporary or provisional, and their compensation is payable no more often than biweekly, in whole or in part, by an agency of the Commonwealth.

Considerations
VCU employs approximately 160 postdoctoral scholar-fellows who are critical to VCU’s research mission. Postdoctoral scholar-fellows not only conduct research at VCU, their professional development includes training graduate students, writing grants and teaching. Employment with full benefits is common for postdoctoral scholar-fellows at peer institutions and making this change will allow VCU to be competitive in recruiting and retaining talent.

Costs/funding
This change will result in a 31.6% increase in the fringe benefit rate for postdoctoral scholar fellows. OVPRI will provide a “hold harmless” period ending June 10, 2024, during which OVPRI will bear the costs of the increased fringe benefit rate (the gap between the current and new rates). After this date, VCU faculty who employ postdoctoral fellows will be responsible for the costs of these fringe benefits and will be included in future research funding proposals.

Recommendation
Approve the resolution to include Postdoctoral Scholar - Fellows in the employee benefits program.
RESOLUTION OF THE BOARD OF VISITORS OF VIRGINIA COMMONWEALTH UNIVERSITY

AUTHORIZATION AND APPROVAL OF EMPLOYEE BENEFIT PROGRAM CHANGES FOR POSTDOCTORAL SCHOLARS

WHEREAS, Chapter 6.1, Title 23 of the Code of Virginia of 1950, as amended (the "Virginia Code") establishes a public corporation under the name and style of Virginia Commonwealth University (the "University") which is governed by a Board of Visitors (the "Board") vested with the supervision, management and control of the University;

WHEREAS, Title 23 of the Virginia Code classifies the University as an educational institution of the Commonwealth of Virginia;

WHEREAS, by Chapter 4.10, Title 23 of the Virginia Code, the University entered into a management agreement with the Commonwealth of Virginia which was enacted as Chapter 594 of the Acts of Assembly of 2008 ("Management Agreement") which, as amended, classifies the University as a public institution of higher education with certain autonomous powers;

WHEREAS, the Management Agreement states that “any new plans, programs and material changes permitted under current law in University employee benefit plans, other than Classified Employee benefit plans, shall be approved by the Board of Visitors;”

WHEREAS, the category of Postdoctoral Scholar - Fellows, as defined in the university's Postdoctoral Scholars policy, is consistent with definition of “state employee” in Virginia Code Section 51.1-124.3, creating eligibility for retirement and health insurance benefits provided to state employees under applicable law;

WHEREAS, VCU is authorized by Code of Virginia 51.1-126 to operate an optional retirement plan for employees engaged in the performance of teaching, administrative, or research duties; and

WHEREAS, the University wishes to provide eligibility to postdoctoral scholars to participate in state employee health insurance, Virginia Retirement System, the university’s Optional Retirement Plan and Cash Match Plan, under the same conditions as term faculty who conduct research in support of the university’s mission

WHEREAS, the University wishes to provide eligibility for paid annual leave, sick leave, personal leave, and community service leave to postdoctoral scholars as it is provided to term faculty who conduct research in support of the university’s mission;

NOW, THEREFORE BE IT RESOLVED BY THE BOARD OF VISITORS OF VIRGINIA COMMONWEALTH UNIVERSITY:
1. The Board hereby authorizes the President or his designee to add Postdoctoral Scholar - Fellows to the list of employees eligible to participate in state employee health insurance, Virginia Retirement system benefits, and the university’s Optional Retirement Plan and Cash Match Plan.

2. The Board hereby authorizes the President or his designee to add Postdoctoral Scholar - Fellows to the list of employees covered by the annual leave, sick leave, personal leave, and community service leave provisions applicable to term faculty.

3. The Board authorizes the President of the University, or his designee, on behalf of the University, to execute and deliver any documents required by and related to the addition of Postdoctoral Scholar - Fellows to the list of employees eligible to participate in the Optional Retirement Plan and Cash Match Plan.

4. This Resolution shall take effect immediately upon its adoption.
VCU Police update
Policing with a purpose

Community policing

Fair & impartial policing

Community input & involvement

Innovation & creativity
Expanded jurisdiction

VCU Police patrols the core campus geography

VCU officers respond to VCU needs in expanded jurisdiction
Federal and state requirements

Crisis and emergency management
- Comprehensive Emergency Management Plan (Board of Visitors approves every four years)
- Continuity of operations plan

Threat assessment
- A multi-disciplinary team chaired by VCU Police and VCU Student Affairs

Clery Act
- Crime reporting (annual security report and daily crime log)
- Alerts and timely warnings
- Prevention and awareness programming
Perception of safety

Community members who feel “safe” or “very safe” on VCU campuses
Use of force

Actual numbers

<table>
<thead>
<tr>
<th>Year</th>
<th>Count</th>
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<tbody>
<tr>
<td>2009-10</td>
<td>75</td>
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<td>2019-20</td>
<td>12</td>
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<tr>
<td>2020-21</td>
<td>8</td>
</tr>
<tr>
<td>2021-22</td>
<td>12</td>
</tr>
<tr>
<td>2022-23 (YTD)</td>
<td>3</td>
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</table>
Safety initiatives

Community Oversight & Advisory Committee

Extensive outreach and awareness events

Guardian scorecard

LiveSafe app

Officer training

Pedestrian safety

Safety ambassadors

Security escorts/RamSafe

Strategic patrols

Table top exercises (e.g., active shooter)

Technology (e.g., cameras, facility access)

Whistles against street harassment
Thoughts? Questions?
Suggestions for improving safety or perception of safety
Share your experiences or concerns
Areas on which we should focus
Safety & Risk Management update
What we do

**Risk management**
Insurance policies, claims (recover $700K annually); fire safety

**Workplace safety**
Occupational health, occupational safety, industrial hygiene

**Employee health & well-being**
Work related injury, initial care and follow-up; new hire evaluation; work-related vaccinations; testing

**Research support**
Lab, biological, chemical and radiation safety; chemical inventory; animal and field research support; research reviews
52% Down
VCU POLICE

22% Down
VCU FACILITIES MANAGEMENT

77% Down
VCU LABORATORIES

Accident rates from 2017 to 2022
104% Increase
ANNUAL RESEARCH REVIEWS
(BIOSAFETY AND RADIATION SAFETY COMBINED)
FROM 336 IN 2017 TO 686 IN 2022
Initiatives

**Public Health Response Team**

VCU and VCU Health System medical, public health, emergency management and university operations experts

**RamStrong**

VCU resources that address eight dimensions of well-being; for all students, faculty and staff

**Employee Health Services**

New offerings including employee wellness screenings; 2nd clinic opening spring 2023

**Behavioral health**

Round-the-clock, virtual mental health support and well-being tools; scheduled counseling; for students and employees

**Research space optimization**

Policies and procedures to improve research space utilization and optimization

**Accident reduction**

Reduce hazards, promote safety initiatives and compliance
Thoughts? Questions?

Suggestions for improving
Share your experiences or concerns
Areas on which we should focus
Buildings & grounds report
# Land, buildings & parking

<table>
<thead>
<tr>
<th></th>
<th>Monroe Park Campus</th>
<th>Health Sciences Campus</th>
<th>Athletic Village</th>
<th>Rice Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acres of land</td>
<td>102</td>
<td>17</td>
<td>66</td>
<td>582</td>
</tr>
<tr>
<td>No. buildings</td>
<td>145</td>
<td>43</td>
<td>--</td>
<td>5</td>
</tr>
<tr>
<td>Gross square feet</td>
<td>6.2M</td>
<td>3.3M</td>
<td>--</td>
<td>20.8K</td>
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<tr>
<td>Parking spaces</td>
<td>5,846 (9 decks, 30 lots)</td>
<td>7,783 (8 decks, 12 lots)</td>
<td>--</td>
<td>--</td>
</tr>
</tbody>
</table>
Building age
Actual numbers

- Less than 20 years
- 21-40 years
- 40-60 years
- 60-80 years
- 80-100 years
- More than 100 years

Legend:
- Monroe Park Campus
- Health Sciences Campus

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Monroe Park Campus</th>
<th>Health Sciences Campus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 20 yrs</td>
<td>28</td>
<td>8</td>
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<tr>
<td>21-40 yrs</td>
<td>22</td>
<td>12</td>
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<td>40-60 yrs</td>
<td>13</td>
<td>6</td>
</tr>
<tr>
<td>60-80 yrs</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>80-100 yrs</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>More than 100 yrs</td>
<td>10</td>
<td></td>
</tr>
</tbody>
</table>
Capital investment projects: 2009–2022

10.08 million GSF of renovation and new construction (includes VCU Health system)
Annual deferred maintenance need

(in millions)

- State: $11
- $28 total
- Need gap: $14
- University: $3

$514M deferred maintenance backlog
Buildings & grounds initiatives

**Energy & utilities**
Saving measures: performance contracts; smart meters; facility ventilation optimization

**Campus beautification**
Grounds team focused on first impressions; clean up effort in partnership with VCU Police to identify and address campus graffiti

**Prevention & maintenance**
Preventative maintenance crews are available evenings/overnights to respond to emergencies

**Capital projects & renovations**
Oversee construction, renovation and building restoration; ensures compliance with code, construction and contract requirements

**ONE VCU Sustainability Plan**
A plan to improve sustainability through university and health system operations, administration, academics and research
Thoughts? Questions?

Suggestions for improving
Share your experiences or concerns
Areas on which we should focus
Completed projects

**Trani Life Sciences Roof & HVAC Replacement**

- Architect/engineer: DJG, Inc.
- Budget: $7,114,000
- Funding source: State Supported Debt
- Biennium: 2018-2020
- Contractor: Warwick Mechanical
- Status: Complete

**Description:**
This project replaced the rooftop mechanical system and the roof membrane on the Eugene P. and Lois E. Trani Center for Life Sciences on the Monroe Park Campus. The building is a 132,415 square foot teaching and research laboratory facility which houses the Department of Biology, the Center for Environmental Studies and the Office of the Vice Provost for Life Sciences.

**Progress:**
All work is complete.

Projects under construction

**STEM Teaching Laboratory Building**

- Architect/engineer: Ballinger
- Budget: $124,472,000
- Funding source: State Supported Debt, General Fund
- Biennium: 2018-2020
- Contractor: Hourigan
- Status: On schedule

**Description:**
This new six-story building will be the gateway to foundational science and mathematics instruction for undergraduates at VCU. The need for STEM (science, technology, engineering and math) class laboratory space is urgent based on a space needs
Analysis conducted in 2015. This project will build a single 169,000 square foot facility on state-owned land.

**Progress:**
Construction remains on time and within budget, despite challenging supply chain delays. Anticipated final completion and occupancy will be in spring 2023.

**Technology Operations Center**

**Architect/engineer:** PSH+  
**Budget:** $31,375,000  
**Funding source:** University Debt  
**Biennium:** 2022-2024  
**Contractor:** Mark Turner  
**Status:** On schedule

**Description:**
The 28,000 square foot facility will be located at 707 West Broad Street adjacent to the Technology Administration Building. The new facility will replace technology operations currently taking place at the state-owned Pocahontas Building. In April 2021, the Commonwealth of Virginia informed the university that it must vacate the Pocahontas Building by December 2023 to provide a site for the proposed Virginia Supreme Court Building. The new Technology Operations Center will serve as the primary data center and network operations hub for both campuses, as well as the telecommunications hub for VCU Health. As such, it will directly or indirectly support all of VCU’s and much of VCU Health’s critical operations.

**Progress:**
This project is on an expedited timeline despite supply chain challenges and trade shortages. VCU is currently reviewing the design with the Virginia Department of General Services Division of Engineering and Buildings (DEB) and working with the construction contractor to determine a Guaranteed Maximum Price. Site preparation is underway.

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**Projects in the planning phase**

**Arts and Innovation Academic Building (AIAB)**

**Architect/engineer:** William Rawn Associates  
**Planning budget:** $6,809,000  
**Biennium:** 2022-2024  
**Contractor:** Hourigan

Lasted updated November 2022
**AIAB**

**Description:**
Positioned on the southeast corner of Broad and Belvidere streets, across from the Institute for Contemporary Art at VCU and steps away from Fortune 500 companies and local startups, a new AIAB will provide a launch pad for critical digital and creative economy initiatives both on campus and in the city. The new AIAB will feature flexible classroom spaces, interdisciplinary performance venues and makerspaces for rapidly growing partnerships across arts, business, humanities and sciences, medicine, and engineering. The new building will optimize VCU’s arts innovation programs by bringing them together under one roof in a modern facility, replacing old and outdated ones.

**Progress:**
Extensive estimating efforts are in progress, along with state negotiations to solidify funding.

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**Founders Hall Building Envelope Rehabilitation**

**Architect/engineer:** Raymond Engineering
**Biennium:** 2020-2022
**Budget:** $3,200,000
**Contractor:** TBD
**Funding source:** Maintenance Reserve
**Status:** Delayed

**Description:**
Founders Hall is located within the Historic Franklin Street District and houses several College of Humanities and Sciences units. The building is experiencing significant water intrusion issues and requires repairs that include replacement of the roof as well as repairs to windows and the deteriorated masonry exterior.

**Progress:**
A public RFP resulted in minimal responses and costs that were higher than anticipated. The project requires value engineering to align the scope with funding. Once complete, VCU will release another solicitation.
10.9M Square feet added or renovated under President Rao’s leadership

1.03 The compa-ratio for staff indicating “at-market” salary rates

92% VCU community reports feeling “safe” or “very safe”

$13.3M VCU FY22 construction and renovation spending with woman and minority-owned businesses

70% Classrooms equipped for hybrid/hyflex instruction by Fall 2023

40 Acres of land acquired for Athletics Village

40% Staff hires in 2022 from an underrepresented racial or ethnic minority

104% Increase in annual research reviews (bio-safety and radiation safety) from 2017 to 2022

141 kBtu/ft² VCU’s FY22 Energy Use Intensity (EUI). Lower than the national median for colleges and universities (180 kBtu/ft²)

0.6% Land within the City of Richmond owned by VCU

ACCIDENT RATES
% down from 2017 to 2022

Police 52%
Facilities 22%
Labs 77%

VCU’s FY22 Energy Use Intensity (EUI). Lower than the national median for colleges and universities (180 kBtu/ft²)

22 VCU buildings certified as LEED Silver or higher

92% VCU community reports feeling “safe” or “very safe”

900K Estimated annual savings due to VCU HR’s executive search team

52% Police
22% Facilities
77% Labs
RESOLUTION OF CERTIFICATION

The Chair of the Administration Committee of the Board of Visitors of Virginia Commonwealth University will entertain a motion of certification that Virginia Commonwealth University hereby certifies that, to the best of each member’s knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed session meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed session meeting were heard, discussed or considered by the Administration Committee of the Board of Visitors of Virginia Commonwealth University.