



**VIRGINIA COMMONWEALTH UNIVERSITY
BOARD OF VISITORS
ADMINISTRATION COMMITTEE
DECEMBER 9, 2022
JAMES BRANCH CABELL LIBRARY
901 PARK AVENUE - ROOM 303
RICHMOND, VA**

MINUTES

COMMITTEE MEMBERS PRESENT

Mr. Andrew Florance, *Chair*
Mr. Ed McCoy, *Vice Chair*
Dr. Dale Jones
Rev. Tyrone Nelson
Dr. Tonya Parris-Wilkins
Dr. Shantaram Talegaonkar

OTHER BOARD MEMBERS PRESENT

Mr. H. Benson Dendy, III, *Rector*
Mr. Todd P. Haymore

COMMITTEE MEMBERS ABSENT

Mr. Keith Parker

OTHERS PRESENT

Dr. Michael Rao, President
Dr. Meredith Weiss, Vice President of Administration
Ms. Jessica Bryant, Senior Director, Strategic Initiatives, Administration
VCU Presidential Cabinet
Division of Administration leadership team
Staff and students from VCU and VCUHS

CALL TO ORDER

Mr. Andrew Florance, Chair of the Administration Committee, called the meeting to order at 8:00 a.m.

OPEN SESSION ACTION ITEMS

Mr. Florance began by asking the committee to consider recommending two items for approval by the full board. The minutes for the September 15, 2022 meeting were provided to the committee in advance for review. Mr. Florance asked Dr. Weiss to present the next action item, the Resolution to Approve Employee Benefit Program Change for Postdoctoral Scholars - Fellows.

Mr. Florance asked the Committee members if they had any changes to these, and hearing none, asked for a motion to approve the recommendation of approval of the two action items to the full board.

On a motion duly made and seconded, the September 15, 2022 meeting minutes and Resolution to Approve Employee Benefit Program Change for Postdoctoral Scholars - Fellows were approved.

The meeting minutes are posted at <https://bov.vcu.edu/meetings/minutes/>. A copy of the other action item is attached hereto as **Attachment A** and is made a part hereof.

REPORT FROM THE VICE PRESIDENT FOR ADMINISTRATION

Mr. Florance asked Dr. Weiss to give her report. She noted that following the new administration charter, the committee would hear updates and metrics from individual areas within the Division of Administration. Dr. Weiss then introduced Associate Vice President of Public Safety John Venuti, Assistant Vice President for Safety and Risk Management Tom Briggs, and Associate Vice President for Facilities Management Rich Sliwoski to give their reports.

Chief Venuti introduced four foundational policing principles of VCU Police that focus on policing with a purpose. He covered police jurisdiction, as well as Federal and state requirements including crisis and emergency management, threat assessment and the federal Clery Act. He discussed the perception of safety survey rating of 92 percent and what influences safety perception. Chief Venuti shared metrics including crime and use of force statistics. He then highlighted some current safety initiatives: community oversight and advisory committee, officer training, patrols, outreach and events, pedestrian safety, non sworn safety ambassadors, technology and security escorts/RamSafe.

Mr. Briggs outlined the organizational structure and charge of VCU Safety and Risk Management. He shared several metrics from his area including decrease in accident rates in Facilities, VCU Police and labs since 2017 and the increased number of annual research protocol reviews. Mr. Briggs provided an overview of current initiatives: the Public Health Response Team, RamStrong, Employee Health Services, behavioral health, research space optimization and accident reduction

Mr. Sliwoski presented the Building and Grounds Report. He provided an overview of VCU's acres of land, number of buildings, gross square feet and the number of parking spaces. He also shared a graph of building ages on both campuses as well as a map highlighting construction and major renovation under President Rao's leadership. Mr. Sliwoski discussed the annual deferred maintenance need including what the state provides, what the university covers, and the gap that causes deferred maintenance to grow. He then reviewed current buildings and grounds initiatives: energy and utilities, campus beautification, prevention and maintenance, capital projects and renovations, and the ONE VCU Sustainability plan development.

A copy of the presentations are attached hereto as **Attachment B** and is made a part hereof.

REPORTS FOR INFORMATIONAL PURPOSES

Mr. Florance noted that there were several reports for informational purposes, specifically, the Capital Projects Update which provides planning and construction updates for VCU's major capital projects and the Administration Dashboard which highlights key metrics from the different areas within the Division of Administration.

A copy of the Capital Projects Update is attached hereto as *Attachment C* and is made a part hereof.

A copy of the Administration Dashboard is attached hereto as *Attachment D* and is made a part hereof.

CLOSED SESSION

On motion made and seconded, the Administration Committee of the Virginia Commonwealth University Board of Visitors convened into closed session (1) to discuss the disposition of certain real property for the University's strategic purposes, where discussion in open session would adversely affect the University's bargaining position and negotiating strategy, as permitted by **Section 2.2-3711.A(3)** of the Virginia Freedom of Information Act"; and (2) to discuss awarding contracts for construction services where discussion in open session would adversely affect the University's bargaining position and negotiating strategy, as permitted by **Section 2.2-3711.A(29)** of the Act. The motion was approved unanimously.

Following the closed session, the public was invited to return to the meeting. Mr. Florance, Chair, called the meeting to order.

Resolution of Certification

On motion duly made and seconded, the following resolution of certification was approved by a roll call vote:

BE IT RESOLVED, that the Administration Committee certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements under this chapter were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion by which the closed session was convened were heard, discussed or considered by the Committee.

Vote

Mr. Andrew Florance, *Chair*
Mr. Ed McCoy, *Vice Chair*
Dr. Dale Jones
Rev. Tyrone Nelson
Dr. Tonya Parris-Wilkins
Dr. Shantaram Talegaonkar

Ayes

X
X
X
X
X
X

Nays

Mr. H. Benson Dendy, III, *Rector*

X

Committee member Mr. Parker was absent for the roll call. All members present responding affirmatively, the resolution of certification was adopted.

Mr. Florance asked the Administration Committee of the Board of Visitors of Virginia Commonwealth University for a motion to approve the recommendation for approval to the full board the resolution for the disposition of real property and to execute a contract for construction services as discussed in closed session. The motion was seconded and was approved unanimously

OTHER BUSINESS

Mr. Florance asked if there was any other business. Dr. Weiss briefly commented on the 2022 Administrative Costs Review findings.

ADJOURNMENT

Mr. Florance adjourned the meeting at 9:02 a.m.

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

Community policing

Fair & impartial policing

**Policing
with a
purpose**

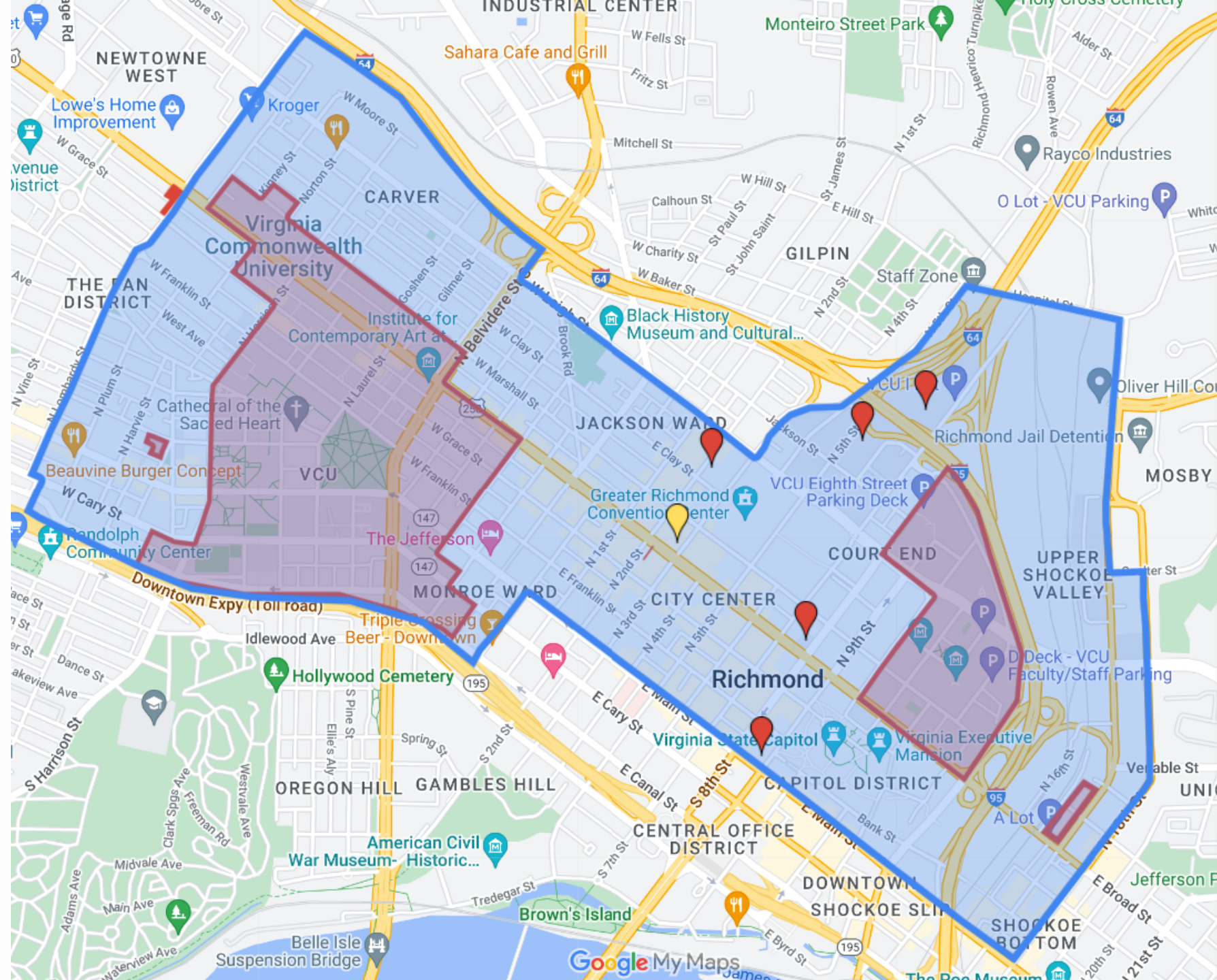
Community input & involvement

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

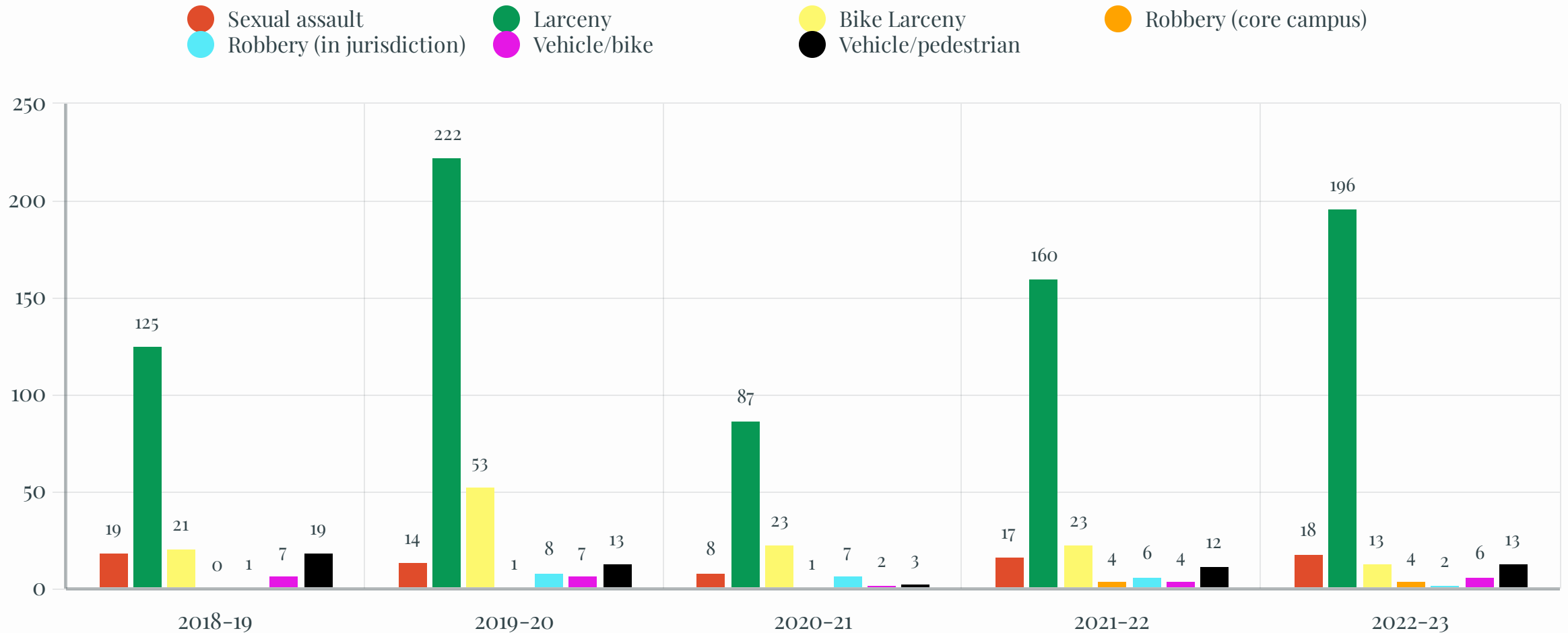
Perception of safety

92%



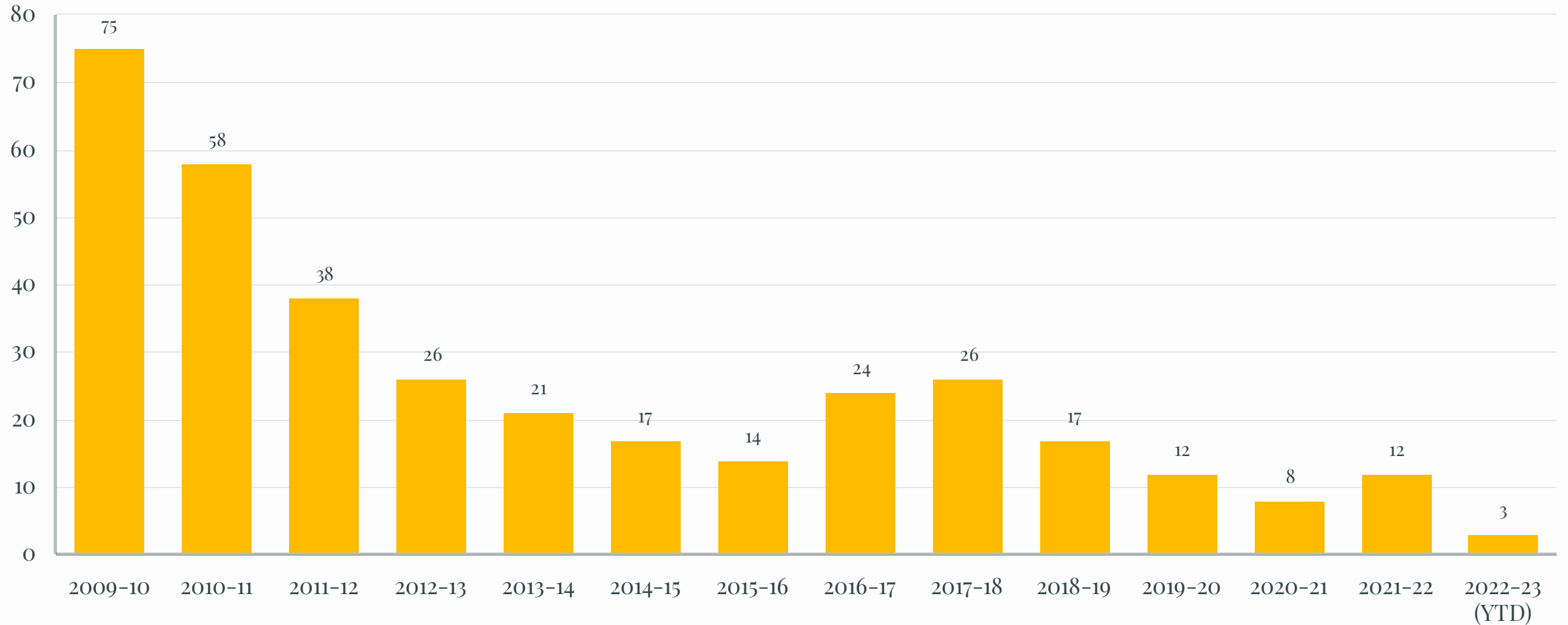
Community members who feel “safe” or “very safe” on VCU campuses

Crime statistics

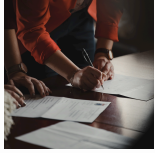


Use of force

Actual numbers



Safety initiatives



Community Oversight
& Advisory Committee



Officer training



Strategic patrols



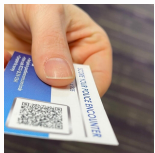
Extensive outreach and
awareness events



Pedestrian safety



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



Guardian scorecard



Safety ambassadors



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



LiveSafe app



Security
escorts/RamSafe



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

Accident rates from 2017 to 2022

22%

Down

VCU FACILITIES MANAGEMENT

77%

Down

VCU LABORATORIES



104%

Increase

ANNUAL RESEARCH REVIEWS

(BIOSAFETY AND RADIATION SAFETY COMBINED)

FROM 336 IN 2017 TO 686 IN 2022

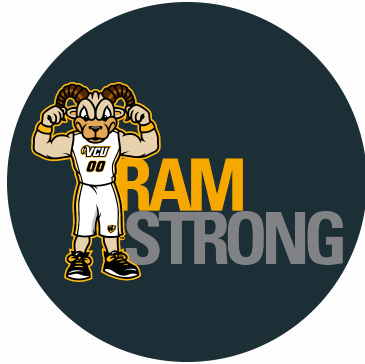


Initiatives



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



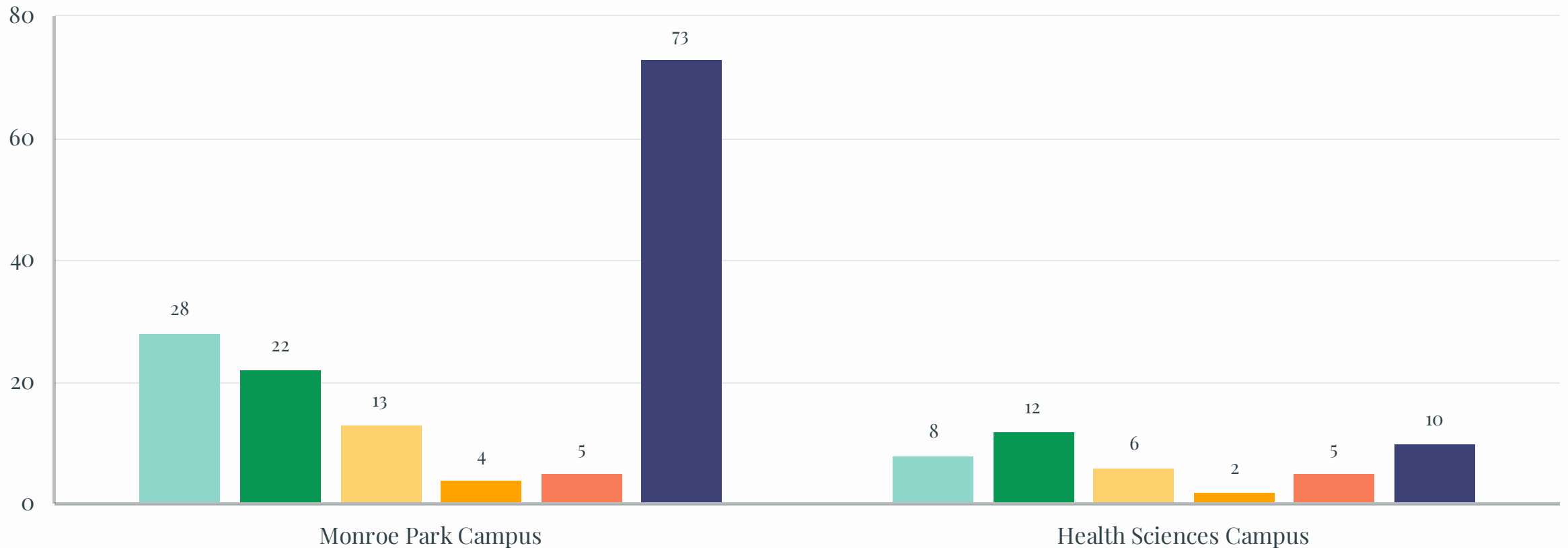
Land, buildings & parking

	Monroe Park Campus	Health Sciences Campus	Athletic Village	Rice Center
Acres of land	102	17	66	582
No. buildings	145	43	--	5
Gross square feet	6.2M	3.3M	--	20.8K
Parking spaces	5,846 (9 decks, 30 lots)	7,783 (8 decks, 12 lots)	--	--

Building age

Actual numbers

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



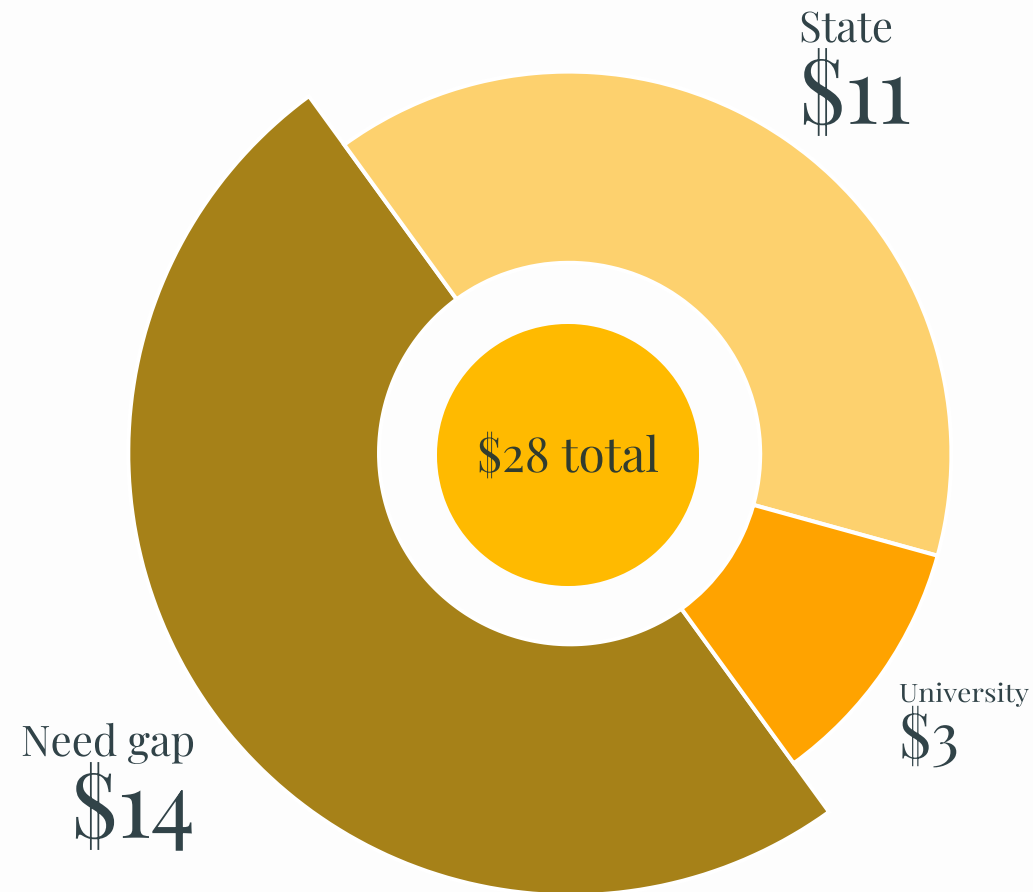
Capital investment projects: 2009–2022

10.08 million GSF of renovation and new construction (includes VCU Health system)



Annual deferred maintenance need

(in millions)



\$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



Miscellaneous reports

**Board of Visitors
December 9, 2022
Major Capital Projects Update**

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.

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

Funding source: University Funds and Future
General Fund

Status: On schedule

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.

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

70%

Classrooms equipped for hybrid/hyflex instruction by Fall 2023

104%

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

1.03

The compa-ratio for staff indicating "at-market" salary rates

40

Acres of land acquired for Athletics Village

141
kBtu/ft²

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

92%

VCU community reports feeling "safe" or "very safe"

40%

Staff hires in 2022 from an underrepresented racial or ethnic minority

0.6%

Land within the City of Richmond owned by VCU

\$13.3M

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

900K

Estimated annual savings due to VCU HR's executive search team

22

VCU buildings certified as LEED Silver or higher



VCU Administration



ACCIDENT RATES

% down from 2017 to 2022

Police
52%

Facilities
22%

Labs
77%