

Review and Approval of the 2024-2030 Six-Year Plan
FINANCE AND RESOURCE MANAGEMENT COMMITTEE

October 6, 2023

Summary

The university received instructions for developing the 2024-2030 Six-Year Plan on May 17, 2023. In June, the university reviewed with the Board the primary elements utilized to develop the plan. An initial submission of the plan was provided to the state on July 17, 2023 and discussed with state officials on August 31, 2023. The university received feedback from the state on September 25, 2023 and submitted its response on October 6, 2023. The final Six-Year Plan, consistent with the elements presented to the Board in June, is now offered for approval.

Background

The Higher Education Opportunity Act of 2011 codified a set of goals and objectives for higher education in Virginia, and outlined an annual planning process. This process requires submission of academic, financial, and enrollment plans for the future three biennia or six years. The focus of the plan, submitted each odd-year, is the first biennium of the planning period. Even-year submissions may revise these plans as necessary. The Six-Year Plan submission begins a discussion with the commonwealth about the university's planned progress towards the goals of the state's Virginia Plan for Higher Education, and how the university can partner with the state to advance shared outcomes. Separate plans are submitted for both the University Division (Agency 208) and the Cooperative Extension & Agricultural Experiment Station Division (Agency 229). This process is also an important step in positioning the university to seek state support during the Executive Budget development process each fall.

Planning Assumptions

Academic and Support Service Strategies

The Six-Year Plan focuses on the institutional priorities of the upcoming biennium (fiscal years 2025 and 2026). The primary goals of the Six-Year Plan are to:

- a) Summarize major strategies that impact academic, student support, research, and operations areas.
- b) Project financial resources needed to support these initiatives, including the projection of tuition rates and student financial assistance.
- c) Provide an enrollment projection to assist the SCHEV in its planning and reporting responsibilities.

The university develops the academic initiatives and General Fund requests in a manner consistent with the university's long-range plan. A summary of the strategies envisioned in the plans for the University Division and the Cooperative Extension and Agricultural

Experiment Station Division is provided in the tables below. The second year of the plan is cumulative (includes costs of the first year of the plan).

University Division

Nongeneral Fund	Dollars in Millions	
	2024-25	2025-26
Operating Costs		
Faculty/Staff Salary and Graduate Stipends Placeholder	\$16.2	\$33.0
Healthcare Rate Increase Placeholder	1.4	2.9
Inflationary Non-Personnel Cost Increases	2.3	4.5
Facility Renewal and O&M for New Facilities	9.0	11.8
Capacity for Strategic Initiatives	13.4	32.8
Subtotal Operating Costs	42.3	85.0
Less – Strategic Reallocation	(5.0)	(10.0)
Total University Division NGF	\$37.3	\$75.0

In addition to the academic and operating priorities of the university, the Six-Year Plan identifies opportunities for the state to support Virginia Tech through the allocation of incremental General Funds. These opportunities, summarized in the following table, serve as the basis of the university’s Executive Budget requests submitted in the fall of 2023.

University Division General Fund Requests	2024-25	2025-26
Moderate in-state Tuition Increases	\$5.8	\$11.7
Need-Based Student Financial Aid for Virginia Undergraduates	6.5	13.0
Expand Medical Education	10.1	15.7
Virginia Tech Patient Research Center at VTC	9.3	17.0
Virginia Military Survivors and Dependents Tuition Waiver Support	8.8	10.5
Equalize Support for Unique Military Activities	0.4	0.8
O&M of New Facilities	3.2	3.4
Total University Division General Fund Requests	\$44.1	\$72.1

Cooperative Extension and Agricultural Experiment Station Division (CE/AES)

As part of the annual Six-Year Plan process, the university also submits a plan for the Cooperative Extension and Agricultural Experiment Station (CE/AES) Division (Agency 229). This separate state agency is primarily supported by General Funds and has very little opportunity to generate nongeneral funds. Therefore, the CE/AES Division plan is

primarily based on incremental General Fund requests aligned with opportunities to support shared state goals of economic growth and citizen prosperity.

Operating Costs NGF	2024-25	2025-26
Faculty & Staff Salary and Healthcare Rate Placeholders	\$0.9	\$2.0
Inflationary Non-Personnel Cost Increases	0.2	0.3
Total CE/AES NGF	\$1.1	\$2.3

In addition to these operating costs, the division requested state General Fund support for the following initiatives.

CE/AES General Fund Requests	2024-25	2025-26
Agricultural Innovation and Community Resource Development	\$0.7	\$1.4
Advanced Equipment	0.7	0.7
Maintain Level of Service	1.1	2.3
Total CE/AES General Fund Requests	\$2.5	\$4.4

Compensation

Faculty

A strategic goal of the university is to recruit and retain world-class faculty by ensuring faculty salary competitiveness with peer institutions. The university maintains a multi-year goal of achieving competitive salaries as compared to peers. The university's Six-Year Plan includes the nongeneral fund share of the 2.0% state compensation placeholder assumed for each year of the biennium and a supplemental university-funded program of 1.4% to advance faculty salary competitiveness. Faculty talent is critical for achieving Top 100 Global University status.

Staff

For planning purposes, the university's Six-Year Plan includes the nongeneral fund share of the 2.0% state compensation placeholder approved for each year of the biennium. Compensation for classified staff, who represent less than one quarter of the overall staff population, is subject to the authorization of the General Assembly. The Six-Year plan includes a supplemental 1.0% compensation program for university staff to advance staff salary competitiveness.

Access and Affordability

Included in the academic initiatives above, the university's student financial aid goals center around reducing the net price for Virginians in low-to-middle-income families. Consistent with the Virginia Tech Advantage program, the scholarship funding plan, comprised of general funds and nongeneral funds, has been included in the Six-Year plan. Strategies also include maintaining existing need-based scholarships for undergraduates including the Funds for the Future program to mitigate tuition increases and the Virginia Tech Grant to reduce unmet need.

Expanding programs geared towards attracting and retaining underrepresented and first-generation Virginia undergraduates, including the Presidential Scholarship Initiative, will contribute to the Virginia Tech Advantage goals while also promoting talent and diversity. The university plans to address these needs through a combination of E&G revenue, state General Funds, and philanthropic support.

Enrollment

The university submitted its six-year enrollment plan to SCHEV, known as the 2B, in the spring of 2023. The 2B is the basis for the enrollment figures included in the Six-Year Plan. The enrollment strategy is to maintain Virginia Tech’s commitment to serve Virginia undergraduates and have modest out-of-state growth to support state workforce needs. At the graduate level, growth is planned in both professional master's programs, including the Tech Talent commitment and research-based doctoral programs. Through partnership with the commonwealth, growth in medical education can help meet the projected shortage of physicians in Virginia.

State Funding Assumptions

The Commonwealth’s traditional funding models define fund splits of certain costs, often by program. This is designed to meet funding intent and sharing of costs in certain situations. This process is intended to connect certain costs with tuition and tries to shelter tuition from other costs. While the ultimate fund split is determined in the state budget process, the state’s six-year planning process is focused on use of nongeneral funds prior to the consideration of general funds. However, the university works to ground funding requests within the traditional state share of costs consistent with codified funding principles. The nongeneral fund share of costs in accordance with state policies is summarized in the table below:

Traditional State Fund Splits

Program	State Share (GF)	University Share (NGF)
University Division E&G	38%	62%
Cooperative Extension/Agricultural Experiment Station Division E&G	95%	5%
Sponsored Research	0%	100%
Auxiliary Enterprise	0%	100%

Reallocations

The university has a bold strategic plan, yet understanding that incremental resources are unlikely to be sufficient to fully fund the entire strategic vision, the university also committed to reallocate \$25 million over five years to support initiatives to support progress. This helps ensure sensitivity to overall costs while advancing strategic objectives.

Tuition and E&G Fee Revenue

A key part of the Six-Year Plan submission is a discussion with the commonwealth regarding resources for the university's instructional division. As designed by the state, the Six-Year Plan format requires that university self-generated nongeneral fund resources support the core operations and proposed academic initiatives. General Fund requests can be submitted that support further progress towards strategic goals beyond that level are supported by university resources. This ensures that the plan is balanced, and identifies opportunities for the state and university to partner to expand the impact of initiatives that advance shared strategic priorities. Limited progress can be made with university resources alone. The initiatives envisioned in the plan include both state General Fund support and nongeneral fund self-generated revenue. This partnership utilized traditional state and university fund split methodologies.

It is important to recognize that the university is not recommending, nor committing, to a specific set of tuition rates through this submission. Establishment of tuition and fee rates for future years remains under the purview of the Board of Visitors and will be informed through an annual discussion of needs, outcomes of the state budget process, and market capacity.

While increases in tuition and fees for FY25 and beyond have not been set by the Board of Visitors, the university utilized the following placeholders to satisfy the plan requirements. An assumption of no new targeted General Fund support serves as the basis of these placeholders in accordance with SCHEV's instructions for this submission.

6 Year Plan Placeholders	2024-25	2025-26
Tuition & E&G Fees		
In-state Undergraduate	4.9%	4.9%
Out-of-state Undergraduate	3.9%	3.9%
In-state Graduate	4.9%	4.9%
Out-of-state Graduate	3.9%	3.9%
Mandatory Non-E&G Fees (Comprehensive Fee)	4.9%	4.9%

Next Steps

With BOV approval, the Six-Year Plan will be finalized with the commonwealth and will affirm the university's budget submissions for the Executive Budget development process in the fall of 2023 and will inform the university's state funding advocacy during the 2024 General Assembly session. The final outcome of the state budget process will help inform the actual tuition rates development process.

RECOMMENDATION:

That the Board of Visitors approve the 2024-2030 Six-Year Plan.

November 6, 2023

Six-Year Plans (2023): 2024-25 through 2029-30

Due: July 15, 2023

Institution:

Institution UNITID:

Individual responsible for plan

Name(s) & Title(s):

Email address(es):

Telephone number(s):

Part 1: Undergraduate Tuition and Mandatory Fee Increase Plans in 2024-26 Biennium
Virginia Polytechnic Institute & State University

Instructions: Provide annual planned increases in undergraduate tuition and mandatory E&G fees and mandatory non-E&G fees for both in-state and out-of-state students in 2024-26 biennium. The tuition and fee charges for in-state undergraduate students should reflect the institution's estimate of reasonable and necessary charges to students based on the mission, market capacity and other factors with the assumption of no new state general fund support.

	Undergraduate Tuition and Mandatory Fees				
	2023-24 Charge (BOV approved)	2024-25		2025-26	
		Planned Charge	% Increase	Planned Charge	% Increase
In-State UG Tuition	\$12,697	\$13,319	4.9%	\$13,972	4.9%
In-State UG Mandatory E&G Fees	\$194	\$204	4.9%	\$213	4.9%
In-State UG Mandatory non-E&G Fees	\$2,585	\$2,712	4.9%	\$2,845	4.9%
In-State UG Total	\$15,476	\$16,234	4.9%	\$17,030	4.9%
Out-of-State UG Tuition	\$33,310	\$34,609	3.9%	\$35,959	3.9%
Out-of-State UG Mandatory E&G Fees	\$798	\$829	3.9%	\$861	3.9%
Out-of-State UG Mandatory non-E&G Fees	\$2,585	\$2,712	4.9%	\$2,845	4.9%
Out-of-State UG Total	\$36,693	\$38,150	4.0%	\$39,665	4.0%

Part 2: Revenue: 2022-23 through 2029-30
Virginia Polytechnic Institute & State University

Instructions: Based on assumptions of no new general fund, enrollment changes and other institution-specific conditions, provide total collected or projected to collect revenues (after discounts and waivers) by student level and domicile (including tuition revenue used for financial aid), and other NGF revenue for educational and general (E&G) programs; and mandatory non-E&G fee revenues from in-state undergraduates and other students as well as the total auxiliary revenue. DO NOT INCLUDE STIMULUS FUNDS.
 In line 25, enter E&G GF revenues for the current bienium. The formulas will automatically hold that constant for the remaining years.

Instructions: Provide a pro forma analysis of total tuition revenue in years 2026-2030 by holding T&F constant at the planned 2025-26 rate while incorporating your institution's submitted enrollment projections for each year through 2030. These columns are NOT meant to be a projection and do NOT make any assumption about GF support. The calculations will be used to support the pro forma analysis in tab 5.

NOTE: In light of ongoing budget negotiations, please complete the template assuming only what has already been signed into law as the baseline 2022-23 and 2023-24 appropriation. In the event that a new budget results in additional funding for institutions in 2023-24, OpSix will provide guidance at that time on whether and how to modify or resubmit plans.

Items	2022-2023 (Actual)	2023-2024 (Estimated)	Chg	2024-2025 (Planned)	Chg	2025-2026 (Planned)	Chg	2026-2027 (Pro Forma)	Chg	2027-2028 (Pro Forma)	Chg	2028-2029 (Pro Forma)	Chg	2029-2030 (Pro Forma)	Chg	2022-2030 Chg	CAGR
	Total Collected Tuition Revenue	Total Collected Tuition Revenue		Total Projected Tuition Revenue		Total Projected Tuition Revenue		Total Calculated Tuition Revenue		Total Calculated Tuition Revenue		Total Calculated Tuition Revenue		Total Calculated Tuition Revenue			
E&G Programs																	
Undergraduate, In-State	\$235,592,237	\$237,426,904	0.8%	\$243,701,611	2.6%	\$250,234,320	2.7%	\$248,875,949	-0.5%	\$247,543,198	-0.5%	\$248,930,447	0.6%	\$250,356,124	0.6%	6%	0.9%
Undergraduate, Out-of-State	\$299,946,642	\$321,712,311	7.3%	\$346,048,215	7.6%	\$372,097,953	7.5%	\$374,180,196	0.6%	\$376,262,439	0.6%	\$378,344,682	0.6%	\$380,461,465	0.6%	27%	3.5%
Graduate, In-State	\$16,703,941	\$23,266,428	39.3%	\$25,415,613	9.2%	\$26,947,069	6.0%	\$27,332,067	1.4%	\$27,691,957	1.3%	\$28,051,847	1.3%	\$28,403,367	1.3%	70%	7.9%
Graduate, Out-of-State	\$48,974,764	\$49,109,524	0.3%	\$52,365,529	6.6%	\$55,081,459	5.2%	\$55,698,043	1.1%	\$56,348,881	1.2%	\$56,999,719	1.2%	\$57,661,975	1.2%	18%	2.4%
Law, In-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Law, Out-of-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Medicine, In-State	\$2,005,184	\$2,183,740	8.9%	\$2,368,532	8.5%	\$2,437,219	2.9%	\$2,437,219	0.0%	\$3,062,147	25.6%	\$3,624,582	18.4%	\$4,249,510	17.2%	112%	11.3%
Medicine, Out-of-State	\$8,234,555	\$8,941,137	8.6%	\$9,503,075	6.3%	\$9,778,664	2.9%	\$9,778,664	0.0%	\$12,207,759	24.8%	\$14,699,139	20.4%	\$17,128,234	16.5%	108%	11.0%
Dentistry, In-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Dentistry, Out-of-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
PharmD, In-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
PharmD, Out-of-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Veterinary Medicine, In-State	\$8,351,709	\$7,977,251	-4.5%	\$8,208,591	2.9%	\$8,446,640	2.9%	\$8,446,640	0.0%	\$8,446,640	0.0%	\$8,446,640	0.0%	\$8,446,640	0.0%	1%	0.2%
Veterinary Medicine, Out-of-State	\$7,898,689	\$9,174,330	16.2%	\$9,440,386	2.9%	\$9,714,157	2.9%	\$9,714,157	0.0%	\$9,714,157	0.0%	\$9,714,157	0.0%	\$9,714,157	0.0%	23%	3.0%
First Professional, In-State (Total)	\$10,356,893	\$10,160,991	-1.9%	\$10,577,122	4.1%	\$10,883,859	2.9%	\$10,883,859	0.0%	\$11,508,787	5.7%	\$12,071,222	4.9%	\$12,696,150	5.2%	23%	3.0%
First Professional, Out-of-State (Total)	\$16,133,245	\$18,115,467	12.3%	\$18,943,461	4.6%	\$19,492,821	2.9%	\$19,492,821	0.0%	\$21,921,916	12.5%	\$24,413,296	11.4%	\$26,842,391	9.9%	66%	7.5%
Other NGF	\$101,212,992	\$119,869,891	18.4%	\$119,869,891	0.0%	\$119,869,891	0.0%	\$119,869,891	0.0%	\$119,869,891	0.0%	\$119,869,891	0.0%	\$119,869,891	0.0%	18%	2.4%
Total E&G NGF Revenue	\$728,920,714	\$779,661,515	7.0%	\$816,921,442	4.8%	\$854,607,371	4.6%	\$856,332,826	0.2%	\$861,147,069	0.6%	\$868,681,104	0.9%	\$876,291,364	0.9%	20%	2.7%
E&G GF Revenue (assume flat after 2024)	\$238,640,696	\$251,675,996	5.5%	\$251,675,996	0.0%	\$251,675,996	0.0%	\$251,675,996	0.0%	\$251,675,996	0.0%	\$251,675,996	0.0%	\$251,675,996	0.0%	5%	0.8%
Total E&G Revenue	\$967,561,410	\$1,031,337,511	6.6%	\$1,068,597,438	3.6%	\$1,106,283,367	3.5%	\$1,108,008,822	0.2%	\$1,112,823,065	0.4%	\$1,120,357,100	0.7%	\$1,127,967,360	0.7%	17%	2.2%

Auxiliary Revenue	2022-2023 (Actual)	2023-2024 (Estimated)	Chg	2024-2025 (Planned)	Chg	2025-2026 (Planned)	Chg
	Total Revenue	Total Revenue		Total Revenue		Total Revenue	
In-State undergraduates	\$46,239,358	\$50,719,362	9.7%	\$53,280,592	5.0%	\$55,971,730	5.1%
All Other students	\$34,824,078	\$38,198,087	9.7%	\$40,127,017	5.0%	\$42,153,784	5.1%
Total non-E&G fee revenue	\$81,063,436	\$88,917,449	9.7%	\$93,407,609	5.0%	\$98,125,514	5.1%
Total Auxiliary Revenue	\$413,608,830	\$452,723,614	9.5%	\$470,777,094	4.0%	\$489,597,749	4.0%

Part 3: Financial Aid Plan: 2022-23 through 2029-30
Virginia Polytechnic Institute & State University

Instructions: Provide a breakdown of the projected source and distribution of tuition and fee revenue redirected to financial aid for the revenue numbers in Tab 2. To ensure compliance with the state prohibition that in-state students not subsidize out-of-state students and to provide the review group with a scope of the strategy, projections must be made for each of the indicated categories. Please be aware that this data will be compared with similar data provided by other institutional offices in order to ensure overall consistency. (Please do not alter shaded cells that contain formulas.)

"Other Discounts and Waiver" means the totals of any unfunded full or partial tuition waiver reducing the students' charges, including Virginia Military Survivors and Dependent Education Program and the Senior Citizens Tuition Waiver. Do not include the tuition differential for the tuition exceptions.

Note: If you do not have actual amounts for Tuition Revenue for Financial Aid by student category, please provide an estimate. If values are not distributed for Tuition Revenue for Financial Aid, a distribution may be calculated for your institution.

Allocation of Tuition Revenue Used for Student Financial Aid

*2022-23 (Actual) Please see footnote below									
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$235,592,237	\$12,180,556	5.2%	\$ 12,180,556	\$ 15,223,029	\$ 7,767,710	\$258,582,977	8.9%	\$0 Compliant
Undergraduate, Out-of-State	\$299,946,642	\$6,632,946	2.2%	\$ 6,632,946	\$ 9,728,859	\$ 58,950	\$309,734,452	3.2%	
Graduate, In-State	\$16,703,941	\$409,303	2.5%	\$ 409,303	\$ 11,383,602	\$0	\$28,087,543	40.5%	
Graduate, Out-of-State	\$48,974,764	\$93,300	0.2%	\$ 93,300	\$ 16,034,507	\$0	\$65,009,270	24.7%	
First Professional, In-State	\$10,356,893	\$421,750	4.1%	\$ 421,750	\$ -	\$0	\$10,356,893	0.0%	
First Professional, Out-of-State	\$16,133,245	\$1,626,102	10.1%	\$ 1,626,102	\$ -	\$0	\$16,133,245	0.0%	
Total	\$627,707,722	\$21,363,956	3.4%	\$21,363,956	\$52,369,997	\$7,826,660	\$687,904,379	8.8%	

2023-24 (Estimated)									
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$237,426,904	\$7,322,906	3.1%	\$ 7,322,906	\$ 21,004,255	\$ 9,357,447	\$ 267,788,606	11.3%	\$0 Compliant
Undergraduate, Out-of-State	\$321,712,311	\$6,466,448	2.0%	\$ 6,466,448	\$ 13,287,216	\$ 17,692	\$ 335,017,219	4.0%	
Graduate, In-State	\$23,266,428	\$666,776	2.9%	\$ 666,776	\$ 8,391,942	\$ 1,392,222	\$ 33,050,591	29.6%	
Graduate, Out-of-State	\$49,109,524	\$0	%	\$ -	\$ 21,485,335	\$ 6,187	\$ 70,601,045	30.4%	
First Professional, In-State	\$10,160,991	\$415,279	4.1%	\$ 415,279	\$ -	\$ -	\$ 10,160,991	0.0%	
First Professional, Out-of-State	\$18,115,467	\$1,706,010	9.4%	\$ 1,706,010	\$ -	\$ -	\$ 18,115,467	0.0%	
Total	\$659,791,624	\$16,577,418	2.5%	\$16,577,418	\$64,168,747	\$10,773,547	\$734,733,919	10.2%	

2024-25 (Planned)									
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$243,701,611	\$8,454,857	3.5%	\$ 8,454,857	\$ 24,945,652	\$ 10,183,290	\$ 278,830,553	12.6%	\$0 Compliant
Undergraduate, Out-of-State	\$346,048,215	\$7,721,883	2.2%	\$ 7,721,883	\$ 15,075,781	\$ 79,075	\$ 361,203,071	4.2%	
Graduate, In-State	\$25,415,613	\$730,087	2.9%	\$ 730,087	\$ 9,188,770	\$ 1,584,415	\$ 36,188,799	29.8%	
Graduate, Out-of-State	\$52,365,529	\$0	%	\$ -	\$ 22,909,831	\$ 6,597	\$ 75,281,957	30.4%	
First Professional, In-State	\$10,577,122	\$450,918	4.3%	\$ 450,918	\$ -	\$ -	\$ 10,577,122	0.0%	
First Professional, Out-of-State	\$18,943,461	\$1,815,233	9.6%	\$ 1,815,233	\$ -	\$ -	\$ 18,943,461	0.0%	
Total	\$697,051,551	\$19,172,978	2.8%	\$19,172,978	\$72,120,034	\$11,853,378	\$781,024,963	10.8%	

2025-26 (Planned)									
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$250,234,320	\$9,596,447	3.8%	\$ 9,596,447	\$ 28,969,196	\$ 11,021,449	\$ 290,224,965	13.8%	\$0 Compliant
Undergraduate, Out-of-State	\$372,097,953	\$9,011,766	2.4%	\$ 9,011,766	\$ 16,935,129	\$ 140,553	\$ 389,173,634	4.4%	
Graduate, In-State	\$26,947,069	\$775,696	2.9%	\$ 775,696	\$ 9,762,791	\$ 1,739,645	\$ 38,449,505	29.9%	
Graduate, Out-of-State	\$55,081,459	\$0	%	\$ -	\$ 24,098,046	\$ 6,939	\$ 79,186,444	30.4%	
First Professional, In-State	\$10,883,859	\$463,483	4.3%	\$ 463,483	\$ -	\$ -	\$ 10,883,859	0.0%	
First Professional, Out-of-State	\$19,492,821	\$1,865,814	9.6%	\$ 1,865,814	\$ -	\$ -	\$ 19,492,821	0.0%	
Total	\$734,737,480	\$21,713,205	3.0%	\$21,713,205	\$79,765,162	\$12,908,586	\$827,411,228	11.2%	

2026-27 (Pro Forma)									
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$248,875,949	\$10,335,709	4.2%	\$ 10,335,709	\$ 32,418,990	\$ 11,097,177	\$ 292,392,117	14.9%	\$0 Compliant
Undergraduate, Out-of-State	\$374,180,196	\$9,818,695	2.6%	\$ 9,818,695	\$ 17,802,105	\$ 140,708	\$ 392,123,009	4.6%	
Graduate, In-State	\$27,332,067	\$786,729	2.9%	\$ 786,729	\$ 9,901,655	\$ 1,762,683	\$ 38,996,406	29.9%	
Graduate, Out-of-State	\$55,698,043	\$0	%	\$ -	\$ 24,367,800	\$ 7,017	\$ 80,072,860	30.4%	
First Professional, In-State	\$10,883,859	\$463,483	4.3%	\$ 463,483	\$ -	\$ -	\$ 10,883,859	0.0%	
First Professional, Out-of-State	\$19,492,821	\$1,865,814	9.6%	\$ 1,865,814	\$ -	\$ -	\$ 19,492,821	0.0%	
Total	\$736,462,935	\$23,270,430	3.2%	\$23,270,430	\$84,490,551	\$13,007,585	\$833,961,071	11.7%	

2027-28 (Pro Forma)									
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$247,543,198	\$11,075,762	4.5%	\$ 11,075,762	\$ 35,871,051	\$ 11,173,914	\$ 294,588,164	16.0%	\$0 Compliant
Undergraduate, Out-of-State	\$376,262,439	\$10,625,623	2.8%	\$ 10,625,623	\$ 18,669,081	\$ 140,864	\$ 395,072,384	4.8%	
Graduate, In-State	\$27,691,957	\$797,043	2.9%	\$ 797,043	\$ 10,031,464	\$ 1,784,218	\$ 39,507,639	29.9%	
Graduate, Out-of-State	\$56,348,881	\$0	%	\$ -	\$ 24,652,541	\$ 7,099	\$ 81,008,520	30.4%	
First Professional, In-State	\$11,508,787	\$729,824	6.3%	\$ 729,824	\$ -	\$ -	\$ 11,508,787	0.0%	
First Professional, Out-of-State	\$21,921,916	\$2,919,297	13.3%	\$ 2,919,297	\$ -	\$ -	\$ 21,921,916	0.0%	
Total	\$741,277,178	\$26,147,549	3.5%	\$26,147,549	\$89,224,137	\$13,106,095	\$843,607,410	12.1%	

2028-29 (Pro Forma)									
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$248,930,447	\$11,135,815	4.5%	\$ 11,135,815	\$ 36,603,112	\$ 11,250,652	\$ 296,784,211	16.1%	\$0 Compliant
Undergraduate, Out-of-State	\$378,344,682	\$11,432,551	3.0%	\$ 11,432,551	\$ 19,536,057	\$ 141,020	\$ 398,021,759	4.9%	
Graduate, In-State	\$28,051,847	\$807,357	2.9%	\$ 807,357	\$ 10,161,272	\$ 1,805,753	\$ 40,018,872	29.9%	
Graduate, Out-of-State	\$56,999,719	\$0	%	\$ -	\$ 24,937,282	\$ 7,181	\$ 81,944,181	30.4%	
First Professional, In-State	\$12,071,222	\$883,108	7.3%	\$ 883,108	\$ -	\$ -	\$ 12,071,222	0.0%	
First Professional, Out-of-State	\$24,413,296	\$3,593,337	14.7%	\$ 3,593,337	\$ -	\$ -	\$ 24,413,296	0.0%	
Total	\$748,811,213	\$27,852,168	3.7%	\$27,852,168	\$91,237,723	\$13,204,606	\$853,253,541	12.2%	

2029-30 (Pro Forma)									
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$250,356,124	\$11,197,053	4.5%	\$ 11,197,053	\$ 37,338,573	\$ 11,328,904	\$ 299,023,601	16.3%	\$0 Compliant
Undergraduate, Out-of-State	\$380,461,465	\$12,240,174	3.2%	\$ 12,240,174	\$ 20,404,460	\$ 141,177	\$ 401,007,102	5.1%	
Graduate, In-State	\$28,403,367	\$817,431	2.9%	\$ 817,431	\$ 10,288,061	\$ 1,826,788	\$ 40,518,217	29.9%	
Graduate, Out-of-State	\$57,661,975	\$0	%	\$ -	\$ 25,227,018	\$ 7,264	\$ 82,896,257	30.4%	
First Professional, In-State	\$12,696,150	\$1,051,476	8.3%	\$ 1,051,476	\$ -	\$ -	\$ 12,696,150	0.0%	
First Professional, Out-of-State	\$26,842,391	\$4,252,293	15.8%	\$ 4,252,293	\$ -	\$ -	\$ 26,842,391	0.0%	
Total	\$756,421,473	\$29,558,427	3.9%	\$29,558,427	\$93,258,112	\$13,304,133	\$862,983,717	12.3%	

* Please note that the totals reported here will be compared with those reported by the financial aid office on the institution's annual S1/S2 report. Since the six-year plan is estimated and the S1/S2 is "actual," the numbers do not have to match perfectly but these totals should reconcile to within a reasonable tolerance level. Please be sure that all institutional offices reporting tuition/fee revenue used for aid have the same understanding of what is to be reported for this category of aid.

Part 4: ACADEMIC-FINANCIAL PLAN: 2024-25 through 2029-30
Virginia Polytechnic Institute & State University

Instructions: The Academic Plan should contain academic, finance, and support service strategies the institution intends to employ in meeting state needs/goals as found in the Virginia Plan. (Please see the main instructions sheet in this workbook for more detailed information about The Virginia Plan. Please provide short titles to identify institutional strategies and other expenditure increases. Provide a concise description in the "Notes" column (column O), including a % increase where relevant and a specific reference as to where more detailed information can be found in the Narrative document.

Complete the lines appropriate to your institution, adding lines within the relevant categories as needed. As completely as possible, the items should represent a complete picture of your anticipated use of projected tuition revenues and strategic focus areas. Categories are listed in bold; you may not change the categories but you may add lines where indicated. Please update total cost formulas if necessary. For every line, the total amount and the sum of the reallocation and tuition revenue (and GF when indicated) should equal one another.

Funding amounts in the first year should be incremental. However, if the costs continue into the second year and beyond, they should be reflected cumulatively (i.e. cost increases vs. 2023-24). Please update total cost formulas if necessary. Institutions should assume no general fund (GF) support in 2024-26 in this worksheet other than for salaries, health insurance and VITA charges per the instructions below. A separate worksheet (Part 6) is provided for institutions to request additional GF support for 2024-26. Strategies for student financial aid, other than those that are provided through tuition revenue, should not be included on this table; they should be included in Part 6, General Fund Request, of the plan.

Also, given the long standing practice that agencies should not assume general fund support for operation and maintenance (O&M) of new facilities, O&M strategies should not be included in an institution's plan, unless they are completely supported by tuition revenue.

Lines 5 and 6 are newly added to collect the estimated E&G expenditures of 2022-23 and 2023-24 as baselines for Tab 5 Pro Forma.

For the 2026-28 bienium and 2028-2030 bienium, total amounts should be provided as estimates of future expenditures on these items but delineation of reallocation vs. tuition revenue vs. GF does not need to be provided by the institution.

Funding amounts shall assume an annual 2% salary increase for each year from FY2025 to FY2030 for those employees eligible for the state-supported salary increases in the 2022-2024 biennium. Funding amounts shall also assume an annual 3% health insurance increase and a 5.36% VITA cost increase. Institutions shall calculate the GF portion of these increases in columns H and L using the appropriate fund share, which can be found in Tab 4b. If an institution plans to use its own funds to provide additional salary increases, add lines below the "increased fringe benefits costs" and specify salary amount by employee type and associated fringe benefit costs, but do not put any dollar amount in Columns H and L.

NOTE: In light of ongoing budget negotiations, please complete the template assuming only what has already been signed into law as the baseline 2022-23 and 2023-24 appropriation. In the event that a new budget results in additional funding for institutions in 2023-24, OpSix will provide guidance at that time on whether and how to modify or resubmit plans.

Please estimate total E&G expenditures for 2022-23 and 2023-24

Total Estimated 2022-23 E&G Expenditures	\$967,561,410
Total Estimated 2023-24 E&G Expenditures	\$1,031,337,511

2024-2025
(Auto-calculated)
Implied GF share
38.2%

2025-2026
(Auto-calculated)
Implied GF share
38.20%

Part 4: ACADEMIC-FINANCIAL PLAN: 2024-25 through 2029-30
Virginia Polytechnic Institute & State University

Short Title	Incremental amounts relative to 2023-24 estimated baseline												Explanation Please be brief; reference specific narrative question for more detail. Explicitly share key assumptions, including any additional salary increases beyond the 2% increase baseline.
	2024-2025				2025-2026				2026-2027	2027-2028	2028-2029	2029-2030	
	Total Amount	Reallocation	Amount from Tuition Revenue	Amount from GF (Salaries & benefits only)	Total Amount	Reallocation	Amount from Tuition Revenue	Amount from GF (Salaries & benefits only)	Total Amount (Pro Forma)	Total Amount (Pro Forma)	Total Amount (Pro Forma)	Total Amount (Pro Forma)	
Salary & benefit increases for existing employees													
Increase T&R Faculty Salaries	\$6,384,934		\$3,945,889	\$2,439,045	\$12,986,956		\$8,025,939	\$4,961,017	\$20,030,534	\$27,755,151	\$36,423,442	\$46,330,131	
Increase Admin. Faculty Salaries	\$3,624,257		\$2,239,791	\$1,384,466	\$7,371,739		\$4,555,735	\$2,816,004	\$11,369,859	\$15,754,555	20,674,906	\$26,298,204	
Increase Classified Staff Salaries	\$1,861,283		\$1,150,273	\$711,010	\$3,759,792		\$2,323,551	\$1,436,241	\$5,733,497	\$7,821,872	\$10,066,684	\$12,512,830	
Increase University Staff Salaries	\$524,977		\$324,436	\$200,541	\$1,065,704		\$658,605	\$407,099	\$1,638,402	\$2,260,252	\$2,949,909	\$3,728,064	
Increase GTA Salaries	\$851,349		\$526,133	\$325,215	\$1,731,643		\$1,070,155	\$661,488	\$2,670,813	\$3,700,791	\$4,856,596	\$6,177,525	
Increase Adjunct Faculty Salaries	\$122,778		\$75,877	\$46,901	\$249,730		\$154,333	\$95,397	\$385,174	\$533,713	\$700,398	\$890,897	
3% annual state health insurance cost	\$2,307,062		\$1,425,764	\$881,298	\$4,683,337		\$2,894,302	\$1,789,035	\$7,130,899	\$9,651,888	\$12,248,507	\$14,923,025	
Supplement T&R Faculty Salaries	\$4,469,454	\$0	\$4,469,454		\$9,090,869	\$0	\$9,090,869		\$14,021,374	\$19,428,606	\$25,496,410	\$32,431,092	1.4% Increase to advance state goals
Supplement Adjunct Faculty Salaries	\$85,945	\$0	\$85,945		\$174,811	\$0	\$174,811		\$269,621	\$373,599	\$490,279	\$623,628	1.4% Increase to advance state goals
Supplement Admin. Faculty Salaries	\$2,536,980	\$0	\$2,536,980		\$5,160,217	\$0	\$5,160,217		\$7,958,902	\$11,028,189	\$14,472,434	\$18,408,743	1.4% Increase to advance state goals
Supplement University Staff Salaries	\$262,489	\$0	\$262,489		\$532,853	\$0	\$532,853		\$819,201	\$1,130,126	\$1,474,955	\$1,864,032	1.0% Increase to advance state goals
Supplement GTA Salaries	\$595,944	\$0	\$595,944		\$1,212,150	\$0	\$1,212,150		\$1,869,569	\$2,590,554	\$3,399,617	\$4,324,268	1.4% Increase to advance state goals
Inflationary non-personnel cost increases													
5.36% annual VITA charge increase	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
IT Contract Inflation	\$400,000	\$0	\$400,000		\$800,000	\$0	\$800,000		\$1,200,000	\$1,600,000	\$2,000,000	\$2,400,000	Inflationary IT costs must be addressed to maintain consistent delivery of institutional services.
Utilities, Fixed Cost Inflation	\$1,500,000	\$0	\$1,500,000		\$3,000,000	\$0	\$3,000,000		\$4,500,000	\$6,000,000	\$7,500,000	\$9,000,000	Increased costs utility services, leases, and other fixed costs must be addressed to maintain consistent delivery of institutional services.
Library Inflation	\$350,000	\$0	\$350,000		\$700,000	\$0	\$700,000		\$1,050,000	\$1,400,000	\$1,750,000	\$2,100,000	Annual investment is needed to offset increase costs of subscription-based services and information platforms to maintain the library collection.
Financial aid expansion													
Access & Affordability (Virginia Tech Advantage)	\$2,595,560	\$0	\$2,595,560		\$5,135,787	\$0	\$5,135,787		\$6,693,012	\$9,570,131	\$11,274,750	\$12,981,009	Increased financial aid to support affordability
New/expanded academic programs													
Expand Graduate Enrollment in High-Demand Disciplines	\$1,540,000	\$0	\$1,540,000		\$2,100,000	\$0	\$2,100,000		\$2,660,000	\$3,240,000	\$3,800,000	\$4,360,000	Support the evolving workforce needs of the Commonwealth.
Expand Medical Education to Address Physician Shortage	\$412,156	\$0	\$412,156		\$412,156	\$0	\$412,156		\$412,156	\$3,296,464	\$6,180,574	\$9,064,882	Address shortage of physicians in the Commonwealth.
Academic Excellence & Undergraduate Enrollment	\$3,640,000	\$0	\$3,640,000		\$7,320,000	\$0	\$7,320,000		\$11,080,000	\$14,920,000	\$18,800,000	\$22,760,000	Maintain relevant high-quality academic programs to advance shared university and state goals
Position Commonwealth for economic growth in high impact areas including Health and Biomedical Sciences, Integrated Security, AI, Quantum	\$0	\$0	\$0		\$4,500,000	\$0	\$4,500,000		\$7,500,000	\$10,500,000	\$13,500,000	\$16,500,000	Position academic programs to advance high impact areas including: Health and Biomedical Sciences, Integrated Security, AI, Quantum to position the Commonwealth for leadership in emerging industries of high potential and economic value.
Other academic & student support strategies & initiatives													
Support Faculty Talent and Student Success	\$2,182,760	\$0	\$2,182,760		\$4,289,180	\$0	\$4,289,180		\$6,328,040	\$8,309,340	\$10,326,900	\$12,286,900	Improve student retention, persistence, graduation rates, and workforce readiness (C1-C5) and faculty startup.
Other non-academic strategies & initiatives													
Leverage Technology and Improve Security	\$2,053,657	\$0	\$2,053,657		\$5,175,564	\$0	\$5,175,564		\$7,960,000	\$10,770,000	\$13,670,000	\$16,660,000	Leverage technology to improve efficiency and effectiveness while enhancing security.
Compliance, Safety, Security, & Critical Needs	\$1,000,000	\$0	\$1,000,000		\$3,880,000	\$0	\$3,880,000		\$5,860,000	\$7,870,000	\$9,910,000	\$11,980,000	Ensure compliance with unfunded mandates and standards, safety & security needs, manage an inflationary, and address increasing competition
Facility Renewal	\$500,000	\$0	\$500,000		\$2,750,000	\$0	\$2,750,000		\$5,250,000	\$7,750,000	\$10,250,000	\$10,250,000	Managing increasing student expectations across an aging infrastructure to maximize utilization.
O&M for New Facilities	\$8,446,819	\$0	\$8,446,819		\$9,029,649	\$0	\$9,029,649		\$11,030,000	\$13,030,000	\$15,030,000	\$17,030,000	Support O&M for projects coming online
Reallocation Program - VT plans to reallocate \$25M over 5 years.	\$0	\$5,000,000	-\$5,000,000		\$0	\$10,000,000	-\$10,000,000						The university has a pplan to reallocaiton \$25 million of base funding over 5 years to help support strategic initiatives.
Total Additional Funding Need	\$48,248,404	\$5,000,000	\$37,259,928	\$5,988,477	\$97,112,137	\$10,000,000	\$74,945,856	\$12,166,281	\$145,421,054	\$200,285,231	\$257,246,362	\$315,885,230	

	Must not be greater than incremental Tuit Rev in Part 2	
	2024-2025	2025-2026
	\$0	\$0
If result is < \$0, please provide explanation in these fields.		

Part 4b General Fund Share in FY2022

Institution	GF Share FY2022
Christopher Newport University	60.5%
George Mason University	49.7%
James Madison University	51.4%
Longwood University	60.3%
Norfolk State University	48.2%
Old Dominion University	56.3%
Radford University	59.0%
University of Mary Washington	59.4%
University of Virginia	31.3%
University of Virginia at Wise	56.9%
Virginia Commonwealth University	50.4%
Virginia Military Institute	42.1%
Virginia State University	47.1%
Virginia Tech	38.2%
William & Mary	38.2%
Richard Bland College	62.0%
Virginia Community College Sys	62.8%
Total, All Institutions	48.2%

Source: SCHEV 2022 Base Adequacy Calculation.

Part 5: Six-year Pro Forma Calculations: 2022-23 through 2029-30
Virginia Polytechnic Institute & State University

Instructions: No new data needs to be added on this tab; it is entirely comprised by formulas. The top section pulls in data from the previous tabs to calculate a pro forma budget surplus/deficit for the 6 years. The following section calculates what T&F (price) and GF increases would theoretically need to occur each year in order to cover the deficit and maintain the 2022-23 GF/NGF split. At the bottom is a blended scenario calculator that a user can leverage to calculate custom "shared" scenarios where deficits can be covered by a combination of expenditure reduction, T&F increases, and GF increases. Cells D28:30 should be set by the user (so long as they add up to 100%) and the results will flow into the rows below that automatically. This analysis is intended to be directional and pro forma; it is not intended to be interpreted as a projection or plan/budget of any kind.

Note: this pro forma does not include any of the additional GF requests in the following tab; those requests would require GF funding on top of what is calculated in this tab. It does account for the salary/health insurance/VITA increases from tab 4, including the corresponding GF increases.

Baseline Pro Forma Surplus/Deficit	From FY23-FY30															Total Chg	Avg Annual Chg
	2022-2023 (Actual)	2023-2024 (Estimated)	Chg	2024-2025	Chg	2025-2026	Chg	2026-2027	Chg	2027-2028	Chg	2028-2029	Chg	2029-2030	Chg		
Total E&G GF Revenue (includes tab 4, not tab 6)	238,640,696	251,675,996	5%	257,664,473	2%	263,842,277	2%	270,378,403	2%	277,452,678	3%	285,261,607	3%	294,024,776	3%	23%	3%
Tuition discount rate	8.8%	10.2%	1.449pt	10.8%	0.552pt	11.2%	0.449pt	11.7%	0.491pt	12.1%	0.439pt	12.2%	0.11pt	12.3%	0.108pt	3.597pt	%
Total E&G NGF Revenue	728,920,714	779,661,515	7%	816,921,442	5%	854,607,371	5%	856,332,826	0%	861,147,069	1%	868,681,104	1%	876,291,364	1%	20%	3%
Incremental E&G NGF Revenue vs. prior yr		50,740,801		37,259,928	-27%	37,685,929	1%	1,725,455	-95%	4,814,243	179%	7,534,035	56%	7,610,260	1%	-85%	
Total E&G Revenue	967,561,410	1,031,337,511	7%	1,074,585,915	4%	1,118,449,648	4%	1,126,711,229	1%	1,138,599,747	1%	1,153,942,710	1%	1,170,316,139	1%	13%	2%
Implied GF % of E&G	24.7%	24.4%	-0.3pt	24.0%	-0.4pt	23.6%	-0.4pt	24.0%	0.4pt	24.4%	0.4pt	24.7%	0.4pt	25.1%	0.4pt	0.5pt	%
Total E&G Expenditures	967,561,410	1,031,337,511	7%	1,074,585,915	4%	1,118,449,648	4%	1,166,758,564	4%	1,221,622,741	5%	1,278,583,873	5%	1,337,222,741	5%	38%	5%
Incremental E&G Expenditures vs. 2023-24		63,776,101		48,248,404	-24%	97,112,137	101%	145,421,054	50%	200,285,231	38%	257,246,362	28%	315,885,230	23%	555%	
Reallocation of existing dollars (flat after 2025-26)				5,000,000	%	10,000,000	100%	10,000,000		10,000,000		10,000,000		10,000,000			
Pro Forma Surplus/Deficit	-	-	%	0	%	0	792%	(40,047,335)	-19672501086%	(83,022,995)	107%	(124,641,163)	50%	(166,906,601)	34%	-730977368620%	-104425338374%
Incremental Surplus/Deficit	-	-	%	0	%	0	692%	(40,047,336)	-22157822932%	(42,975,660)	7%	(41,618,168)	-3%	(42,265,439)	2%	-185103997593%	-26443428228%

What would a constant GF/NGF ratio at 2022-23 levels imply for T&F and GF increases?																	
	2022-2023 (Actual)	2023-2024 (Estimated)	Chg	2024-2025	Chg	2025-2026	Chg	2026-2027	Chg	2027-2028	Chg	2028-2029	Chg	2029-2030	Chg	Total Chg	Avg Annual Chg
GF % of E&G	24.7%	24.7%	0pt	24.7%	0pt	24.7%	0pt	24.7%	0pt	24.7%	0pt	24.7%	0pt	24.7%	0pt	0pt	0pt
Implied incremental T&F increase (%)	0.0%	0.0%	%	0.0%	%	0.0%	0pt	3.5%	3.5pt	3.8%	0.2pt	3.6%	-0.2pt	3.6%	0pt	%	%
Implied incremental GF Increase (%)	0.0%	0.0%	%	0.0%	%	0.0%	0pt	3.7%	3.7pt	3.8%	0.2pt	3.6%	-0.2pt	3.5%	-0.1pt	%	%

Blended Scenario Calculator - Share of Deficit Covered by Each Source (Must add up to 100%)		0% << Input percentages here	
Expenditure reductions	0%		
T&F increases	0%		
GF increases	0%		
TOTAL	0%		

	2022-2023 (Actual)	2023-2024 (Estimated)	Chg	2024-2025	Chg	2025-2026	Chg	2026-2027	Chg	2027-2028	Chg	2028-2029	Chg	2029-2030	Chg	Total Chg	Avg Annual Chg
Implied E&G Expenditure Reduction (%)	0.0%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	%	%
Implied incremental T&F increase (%)	0.0%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	%	%
Implied incremental GF Increase (%)	0.0%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	%	%
Implied GF % of E&G	24.7%	24.4%	-0.3pt	24.0%	-0.4pt	23.6%	-0.4pt	24.0%	0.4pt	24.4%	0.4pt	24.7%	0.4pt	25.1%	0.4pt	0.5pt	0.1pt

**Part 6: General Fund (GF) Request: 2024-2026 Biennium
Virginia Polytechnic Institute & State University**

Instructions: Indicate items for which you anticipate making a request for state general fund in the 2024-26 biennium. The item can be a supplement to a strategy or item from the academic and financial plan or it can be a free-standing request for which no tuition revenue would be used. If it is a supplement to a strategy or item from the academic and financial plan, use the same title used in Part 4 and place it in bold print to draw attention to its connection to Part 6. Also, describe in the Notes column how additional general fund will enhance or expand the strategy. Requests for need-based financial aid appropriated in program 108 should be included here. If additional rows are added, please update the total costs formulas.

NOTE: In light of ongoing budget negotiations, please complete the template assuming only what has already been signed into law as the baseline 2022-23 and 2023-24 appropriation. In the event that a new budget results in additional funding for institutions in 2023-24, OpSix will provide guidance at that time on whether and how to modify or resubmit plans.

Priority Ranking	Initiatives Requiring General Fund Support						Notes/Explanation Please be brief; reference specific narrative question for more detail.
	Strategies (Match Academic-Financial Worksheet Short Title)	Category (Select best option from dropdown menu)	Biennium 2024-2026 (7/1/24-6/30/26)				
			2024-2025		2025-2026		
			Total Amount	GF Support	Total Amount	GF Support	
1	Moderate in-state Tuition Increases - Reduce planned increase from 4.9% to 2.9%	General Operations Support	\$5,845,949	\$5,845,949	\$11,691,898	\$11,691,898	Inflationary pressures and other unavoidable cost increases such as employee compensation and benefits continue to pressure the university. Incremental state investment over the next biennium will enable the university to mitigate tuition increases for in-state students from 4.9% to 2.9%.
2	Increase Need-Based Student Financial Aid for Virginia Undergraduates	Financial Aid	\$6,518,728	\$6,518,728	\$13,037,456	\$13,037,456	The Commonwealth's ability to cultivate human capital, particularly in emerging technological fields, has enhanced its reputation as a destination for firms seeking a highly-skilled, innovative workforce. As the largest producer of resident undergraduate degrees and STEM-H undergraduate degrees, Virginia Tech continues to be a vital partner for achieving the Commonwealth's ambitious talent development goals. Virginia undergraduates at Virginia Tech are projected to receive \$1,248 less in-state aid per student than the Virginia public doctoral average (\$1,248 below x 20,898 Virginia undergraduates=\$26,074,911). Addressing this gap over 4 years (\$6.518M per year) would help the university realize access and affordability goals, including a competitive net price with peer institutions that should result in lower undergraduate student debt than it otherwise would be.
3	Expand Medical Education	Economic Development	\$10,467,656	\$10,055,500	\$16,073,156	\$15,661,000	As the Commonwealth's only MD-granting school in western Virginia, the Virginia Tech Carilion School of Medicine (VTCSOM) has an opportunity to build on its success and increase the number of physicians in the Commonwealth, particularly in southwest Virginia. General Fund support will ensure that VTSCOM can open additional seats for Virginia residents and offer competitive in-state tuition rates to exemplary students who will improve health care in communities across the Commonwealth and address the physician shortage.
4	Patient Research Center	Research	\$9,300,000	\$9,300,000	\$17,000,000	\$17,000,000	Establishing the Virginia Tech Patient Research Center (VTPRC) at VTC to strengthen the university's existing public-private partnership with Carilion Clinic and lay the groundwork for creating a network of clinical research that brings cutting-edge trials to the region.
5	Virginia Military Survivors Dependent Education Program	General Operations Support	\$8,785,464	\$8,785,464	\$10,504,388	\$10,504,388	Support the Commonwealth's Virginia Military Survivors Dependent Education Program (VMSDEP) which has experienced significant growth in recent years.
6	Equalize Support for Unique Military Activities	Student Success	\$373,539	\$373,539	\$747,078	\$747,078	Continued incremental investment in the 2024-26 biennium will further address the funding disparity between Virginia Tech and the Commonwealth's other public military institute ensuring Virginia Tech remains competitive with the other national military programs.
7	O&M of New Facilities	OTHER (Please specify in description)	\$8,446,819	\$3,209,791	\$9,029,649	\$3,431,267	O&M of new facilities coming online is needed for the Innovation Campus Academic Building, Undergraduate Science Laboratory, and Hitt Hall.
			\$49,738,155	\$44,088,971	\$78,083,625	\$72,073,087	

2023 SIX-YEAR PLAN NARRATIVE (Part II)

INSTITUTION: Virginia Polytechnic Institute & State University (Agency 208)

OVERVIEW

The six-year plan should describe the institution's goals as they relate to the Commonwealth's goals as articulated in the *Pathways to Opportunity: The Virginia Plan for Higher Education*; the Higher Education Opportunity Act of 2011 (TJ21); the Restructured Higher Education Financial and Administrative Operations Act of 2005; and the Governor's objectives to prepare every graduate for success in life. Please use this opportunity to outline your institution's plans and objectives, especially as they relate to the Commonwealth's goals.

The instructions within the institutional mission and priorities section below ask for specific strategies related to affordability and access to quality postsecondary education that prepare students for success in life. Other sections offer institutions the opportunity to describe additional strategies to advance institutional goals and Commonwealth needs.

Please be comprehensive but as concise as possible with responses; you are encouraged to use bullet points vs. prose. Consider this a starting point for the dialogue with OpSix; you will have the opportunity to further elaborate on the narrative in your review sessions later this summer.

Please save this narrative document with your institution's name added to the file name.

SECTION A: MISSION & PRIORITIES

Key question: What are your institution's unique strengths and how do those inform your strategic priorities?

A1. What is your institutional mission? Please share any plans you have to change your mission over the six-year period.

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.

In the fall of 2020, Virginia Tech completed revisions to its long-term strategic plan: **The Virginia Tech Difference: Advancing Beyond Boundaries**. Based on the university's vision, motto, and core values, the framework of the plan is centered around four strategic pillars:

1. Advance Regional, National, and Global Impact
2. Elevate the Ut Prosim (That I May Serve) Difference
3. Be a Destination for Talent
4. Ensure Institutional Excellence

These four pillars are aligned with our mission and will continue to be the foundation of our strategic direction over the next six years.

A2. What are your institution's greatest strengths and areas of distinctiveness that it should continue to invest in? What are your institution's greatest opportunities for improvement?

Strengths/Areas of Distinctiveness

- Historic land-grant commitment to affordable education for Virginia residents
- An engine of talent development and economic mobility
- Partnerships with the Commonwealth and the private sector focused on developing a dynamic workforce, fueling entrepreneurship, and attracting leading global companies
- Diverse and balanced research portfolio leading to transformative advances in research frontier areas of health sciences, security, artificial intelligence and quantum information sciences.
- Ut Prosim: culture of service to others
- Cooperative Extension presence in every county of the state, 11 Area Research and Extension Centers (ARECS) through the state, and
- Distributed instructional facilities in Blacksburg, Roanoke, Richmond, and Northern Virginia
- Strong student demand – multiple years of record applications for admission and increasing representation of underserved students

Opportunities

- Promote access and affordability by removing financial barriers for all Virginia residents and providing programs and services that prepare students to be successful after graduation
- Enhance programs that improve students' academic success, including providing a community of peers and mentors, and expanding opportunities for research, learning, and discovery.
- Remain at the forefront of the innovation economy through sustained investment in the university's diverse and balanced research program portfolio to advance partnerships and the state economy

- Deliver the state’s advanced workforce needs through targeted undergraduate programs on the Blacksburg campus and market-driven professional graduate education opportunities throughout the Commonwealth.
- Continue to deliver strong value to students through high-quality, in-demand academic programs and relevant experiential learning.

A3. What are the top 3-5 strategic priorities you are currently pursuing or planning to pursue in the next six years? Please explain how each strategy relates to the strengths and/or opportunities for improvement mentioned above and will ultimately drive better outcomes for students.

- 1) **Top 100 Global research institution:** By continuing to enhance our reputation as a top research institution, Virginia Tech will increase competitive research grant funding, attracting talent and industry interest in the Commonwealth of Virginia. Research universities deliver cutting-edge education and an environment conducive to addressing workforce needs and building new partnerships. Research funding and industry partnerships are key measures of an environment that students (and companies) desire, enhancing the Commonwealth’s economic development opportunities.
- 2) **Access and Affordability (Virginia Tech Advantage):** Increase need-based student financial aid for Virginia undergraduates and programs to support student success and well-being. While VT has been successful in increasing access, with over 40 percent of the entering undergraduate class identifying as first generation, low-income, veteran, or underrepresented minority, many students among these populations are financially vulnerable. Virginia Tech currently lags peer institutions in the Commonwealth and nation in the level of aid it is able to provide for low- and middle-income students. We recognize the need to provide enhanced support at a level comparable to peer institutions in concert with improved state support. This will help ensure that all Virginians have an opportunity to enhance their social and economic mobility and contribute to the Commonwealth’s economic success.
- 3) **Moderate in-state tuition increases:** In partnership with the Commonwealth, VT can continue to moderate in-state tuition increases and mitigate the inflationary burden on our students and families. Leveraging new General Fund support, the university has set the goal to identify \$25M in **reallocations** of existing resources over the next 5 years.
- 4) **Meet the workforce needs of the Commonwealth:** Continued growth of the university’s contributions to Virginia’s Tech Talent Investment Program and, with new state support, expansion of medical education and biomedical research to address the shortage of physicians and advance development of healthcare technologies.

A4. What support can OpSix provide to help you achieve those strategies? Please include both budget and policy requests and reference Part I of your submission where appropriate.

- Moderate In-State Tuition Increases – Incremental flexible state investment will enable the university to mitigate the impact of inflation and other cost drivers on in-state tuition. This will be leveraged by \$25M of institutional reallocations over 5 years.
- Increase need-based student financial aid for Virginia undergraduates. While the sticker price of Virginia Tech is competitive, Virginia Tech has below average support for need-based aid relative to peer institutions. The university recently launched the *Virginia Tech Advantage* program to address this gap in order to improve affordability, student success, and well-being. A major component of this new initiative is increased funding for resident undergraduate financial aid from state, institutional, and private sources. As a part of this, the university will embark on a major private fund-raising campaign and supplement funded scholarships with significant institutional reallocations. Increased state support will leverage this funding to realize maximum impact. Resident undergraduates at Virginia Tech have access to \$1,240 less in-state aid per student than the Virginia public doctoral average. Addressing this gap would help the university attract more low- and middle-income students to Virginia Tech, advance affordability and student success, and reduce undergraduate student debt among our most financially vulnerable populations.
- Expand Medical Education – State investment will facilitate growth at the Virginia Tech Carilion School of Medicine to address the shortage of physicians in the Commonwealth. VTCSOM receives no state support for E&G programs and consequently is unable to offer lower in-state tuition to residents of Virginia. Without a resident tuition rate, VTCSOM has a reduced ability to attract Virginia residents to the program and retain them as part of the state workforce.
- Patient Research Center – General Fund support from the Commonwealth will aid with the development and start-up of the Virginia Tech Patient Research Center (VTPRC). The VTPRC will strengthen the university's existing public-private partnership with Carilion Clinic and lay the groundwork for creating a network of clinical research that brings cutting-edge trials to the region.
- VMSDEP – the university has experienced significant growth in the cost of the Commonwealth's Virginia Military Survivor & Dependent Educational Program.
- Equalize Support for Unique Military Activities – Continued incremental investment, over time, will further address the funding disparity between Virginia Tech and the Commonwealth's other public military institute. It is important to recognize that senior military institutions nationally have more financial resources to attract the most competitive students. Adequate resources are critical for delivering the next generation of leaders for the Commonwealth in defense, intelligence, and other industries important to the state economy.
- O&M of New Facilities - O&M of new facilities coming online is needed for the Innovation Campus Academic Building, Undergraduate Science Laboratory, and Hitt Hall.

SECTION B: STRATEGIC DEEP DIVE – ENROLLMENT VOLUME & COMPOSITION

Key question: How is your institution managing enrollment in light of state and national trends, and what are the financial implications?

B1. What do you see as the primary drivers of recent enrollment trends for your institution? Please reference any specific academic programs that have had a significant (positive or negative) effect on enrollment, if relevant.

- Having set an undergraduate enrollment goal of 30,000 students by 2023, Virginia Tech achieved that goal in 2020-21 and has since maintained enrollment within a few hundred students of the 2023 goal due to capacity constraints. Numbers of applications have continued to increase dramatically, from 30,770 first time in college (FTIC) in 2020-21 to 47,128 for the fall 2023 admissions cycle. Based on student surveys and subjective analyses, the primary drivers appear to be academic reputation of the following programs:
 - o Multiple degrees within our highly ranked College of Engineering, particularly computer science, electrical and computer engineering, mechanical engineering and aerospace engineering
 - o Global management and information technology programs in our Pamplin College of Business
 - o Neurosciences in the College of Science
 - o Interdisciplinary degrees that draw from multiple traditional academic programs such as our recently introduced majors in cybersecurity, management and data analytics, and sports media analytics.
- Also, Virginia Tech students are successful in retention, persistence, and time to graduation measures.
- Virginia Tech is working to enhance programs to ensure that all students are equally successful.

B2. Please summarize your enrollment management strategy moving forward and the specific actions (if any) you are taking to implement that strategy.

- Virginia Tech will continue to work to remain competitive in key markets both in the Commonwealth, across the country, and in international markets.
- Promoting programs with strong career indicators in key areas of labor shortage will also continue to be an area of emphasis. A focus on recruiting an incoming class that advances the institutional commitment to underserved students also continues to be a priority.
- A data driven recruitment approach that focuses on data segmentation and key statistics will allow Virginia Tech to maintain or enter new markets efficiently and effectively.
- Deliberate efforts are underway to expand enrollment of graduate students.

B3. How ambitious/realistic/conservative are the enrollment projections you most recently submitted to SCHEV? What are the greatest unknowns or risks that could lead enrollment to differ significantly from your projections? Please reference national and statewide enrollment trends/projections and cite any other data (e.g. regional trends, performance of prior enrollment strategies) that informed your projections.

- As many colleges struggle with enrollment, Virginia Tech has maintained steady enrollment. Enrollment projections submitted in May 2023 were and continue to be realistic, but managing the stronger demand of applications is a challenge with a limited number of undergraduate seats. Prior to 2018, Virginia Tech's offer rate was consistently in the 70-75% range. Given strong applicant demand, it has dropped to around 56% for the last two admissions cycles. This increased demand challenges the land-grant mission to be accessible.
- An extremely competitive landscape in college admissions and enrollment is expected to continue. As other institutions increase financial aid packages, particularly for underserved high achieving students, Virginia Tech will need additional resources to remain competitive, particularly in attracting Pell-eligible and other strategic populations.
- With higher-than-average household incomes, Virginia high school graduates are a prime and growing target for many out-of-state public and private flagship universities. Aggressive recruiting strategies to draw Virginia students out of state are detrimental not only to Virginia collegiate enrollment, but also in Virginia's ability to develop and maintain the talented workforce necessary to expand the Commonwealth's economy.

B4. Explain the implications of your enrollment strategy on your institution's financials. Please consider impacts on both revenues (e.g., discounting, financial aid, net tuition revenue) and expenditures (e.g., costs to implement enrollment management strategies, costs of enrolling more students or students with different needs, cost-per-student impact of flat/decreased enrollment).

Undergraduate enrollment

- The university will maintain its on-going commitment to serve Virginia undergraduates.
- Modest growth in out-of-state undergraduates to meet state workforce needs and enhance quality.
- The university will work to enhance affordability for Virginia undergraduates to ensure that all residents have affordable access through the *Virginia Tech Advantage* program. Reallocations will minimize the cost impact of discounting strategies.

Graduate enrollment

- Planned growth to meet university commitment under the Tech Talent Investment Program
- Growth in strategic masters' programs to support life-long learning and position graduates to meet changing demands of the state economy.

Professional

- Through partnership with the Commonwealth, growth in medical education can address the shortage of physicians.

SECTION C: STRATEGIC DEEP DIVE – PROGRAM ALIGNMENT & PERFORMANCE

COMPLETION OUTCOMES

Key question: How is your institution supporting all students to succeed in completing their degree in a timely manner?

C1. What are your highest-priority completion outcomes targets, both overall and for particular student segments? Please include aspirational targets, realistic expectations, and qualitative targets and when you are aiming to meet those targets (e.g., X% 6-year graduation rate for Pell students by 2030).

- Virginia Tech’s strategic plan established a goal of a 73% 4-year graduation rate by 2028 (2024 FTIC cohort) and an 80% three-year graduation rate for transfer students by 2028 (2025 transfer cohort).
- The FTIC goal represents a 0.7% increase per year for six years. The transfer goal is a 0.3% increase per year for six years.
- The strategy calls for closing differentials for all underrepresented and underserved populations.
- Pandemic impacts make the goals more aspirational than when they were originally established. Retention from the first to second fall dropped slightly (0.5% to 1%) for the 2020 and 2021 cohorts, which will likely impact the 4-year graduation goal. Students from historically marginalized and low-income backgrounds were more negatively impacted by the pandemic. Differential impacts had closed for the 2017 cohort, however the gap reappeared for the 2018 cohort graduation completion in 2022.

C2. What specific strategies/actions are you planning to take to achieve those goals? How will you draw on successes/challenges from your prior completion outcome improvement strategies?

- Annual evaluation of retention, progression, and graduation outcomes are incorporated into Virginia Tech’s strategic plan. Ongoing measurement and evaluation at the college-level promotes continuous improvement around completion goals.
- Increasing financial aid will be important for reducing extraordinary financial pressures on Virginia undergraduate students.
- Virginia Tech’s comprehensive transfer strategy provides a model for improving completion outcomes. The transfer initiative includes pre-admission advising, degree pathways, specialized orientation and onboarding, a living learning (residential) community (LLC), first-year experience course, and mentoring program. This integrated strategy has led to an increase in three-year graduation rates with consistent outcomes for all students, including underrepresented and underserved transfer students.

- Virginia Tech is replicating a program for first generation students similar to the transfer initiative. The First Scholars Initiative includes: i) opening a first-generation LLC that will co-locate first-generation students in university housing; ii) targeting outreach and support from academic advisors and student success professional staff; and iii) targeting programming to enhance belonging and persistence.
- As part of a new program, the *Virginia Tech Advantage*, the university is working to study student outcomes and improve student success and well-being and remove potential barriers.

C3. How will you use existing/recently provided resources to execute those strategies? Will you be requesting incremental state resources? Please state the request and rationale and explicitly tie to Part I of your planning template.

- Understanding that new incremental resources will not be sufficient to fund the university's strategic aspirations, Virginia Tech has established a goal of \$25M base reallocation over the next 5 years to help fund a portion of university initiatives. These reallocated funds will leverage self-generated resources and new General Fund support.

The *Virginia Tech Advantage*

- In addition to reducing barriers for Virginia undergraduates with unmet financial need, this initiative will expand implementation of high-impact practices, including a data-driven approach to academic advising, the use of LLCs, and degree-embedded experiential learning. The university will also enhance and replicate successful programs that bolster retention and completion outcomes. An intentional effort to expand advising and targeted strategies like coaching, mentorships, and student engagement will position students to graduate on-time and successfully transition into professional careers with Virginia employers through internship programs.
- Existing and new incremental state investment for resident undergraduate financial aid will be leveraged with existing and new institutional and private funds.

POST-COMPLETION OUTCOMES

Key question: How is your institution preparing all students for success beyond completion (e.g., career preparation)?

C4. Please explain how you monitor post-completion outcomes (e.g., employment rates, wage attainment, debt load, upward mobility). What data do you collect? What metrics are you monitoring most closely? What do the data reveal about your institution's greatest strengths and areas for improvement with respect to post-completion outcomes? Please include any relevant data/reports in the appendix or as a separate attachment, including any data that captures outcomes by school/department/program.

- New graduates are surveyed each academic year to determine their first destination after their undergraduate degree (e.g., employment, continuing education, military service, public service, or still seeking) and their perceived career preparation. Findings are shared with degree programs and student support offices to inform continuous improvement strategies and academic program design.
- Virginia Tech [First Destination Report](#)
- Recent efforts include analyzing data by demographic indicators to determine how different socio-economic groups by program of study have access to work-based learning opportunities prior to graduation. Results inform programming to improve appropriate student career preparation experiences without expanding time to degree.

C5. What specific strategies/actions, including potential changes to your program portfolio or curriculum, are you planning to take to maximize the career readiness and job attainment of all students across programs of study, including increasing early career exposure for students (e.g., internships) during their time at your institution? How will you draw on successes/challenges from prior initiatives?

- Virginia Tech promotes a “career everywhere culture” through partnerships between Career and Professional Development, Academic Advising Initiatives, academic colleges, and on-campus employers. Programs include professional development for academic advisors, faculty, and staff through the Career Champions program; iGrow training for supervisors of on-campus student workers; and Campus InternEXP to increase on-campus internships.
- First Year Experience courses invite Career and Professional Development faculty to guide students through career exploration in their first year, including introduction to the Handshake platform through which students identify and apply for internships and jobs.
- Bridge Experiences is a curriculum and course redesign initiative to build transcriptable, career-related experiential learning (e.g., internship, undergraduate research) into every Virginia Tech degree. The five-year goal is included in the university strategic plan metric tracked annually, and represents the Quality Enhancement Plan required by Virginia Tech's SACSCOC accreditor.
- As the largest producer of STEM degrees in the Commonwealth, Virginia Tech strives to align educational opportunities with the evolving needs of Virginia's economy. University departments and research institutes have developed a number of programs designed to engage students in real-world problem solving. For example, 800

undergraduate students are working on projects with the [National Security Institute](#) and its industry partners, providing meaningful, hands-on experiences with emerging technologies like drones, machine learning, and artificial intelligence. With university survey data demonstrating a connection between paid undergraduate research experience and post-graduate success, the university will continue to prioritize undergraduate engagement in research and other work-based opportunities.

C6. How do you intend to use existing/provided resources to execute those strategies? Will you be requesting incremental state resources? Please explicitly tie to Part I of your planning template.

- The university continues to engage with the Virginia Talent + Opportunity Partnership to connect existing institutional infrastructure, such as the Career and Professional Development Office, to employers in the Commonwealth who can offer students meaningful work-based learning experiences. The Virginia Tech Transportation Institute has developed an innovative, experiential learning program known as *InternHub* which allows students to work on high-tech automotive projects during the academic year and complete a related summer internship with an industry partner in their corporate environments. Graduates learn to apply practical knowledge and skill sets towards solving pressing challenges in the automotive industry and are likely to receive employment offers from sponsoring industry partners.
- State support for university research initiatives will buttress the Commonwealth's reputation as a global leader in innovation across emerging technological frontiers, growing the economy and providing experiential learning opportunities for students. In FY22, the university's research enterprise received 2,097 new awards and finished in the Top 6 percent in the nation in research expenditures. Preliminary analysis of FY23 indicates that extramural grant and contract expenditures are projected to increase by 12.7%. Virginia Tech's portfolio includes programs that span from basic discovery-driven science to applied use-inspired research that engages industry partners. This research enterprise has produced transformative advances in health, technology, and the security of the citizens of the Commonwealth. Direct state investment will enhance Virginia Tech's overall competitiveness for recent major federal investment in research and development of quantum information, advanced computing, and health. Additional information on Virginia Tech's research enterprise is in section I1.
- Consistent with the vision outlined in the Governor's "Compete to Win" economic development policy, Virginia Tech aspires to expand its prominent role in making the Commonwealth a top destination for talent. Through its Tech Talent partnership with the Commonwealth and associated collaborations with industry leaders, Virginia Tech has demonstrated its ability to design and adapt cutting-edge academic programming and initiatives to fill the growing demand for talent in emerging areas like artificial intelligence, machine-learning, quantum information science engineering, and data science. Future success in these partnerships will require a nimble, targeted approach to create productive alignment between academic programs and future workforce demand. Working with the Commonwealth, Virginia Tech is well-positioned to close talent gaps by developing capacity and scaling growth in strategic, high-value academic disciplines.

WORKFORCE ALIGNMENT

Key question: How are your institution's programs of study and degree conferrals aligned with the evolving talent needs of the Commonwealth?

C7. For which specific workforce needs is your institution best positioned to supply talent, based on regional, industry, or occupation alignment?

- Significant efforts have yielded memoranda of understanding (MOUs) with other institutions in the Commonwealth to create pathways into the Tech Talent Investment Program related degrees. The university expects to be able to continue to supply talent for computer science and computer engineering related needs as these MOUs are currently being implemented.
- Virginia Tech remains one of the top national producers of engineering talent that is aligned with workforce needs in a variety of areas including cybersecurity, manufacturing, and information technology.
- Virginia Tech is the top STEM producer in the state.
- As a comprehensive research institution, Virginia Tech has strong interaction with a wide range of industries and a broad array of academic programs.
- With the state's help, the Virginia Tech Carilion School of Medicine is well positioned to assist with the state's shortage of physicians.
- The Virginia Tech Corps of Cadets prepares leaders for defense, intelligence, and other industries important to the Virginia economy.

C8. What specific strategies/actions is your institution planning to take to better align your program offerings or degree conferrals to current and projected workforce needs? Please provide a list of specific programs you intend to sunset or grow in the next 6 years to increase alignment, partnerships/initiatives you intend to launch or deepen, etc. If you intend to launch any new programs, please explain why your institution is particularly well-suited to succeed in that area.

- The university has recently invested in Lightcast, a labor market analytics tool. We have implemented a program development and market research team that works with existing and proposed programs to understand their market position better, which allows for informed and strategic decision making. Findings are used to identify new enrollments, advance marketing materials, and shape curricular offerings to address workforce needs by specific locations. Lightcast has been used to inform proposed curricular offerings in Applied Data Science and to create graduate certificates recently approved by SCHEV, including Data Science in Chemical Engineering.
- Programs that do not meet the SCHEV program productivity standards are monitored annually to determine if they have made sufficient progress on enrollments and degree production.
- The university continues to develop partnerships that can facilitate degree attainment and meet workforce needs associated with the Tech Talent Investment Program. In addition, the university is submitting a new degree proposal to SCHEV for approval of a Master of Science in Applied Data Science. This degree is designed to address workforce needs in the Commonwealth in data science by making enrollment accessible for professionals that have a wide variety of backgrounds and preparation.
- With the state's help, the Virginia Tech Carilion School of Medicine is well positioned to assist with the state's shortage of physicians by growing the size of its medical school class and creating an in-state tuition differential that will keep more Virginia students in the Commonwealth for medical school.

- The Corps of Cadets stands ready to develop the leaders needed in defense, intelligence, and other industries important to the Virginia economy.

SECTION D: STRATEGIC DEEP DIVE – FINANCIAL EFFECTIVENESS & SUSTAINABILITY

AFFORDABILITY FOR STUDENTS & FAMILIES

Key question: How is your institution accounting for and improving affordability for students and families?

D1. What specific strategies/actions do you plan to take to improve affordability moving forward across your overall student body and priority subpopulations, and what is the expected impact? Please account for a broad range of factors including the full cost of attendance, net price, time to degree, debt load, etc.

Reducing financial barriers to higher education is a guiding principle of Virginia Tech's historic land-grant mission and a point of emphasis in the university's *Advancing Beyond Boundaries* strategic plan.

The university takes seriously the commitment it made with the Commonwealth of Virginia in its Management Agreement to mitigate the impact of tuition increases and reduce unmet need for Virginia residents. Virginia Tech has implemented programs to advance these goals. As part of this commitment, the university maintains the *Funds for the Future* scholarship program which protects most returning students with financial need from tuition rate increases, and the *Virginia Tech Scholarship*, which seeks to further reduce student need.

Although incremental investment in scholarship programs has allowed the university to make some progress in closing affordability gaps, net price benchmarking comparisons with peer institutions and an analysis of discount rates at Virginia's four-year public institutions highlight a pressing need to further enhance the university's net price competitiveness for resident students, particularly from low- to middle income families.

Last fall, the university began planning for a new initiative designed to extend opportunities for a high-quality educational experience to all students regardless of financial circumstances.

The culmination of this planning process led to the recent unveiling of the *Virginia Tech Advantage*, a university-wide, multiyear commitment to offer the full Virginia Tech educational experience to admitted Virginia undergraduate students. At scale, the program will remove barriers for more than 5,500 low- and middle-income students from the Commonwealth with unmet financial need by providing a strong foundation for academic success through enhanced resources, a community of peers and mentors, and scholarships and emergency funds. Programs are expected to enhance retention, persistence, and time-to-degree.

Funding for this critical initiative will come from expanding private philanthropic support, leveraging state and institutional dollars, and some of the \$25 million in university planned reallocations over five years.

REVENUE

Key question: How is your institution approaching pricing and revenue management? What are the implications on long-term top-line financial health?

D2. Please explain the rationale behind your full pricing (i.e. published tuition & fees, including mandatory non-E&G fees) and financial aid award strategy (i.e. net tuition revenue projections). What data informed your assessment of T&F increase feasibility (e.g., market comparisons, student capacity to pay) and estimates of discounts/waivers/unfunded scholarships? What informed your strategy around financial aid awards, merit and need-based, particularly for various student segments by income level and academic preparation?

- Virginia Tech works to minimize the cost of education while maximizing the value of a Virginia Tech degree.
- Pricing decisions are informed by the level of state support, market competitiveness and position, known or projected costs, and strategic investment needs.
- The university conducts periodic benchmarking with our peers to monitor trends in net price and tuition/fees.
- Peer benchmarking reveals that Virginia Tech ranked 15 out of 24 amongst its SCHEV peers, and 9 out of 15 amongst Virginia public institutions in total cost (list price) for in-state undergraduates (FY23).
- In the Institution-specific Fact Pack provided by Op-Six and the Boston Consulting Group, Virginia Tech's Cost of Attendance as a proportion of household income declined from 2012-2021 from 40% to 36%; Additionally, the cost of attendance has grown 1.3% per year, trailing increases to the CPI.
- Virginia Tech also periodically reviews the **net price** data of peer institutions. Repeated analysis confirms that Virginia Tech lags peers in the size of the out-of-pocket cost of attendance. Closing this affordability gap for low-income Virginia students will be advanced through the previously described Virginia Tech Advantage program.
- Scholarships and grants provided to reduce the cost of attendance for students and families are lower than peer institutions.
- The goal of Virginia Tech's financial aid strategy is to ensure a VT degree is affordable for all Virginians.
- 48% of Virginia residents at VT graduate with no educational debt; significantly outperforming the national average.
- VT graduates experience an exceptionally low default rate for student loans.
- The university receives less in-state financial aid per resident student than the Virginia public doctoral institutions' average. The university has increased its population of Pell undergraduates by 8.3% over the last five years.
- The university aspires to lower net tuition costs, especially for low- and middle-income students.

D3. What do you expect to be the impact of your pricing/discounting approach on enrollment numbers/mix (if any) and net tuition revenue moving forward and why?

While benchmarking indicates that Virginia Tech currently provides a lower level of institutional aid as well as total aid relative to its peers, the university continues to strive towards closing the net price gap. Enhancing the affordability of and access to opportunities for learning, research and discovery for Virginia residents will bolster the Commonwealth's human capital and its overall economic competitiveness. Virginia Tech continues to optimize strategies to leverage financial aid in a manner that supports overall enrollment planning, particularly among the highly competitive nonresident market. However, Virginia Tech's ability to use discounting strategies often employed by institutions with high sticker prices is limited due to the relatively low starting point of Virginia Tech's sticker price and the need to ensure full coverage of the cost of education for all nonresident students.

COST EFFECTIVENESS

Key question: How has your institution maintained bottom-line financial health and focused investment on the levers that will drive improvements in student outcomes?

D4. Reflect on the categories/subcategories of cost that have recently experienced the most significant increases on an absolute or per-student basis. What have been the primary drivers of those increases? Please be specific and include supporting data.

Costs that have recently experienced increases include:

- Given that 75% of E&G costs are personnel related, major cost drivers include compensation programs and health insurance increases.
- Maintaining competitive salaries, wages, and assistantship stipends particularly for lower-paid employees where markets have been accelerating.
- Mandated costs like the Virginia Military Survivors and Dependents Education Program (VMSDEP) have been rapidly accelerating without warning.
- Growing demand for student services like mental health counseling.
- Inflation is impacting costs from utilities and contracts to materials.

D5. What specific strategies/actions do you plan to take to contain/reduce key costs and improve fiscal health going forward while improving student outcomes? What are your objectives and what have been your results to date of any already-launched initiatives? What is the expected impact and timeframe of these strategies? Include any short-term costs that would need to be incurred to implement the strategies.

Periodic administrative cost benchmarking demonstrates that Virginia Tech continues to rank favorably among its various peer groups in broadly accepted measures of administrative efficiency.

The university's cost structure has been consistent over the last decade with the relative proportion of expenditures across various functions experiencing only slight fluctuation. This trend is validated by slide 43 in the Virginia Tech Fact Pack which shows that the relative distribution of university expenditures by major classification has remained stable from 2012 to 2022, including Institutional/Administrative expenditures.

The university's rigorous budget process carefully contemplates new spending and seeks to focus limited resources on academic priorities and strategic initiatives that enhance the university's mission and quality. In addition, the university actively explores opportunities to streamline business processes, eliminate non-value-added functions, and invest in technologies that ensure the effective and scalable delivery of services to the campus community. Through the university's annual budget process, senior management units are asked to identify cost-savings strategies and goals that support their budget needs. The university also seeks to identify opportunities to further leverage technology and automation, elevate effective and scalable service delivery, eliminate duplicative work efforts, and enhance strategic flexibility. These efficiency efforts promote and facilitate cost-containment actions before considering new resource allocations.

For FY24, the university will begin a multi-year program to identify \$25 million in base funding that can be reallocated to help fund strategic initiatives.

D6. Provide information about your institution's highest-priority E&G capital projects and requests (including new construction as well as renovations) over the six-year plan period and how they align to your enrollment trajectory, student outcomes improvement plans, or other strategic priorities. Please also reflect on your current E&G facilities utilization (especially classrooms, labs and student service areas), particularly in light of any recent trends that might impact space needs (e.g., enrollment trends, shifting learning modalities). How has square footage per student changed over time and why? What efforts have you made to reassess and further optimize the use of your existing facilities, and what has been the impact of those efforts to date? What do you intend to do in the next six years to increase utilization?

The university's top priority capital budget requests include i) Expand the Virginia Tech Carilion School of Medicine and the Fralin Biomedical Research Institute; and ii) Renovate/Expand Chemistry and Physics Facilities. The projects are briefly described below.

- i. **Expand the Virginia Tech Carilion School of Medicine and the Fralin Biomedical Research Institute:** Virginia Tech and Carilion Clinic have built a high-quality and productive partnership around the School of Medicine and the Biomedical Research program. This partnership has generated over \$1 billion of combined economic impact since 2011 and, with the completion of the second research building in 2020, is projected to reach \$1.5 billion by 2027. This capital project request is to support two goals: i) increase the enrollment of medical students from 196 to 400 with the construction a new 100,000 gross square foot building; and ii) increase the research output of the Biomedical Research program with a 51,000 gross square foot renovation of existing space.

The Commonwealth and United States have well documented shortages of physicians, including a Virginia Healthcare Workforce Advisory Council's 2020 report that identified the need for 16.3 percent more physicians in the Commonwealth by 2026. The VTC School of Medicine has established a strong position among medical schools with an extraordinary demand by students seeking a medical education providing the skill sets of physicians trained as scientists. The school receives approximately 6,900 qualified applicants per year for its 49 class slots, and it could readily grow if it had larger facilities. The school is presently one of the smallest medical schools in the country with a class size of 49 students, or total enrollment of 196 students. The average size of the 155 medical schools in the U.S. is 608 students. A scale of 400 students would improve operational efficiency while simultaneously producing more physicians that could serve the Commonwealth.

The Fralin Biomedical Research Institute has generated unprecedented growth, including doubling its enterprise operations and laboratory facilities in Roanoke in a single decade. The research institute currently employs over 600 faculty, staff, and students including 42 faculty-led research teams focusing their innovations on preventing and providing new diagnostics and therapeutics for top health concerns impacting the Commonwealth and the nation. Funding for biomedical research is expected to grow substantially over the coming decade; thus, it is important that the Commonwealth be strategically positioned to continue competing at its high level of success for those outside dollars and research impacts. This project will ensure the research institute is positioned to grow at a steady pace and continue an upward trajectory. Without additional capacity, the potential growth of the research enterprise would be stunted. The research done within the Fralin Biomedical Research Institute directs national attention to the Commonwealth's leadership in the rapidly developing biomedical research fields of brain disorders, heart disease, cancer, and addiction.

- ii. **Renovate/Expand Chemistry and Physics Facilities:** Virginia Tech leads the state in STEM-H degree production with over 5,550 degrees awarded annually. This represents 58 percent of Virginia Tech's total degree production and 26 percent of the Commonwealth's STEM-H degree production in public universities. The fields of Chemistry and Physics are fundamental courses for STEM-H degrees. The university's facilities for these disciplines were constructed in the 1960s and 1980s and are too small, outdated, and have become a choke point which is limiting for the type of

instruction demanded by fields such as engineering. These departments also promote university-based research that produces outside investment in the Commonwealth. In the 2022 fiscal year, the Chemistry Department generated approximately \$12 million in extramural research expenditures, and the Physics Department generated approximately \$8.5 million in research activity. However, the age and size of the existing chemistry and physics buildings are constraining the amount and type of research work that can be conducted.

This project will construct 53,000 gross square feet of new space and renovate 71,100 gross square feet of existing space to provide the space required to meet the enrollment and research demands of the university's STEM-H programs. Without this space, the progression of degrees for enrollments in the sciences and programs such as engineering will be impacted.

- iii. **Repair Derring Hall Building Envelope:** The Capital Budget Request Instructions released in May 2023 include a new capital priority for "*funding requests to address a significant maintenance reserve-type issue at an existing facility*", as well as the Administration's stated capital priority number 4 of "renovations necessary for prolonging the life of existing spaces"; and this request is to repair the building envelope of Derring Hall. Derring Hall was built in 1969, is 208,000 gross square feet, has a Facility Condition Index score of 55 percent, and is the university's largest undergraduate science laboratory instruction building.

Derring Hall is an essential building to deliver required undergraduate courses to students; however, the building is at risk because of significant spalling, delamination, and cracking of the exterior concrete walls, columns, parapets, and window sealants. A recent engineering study documented over 330 spalls, some as large as six square feet. Routine maintenance and Maintenance Reserve projects are not sufficient to address the repair needs of the building. The envelope is progressively deteriorating with accelerating moisture damage. The university commissioned a consultant study that shows the necessary long-term repair solution is to remove the loose concrete and install an overclad system to confine future spalls and protect the building from future moisture damage. These repairs would extend the service life of the building by 25 years.

- iv. **Life, Health, Safety, Accessibility, and Code Compliance:** Campus Accessibility: Virginia Tech is a land grant-university with a three-part mission of instruction, research, and outreach that brings tens of thousands of students, faculty, staff, and visitors to campus on a daily basis. Ensuring the safety, health, and accessibility of the campus environment is critical to the long-term success of the university and its service to the Commonwealth. The main academic campus covers approximately one thousand acres with 12 million square feet distributed across hundreds of buildings that surround an iconic Drill Field. The campus topography reflects mountains of western Virginia with steep grades equal to a four-story tall building from its lowest to highest point. The university has developed a comprehensive solution to eliminate accessibility barriers for pedestrian pathways as part of its 2018 Campus Master Plan and is working to implement components of the solution in phases and over time. As part of the university's comprehensive plan to address pedestrian accessibility and mobility needs, it has evaluated and prioritized zones of campus for improvements to eliminate barriers and challenging pedestrian intersections and pathways. The scope of this project is the southeastern zone of the main campus. This area of campus is a

major pedestrian thoroughway connecting heavily used academic, research, and student services facilities.

The existing campus infrastructure and pathways that connect and provide mobility in this area have the most significant elevation variances, are not sufficiently accessible to accommodate common mobility needs, and are not compliant with the Americans with Disabilities Act. The project scope includes installing a system of approximately 87,500 square feet of pathways including dedicated rest-points in order to establish a safe and appropriate service for all members and visitors of the campus. Significant sitework and grading will be required to achieve barrier-free accessibility.

Please also reflect on your current E&G facilities utilization (especially classrooms, labs and student service areas), particularly in light of any recent trends that might impact space needs (e.g., enrollment trends, shifting learning modalities). How has square footage per student changed over time and why?

Over the past decade, 2014 to 2023, the university has become increasingly more efficient in terms of space per student. During this period, undergraduate enrollment grew by 6,100 while classroom space grew by 23,600 square feet and instructional laboratory space grew by 81,000 square feet. In terms of rates, over the decade, classroom and class laboratory spaces shrank from 26.7 square feet per student down to 24.7 square feet per student.

During this period, the university has managed space primarily by expanding its schedule slots to use facilities for more hours in the day, renovating older classroom inventory to accommodate new instruction practices, and shifting certain courses online.

The COVID-19 period provided an extraordinary opportunity to stress test the efficacy of alternative instructional modalities, including hybrid and online courses. During this period of operations, the university concluded that online instruction is a viable alternative for certain types of course material; however, the vast majority of the university's academic programs require in-person programming. This proved especially true for the STEM-H programs. Virginia Tech's utilization of a "hands-on, minds-on" instructional approach enhances the experiential learning, team, and laboratory experiences required to train the workforce expected to fulfill Commonwealth objectives such as the Top Jobs 21 goals and the Tech Talent Investment Program. Thus, appropriate facilities to support instruction remain critical for the university.

What efforts have you made to reassess and further optimize the use of your existing facilities, and what has been the impact of those efforts to date? What do you intend to do in the next six years to increase utilization?

The key long-term strategy for the university is to renovate outdated and underutilized assets in the core of campus to improve utilization and to enhance operational efficiency. As part of the university's biennial Six-Year Capital Planning process, it evaluates its existing inventory of assets for service and utilization and then prioritizes assets with the highest potential for impact on its Six-Year Capital Outlay Plan.

Over the past decade, the university has been shifting its capital outlay focus toward renovations of existing assets, in some cases demolishing deteriorated space and replacing it

with new construction. As an illustration, there have been recent STEM-H projects such as the renovation of Davidson Hall in 2015, the renovation of Holden Hall in 2022, and the renovations of Randolph Hall that are underway. These types of projects provide a dramatic improvement to space utilization with minimal impact to operations and maintenance costs.

Looking forward, the university's 2024–2030 Capital Outlay Plan that was approved by the Board of Visitors in March 2023 includes seven (7) capital projects, six (6) of which are to renovate existing buildings and assets in the core of campus. This strategy is essential to meet the long-term requirements for STEM-H majors credit hours and completion of degrees in a timely manner.

A second key strategy is continuous process improvement to course scheduling including making use of the earlier and later hours in the day and redistributing course assignments to optimize each available instruction seat/station in the inventory. The university utilizes “smart” academic planning and scheduling solutions to forecast and align course demand with available faculty and facility resources, ensuring student degree progression is at the forefront of planning.

SECTION E: BUDGET REQUESTS

E1. Provide additional information for any budget requests in Part I of your planning template that are not described elsewhere in your narrative.

n/a

SECTION F: ECONOMIC DEVELOPMENT ANNUAL REPORT

F1. Provide a link to any report your institution has produced about its economic development contributions. You may also share it in the appendix or as an attachment

The ongoing work of implementing Virginia Tech's *Beyond Boundaries* vision has shaped institutional contributions over the last year that are stimulating economic development across the Commonwealth. Key goals and themes connecting these efforts include:

Increasing Virginia Tech's regional, national, and global **Impact**:

- Elevating the **Ut Prosim Difference** by addressing the current interconnected crises in public health and economic vitality, along with longer-term post-COVID restructuring and building more resilient systems.
- Bringing a uniquely **Transdisciplinary**, high-impact approach to engagement, discovery, and learning.
- Building on the university's unique position to respond to issues across Virginia's spectrum of **Urban and Rural** communities.

A sampling of projects and initiatives advancing the vision include university-led, public-private partnerships in community development and real estate; research activities with direct

relevance to key state industries; and high impact programs designed to meet the needs of local families, community partners, and business.

Innovation Campus

Virginia Tech continues development of the [Innovation Campus](#), focusing on graduate education in computer science and computer engineering, in partnership with the Commonwealth of Virginia and the private sector. The recent opening of the Potomac Yards-VT Metro Station will facilitate student, faculty, and staff access to the Academic I Building which is scheduled to be finished in 2024. Located near Amazon's HQ2 in Northern Virginia, the Innovation Campus is already bringing industry, government, and academia together to develop a dynamic approach to project-based learning and research that will shape the region and the state's future innovation economy. The first cohort of 85 Masters of Engineering students graduated this spring.

Commonwealth Cyber Initiative

Virginia Tech is leading the statewide [Commonwealth Cyber Initiative](#) (CCI). CCI is Virginia's main access point for cybersecurity research, innovation, workforce development, and collaboration. Virginia Tech is successfully leading this statewide consortium in this critical domain to advance Virginia in this area and grow this sector of the economy.

Smart Farm Innovation Network™

Connecting Virginia Tech's interdisciplinary researchers and Virginia Cooperative Extension specialists and agents to producers, The Smart Farm Innovation Network™ develops and deploys a wide array of innovative technologies that will increase the overall efficiency, resilience, and sustainability of agricultural and natural resources production systems. The network is made up of about 120 interconnected locations — the Blacksburg campus, 11 Agricultural Research and Extension Centers, and 108 Virginia Cooperative Extension local unit offices. The network leverages the university's existing infrastructure to capitalize on its proximity to agricultural and natural resources industries around the Commonwealth and the state's soil, climate, and geographic diversity. The expanded seafood research center in downtown Hampton, which opened last fall, will be critical for sustaining Virginia's aquaculture industry and an important anchor for revitalizing downtown Hampton..

This network is an important component of a larger and more recently established [Center for Advanced Innovation in Agriculture](#).

Virginia Alliance for Semiconductor Technology

The Growth and Opportunity for Virginia (GO Virginia) award of \$3.3 million will fund the [establishment of the Virginia Alliance for Semiconductor Technology](#) (VAST) and the accompanying adult learning program for continuing professional development, Fast Track to Semiconductor Careers. Headquartered at the Virginia Tech Research Center in Arlington, VAST will leverage Northern Virginia's semiconductor and electronic component manufacturing industry and expertise of partner institutions across the Commonwealth, including nodes that will be established at George Mason University, the University of Virginia, Virginia

Commonwealth University, Norfolk State University, and community colleges across the state, as well as the Virginia Tech Blacksburg campus.

Green Hydrogen Energy Demonstration Facility

A collaboration between the [Virginia Tech Corporate Research Center](#), the [Center for Economic and Community Engagement](#), private industry, and several community partners is helping Hampton Roads meet its growing energy needs while also exploring opportunities to expand energy sources for Virginia. The Corporate Research Center, a subsidiary of the Virginia Tech Foundation, oversees Tech Center Research Park in Newport News where \$1.6 million in GO Virginia funds will be used to develop a 5,000- to 10,000-square-foot demonstration lab for the production of green hydrogen. Another \$5 million in investments will come from ITA International, Genplant, W.M. Jordan Co., and the City of Newport News.

Internships

[Virginia Tech's Center for Economic and Community Engagement](#) receives support from the SCHEV V-TOP initiative to develop the Regional Internship Collaborative, serving the Blacksburg, Roanoke-Allegheny, and Lynchburg regions. The collaborative tries to build “easy buttons” for employers looking for interns and students looking for internships at all levels of education. There are programs which support internships and market opportunities for students at multiple schools and economic development organizations across the region. The group has worked to build a public online database of programs and contacts, and has hosted joint events, such as a recent internship fair for [local companies](#) in Christiansburg with students from New River Community College, Radford University, and Virginia Tech. The collaborative has also organized peer-to-peer webinars for businesses to share tips about starting and managing internship programs. Later this year, the collaborative hopes to share “starter kits” for employers to design programs and to provide opportunities to apply for state-supported HR help in managing these efforts.

SECTION G: FREEDOM OF EXPRESSION AND INQUIRY, FREE SPEECH, ACADEMIC FREEDOM AND DIVERSITY OF THOUGHT

G1. Provide a copy of any policy or reports your institution has produced and provide information about annual training or orientation related to this topic.

On March 20, 2023, the Virginia Tech Board of Visitors approved a [Resolution on Freedom of Expression and Inquiry](#), accepting the December 2022 report of the Task Force on Freedom of Expression and Inquiry (attached), endorsing the statement contained therein committing unequivocally to upholding freedom of speech and academic freedom, and requesting periodic updates on the implementation of suggested actions proposed in the task force report.

An [annual report](#) required in accordance with § 23.1-401.1(D) of the Code of Virginia outlines the university's commitment to free speech/freedom of expression:

Three policies and two handbooks referencing the No. 1025 – Policy on Harassment, Discrimination, and Sexual Assault

[No. 5000 – University Facilities Usage and Event Approval](#)

[No. 5215 – Sales Solicitation and Advertising on Campus](#)

Hokie Handbook (Student Handbook), in pertinent part

Faculty Handbook, in pertinent part

The University's [Speech on Campus Website](#) that references applicable policy documents, the Speech on Campus Flyer, the annual Speech on Campus Report, and provides an incident reporting section for anyone experiencing issues with free speech or freedom of expression.

Notification to the university community through Virginia Tech news and Virginia Tech Hokies on Track student app.

SECTION H: NEW SCHOOLS, SITES, AND MERGERS

H1. Provide information on any new instructional sites, schools, or mergers supported by all types of funding that your institution is considering or planning to undertake during the six-year period.

Virginia Tech has no new instructional sites, schools, or mergers planned for the next six-year period.

[OPTIONAL] SECTION I: RESEARCH

I1. [OPTIONAL] Highlight any strategic research priorities, programs, or key areas of investment (e.g., hiring plans, critical research agendas, interdisciplinary centers, business partnerships, commercialization efforts) and IP dissemination and commercialization priorities you intend to pursue over the next 6 years that have not already been mentioned in this narrative. What are the anticipated benefits to your faculty attraction/retention strategy, student value proposition, and the economic competitiveness of the Commonwealth?

Virginia Tech is investing in major research initiatives to bring together diverse expertise that transcend traditional disciplinary boundaries, in partnership with industry, government, and foundations, to address emerging challenges and opportunities that can improve the human condition and create a better world for all. These initiatives are the research frontiers: artificial intelligence, quantum, security, and health. (<https://www.research.vt.edu/initiatives/research-frontiers.html>).

Each frontier is at the intersection of Virginia Tech strengths, national and international priority, and capacity to create lasting impact on complex challenges. VT is investing in these areas by aligning opportunities, such as the Destination Area 2.0 program and the Presidential Postdoc Fellow Program, with the frontiers. The Destination Area 2.0 program supports transdisciplinary research in domains that will position Virginia Tech as a global leader in the area of interest. The Presidential Postdoc Fellowship Program seeks to strengthen the university's ability to recruit outstanding postdoctoral associates through faculty mentorships and support of research projects that are aligned with the university and sponsor research priorities.

In addition, Virginia Tech's three thematic research institutes – the Fralin Biomedical Research Institute, the Virginia Tech Transportation Institute, and the recently established Virginia Tech National Security Institute, turn discoveries into impact through research, innovation, commercialization, and training in their focus areas.

Virginia Tech leads two state-wide initiatives that unite Virginia's institutions of higher education towards impactful research, innovation and training in critical areas: the Commonwealth Cyber Initiative (CCI) and the newly forged Virginia Alliance for Semiconductor Technology (VAST).

Virginia Tech's Innovations & Partnerships, a team dedicated to supporting all aspects of corporate partnerships, is seated in both Research & Innovation and Advancement and includes three centers: LINK + LICENSE + LAUNCH. These teams offer a full continuum of services to the Virginia Tech community, industry, foundations, and ecosystem partners to ensure partnerships grow and flourish and that the discoveries made at the university deliver economic and human impact.

The six-year plan includes building on significant momentum and milestones achieved over the prior six years including strategic partnerships with hundreds of leading companies around the country and world, as well as delivery of a full suite of resources to advance commercialization and new-venture creation. Specifically, six-year goals include continued build-out and/or delivery of: patent investment, technology assessment and marketing, negotiation and licensing, reporting and diligence, proof of concept program, Post-doctoral Innovation Fellows program, delivery of custom-built training programs including Tech Transfer Bootcamp and Start-Up Labs to a target audience of faculty and graduate students, participation in NSF i-Corps program and other similar federal programs intended to advance innovation and commercialization toward economic growth, new faculty orientation programs to support onboarding, undergraduate and graduate work-study programs, events and

programming to celebrate inventors and build community, collaborations with the Virginia Innovation Partnership Corporation (VIPPC), and coalition building in support of large federal programs.

The university will maintain a high-functioning technology transfer operation that can be trusted to deliver support as needed to the university community. Benefits include attracting and retaining enterprising faculty interested in transitioning technologies to the marketplace, as well as providing new career pathways for graduate students and post-doctoral fellows, while supporting economic growth by recruiting existing firms through talent pipelines and seeding new enterprise development. Recent improvements have yielded strong performance across all major metrics including corporate investment and sponsored programs, invention disclosures, licenses, and IP-based university start-ups.

[OPTIONAL] SECTION J: COLLABORATION

J1. [OPTIONAL] Outline any existing or potential initiatives you have not already highlighted in this narrative that feature collaboration across public higher education institutions (and other state agencies as appropriate) in furthering the goals outlined in sections B-D. What is the expected impact and in what timeframe? What is the timeline for the initiative and how far along is it? What (if anything) would be required from a budget or policy perspective to facilitate the success of the initiative?

Virginia Tech has a significant and broad range of collaborative activities and partnerships with other public higher education institutions and governmental entities, including the following:

- On-going investment to bolster research in the health sciences domain, including a partnership with the University of Virginia in iTHRIVE, an NIH-funded Clinical and Translational Science Award.
- VT continues to partner with Northern Virginia Community College and recently Germanna Community College on transfer agreements into the four-year cybersecurity management and analytics program in Business Information Technology.
- Virginia Tech has partnered with Christopher Newport, James Madison, Mary Washington, Radford, Virginia State, Virginia Military Institute, Hollins University, and Roanoke College to create graduate degree pathways in Computer Science and Computer Engineering and advance Virginia's innovation economy under the Tech Talent Investment Program. Through the Innovation Campus, the university is also collaborating with leading Virginia employers, including Boeing to expand employment opportunities for veterans, and Northrop Grumman to support research and teaching in quantum information science and engineering.
- Current planning is underway with Radford University (RU) to develop a suite of collaborations focused on:
 - guaranteed admission of RU graduates to masters degree programs offered by Virginia Tech's Pamplin College of Business;
 - opportunities for joint education in criminal justice and forensics involving students taking courses at both universities, thus providing access to respective faculty expertise and avoiding duplication of course offerings;
 - facilitating membership of RU in 4VA with the goal of partnering with Virginia Tech in expanding learning opportunities for students; and
 - collaboration in support of exploring use of shared services for health sciences students in Roanoke.

[OPTIONAL] SECTION K: STATE POLICY

K1. [OPTIONAL] Use this section to outline any state policy changes you have not already mentioned in this narrative that would enhance your ability to achieve greater success on the topics, strategies, and initiatives referenced in this narrative. What existing policies, if any, are hindering your ability to maximize outcomes and value for students? What new policies might create conditions that are more conducive to achieving those goals? What strategies or initiatives would these policy changes enable your institution to do or try that you are not yet able to do today? Please be as specific as possible.

In the eighteen years since the General Assembly passed the Restructured Higher Education Financial and Administrative Operations Act of 2005, Virginia Tech has experienced significant benefits through its ability to locally manage university processes and resources, which translate into benefits for the Commonwealth. Particularly in a period of constrained resources and growing fixed costs, the flexibility provided through Restructuring has allowed the university to make progress in important strategic areas. The benefits of the Restructuring Act permeate the operating culture of the university and facilitate decision-making at the ground level where the university can deploy efficient and specialized solutions to advance strategic objectives. More recently, enhanced flexibility for the enrollment of non-resident undergraduates allowed the university to strengthen quality for Virginia students and continue momentum on the implementation of innovative academic programs and the development of human capital to meet evolving market demand. Further potential improvements include:

- Retention of E&G interest earnings: eliminate the escrow requirement to ensure that university resources can be reliably budgeted and reduce pressure on other nongeneral fund sources (i.e. tuition).
- Talent recruitment and retention: allow the university to manage compensation and benefit programs for faculty and university staff without restriction by the state.
- Additional Procurement Authority: Eliminate daily eVA transactional posting. Ability to implement and maintain university small purchase and travel Pcard program. Autonomy to select the best construction delivery method for major capital projects without approval from Department of General Services.
- Increase IT Procurement Threshold: The threshold for CIO review for IT procurement should be increased to reflect inflationary increases and overall growth and importance of technology in university operations.
- Equipment Trust Fund: conduct a review of the ETF process to streamline, expedite, and relax unnecessary restrictions. This could include moving to a post-audit rather than pre-approval process (consider the capital program FF&E as a model) and allow the purchase of cloud-based information technology solutions.
- Tuition and Fee Authority: Ensure Board of Visitors retain authority over tuition and fee decisions, including the ability to provide special pricing for strategic populations. Simplify the calculation of athletic fee compliance by eliminating annual increase calculation, avoiding unintended consequences of volatility athletic revenue.
- Increased Flexibility over Academic Program Approval: Increased flexibility regarding academic program approval is especially critical in rapidly developing research and industry domains such as computer and data science and biomedical research that are important for the state economy. The current program approval process can be cumbersome, and in some cases, the process is delayed for minor issues. Faculty are committed to delivering academic programs that meet the needs of students and

employers, and any delay in the offering of these programs risks losing Virginia's competitive advantage in recruiting talented students and faculty as well as industry investment. To position the program approval process to more effectively meet the needs of future students, SCHEV can collaborate with IPAC to work towards a mutual consensus on principles of redesign of a more responsive academic program approval process.

[OPTIONAL] SECTION L: ADDITIONAL INFORMATION

L1. [OPTIONAL] Use this final section to provide any additional context and/or supporting materials you feel should be incorporated into the six-year planning process.

N/A

Six-Year Plans (2023): 2024-25 through 2029-30

Due: July 15, 2023

Institution: Virginia Cooperative Extension & Agricultural Experiment Station

Institution UNITID: 229

Individual responsible for plan

Name(s) & Title(s): Tim Hodge

Email address(es): tlhodge@vt.edu

Telephone number(s): 540-231-6419

Part 1: Undergraduate Tuition and Mandatory Fee Increase Plans in 2024-26 Biennium

Virginia Cooperative Extension & Agricultural Experiment Station

Instructions: Provide annual planned increases in undergraduate tuition and mandatory E&G fees and mandatory non-E&G fees for both in-state and out-of-state students in 2024-26 biennium. The tuition and fee charges for in-state undergraduate students should reflect the institution's estimate of reasonable and necessary charges to students based on the mission, market capacity and other factors with the assumption of no new state general fund support.

	Undergraduate Tuition and Mandatory Fees				
	2023-24 Charge (BOV approved)	2024-25		2025-26	
		Planned Charge	% Increase	Planned Charge	% Increase
In-State UG Tuition	N/A	N/A		N/A	
In-State UG Mandatory E&G Fees	N/A	N/A		N/A	
In-State UG Mandatory non-E&G Fees	N/A	N/A		N/A	
In-State UG Total	\$0	\$0	%	\$0	%
Out-of-State UG Tuition	N/A	N/A		N/A	
Out-of-State UG Mandatory E&G Fees	N/A	N/A		N/A	
Out-of-State UG Mandatory non-E&G Fees	N/A	N/A		N/A	
Out-of-State UG Total	\$0	\$0	%	\$0	%

Agency 229 (Virginia Cooperative Extension & Agricultural Experiment Station) does not assess tuition or mandatory fees.

Part 2: Revenue: 2022-23 through 2029-30
Virginia Cooperative Extension & Agricultural Experiment Station

Instructions: Based on assumptions of no new general fund, enrollment changes and other institution-specific conditions, provide total collected or projected to collect revenues (after discounts and waivers) by student level and domicile (including tuition revenue used for financial aid), and other NGF revenue for educational and general (E&G) programs; and mandatory non-E&G fee revenues from in-state undergraduates and other students as well as the total auxiliary revenue. DO NOT INCLUDE STIMULUS FUNDS.
 In line 25, enter E&G GF revenues for the current bienium. The formulas will automatically hold that constant for the remaining years.

Instructions: Provide a pro forma analysis of total tuition revenue in years 2026-2030 by holding T&F constant at the planned 2025-26 rate while incorporating your institution's submitted enrollment projections for each year through 2030. These columns are NOT meant to be a projection and do NOT make any assumption about GF support. The calculations will be used to support the pro forma analysis in tab 8.

NOTE: In light of ongoing budget negotiations, please complete the template assuming only what has already been signed into law as the baseline 2022-23 and 2023-24 appropriation. In the event that a new budget results in additional funding for institutions in 2023-24, OpSix will provide guidance at that time on whether and how to modify or resubmit plans.

Items	2022-2023 (Actual)	2023-2024 (Estimated)	Chg	2024-2025 (Planned)	Chg	2025-2026 (Planned)	Chg	2026-2027 (Pro Forma)	Chg	2027-2028 (Pro Forma)	Chg	2028-2029 (Pro Forma)	Chg	2029-2030 (Pro Forma)	Chg	2022-2030 Chg	CAGR
	Total Collected Tuition Revenue	Total Collected Tuition Revenue		Total Projected Tuition Revenue		Total Projected Tuition Revenue		Total Calculated Tuition Revenue		Total Calculated Tuition Revenue		Total Calculated Tuition Revenue		Total Calculated Tuition Revenue			
E&G Programs																	
Undergraduate, In-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Undergraduate, Out-of-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Graduate, In-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Graduate, Out-of-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Law, In-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Law, Out-of-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Medicine, In-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Medicine, Out-of-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Dentistry, In-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Dentistry, Out-of-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
PharmD, In-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	0%	%
PharmD, Out-of-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	0%	%
Veterinary Medicine, In-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Veterinary Medicine, Out-of-State	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
First Professional, In-State (Total)	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
First Professional, Out-of-State (Total)	\$0	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	\$0	%	%	%
Other NGF	\$14,989,716	\$14,989,716	0.0%	\$14,989,716	0.0%	\$14,989,716	0.0%	\$14,989,716	0.0%	\$14,989,716	0.0%	\$14,989,716	0.0%	\$14,989,716	0.0%	%	0.0%
Total E&G NGF Revenue	\$14,989,716	\$14,989,716	0.0%	\$14,989,716	0.0%	\$14,989,716	0.0%	\$14,989,716	0.0%	\$14,989,716	0.0%	\$14,989,716	0.0%	\$14,989,716	0.0%	%	0.0%
E&G GF Revenue (assume flat after 2024)	\$86,461,363	\$86,461,363	0.0%	\$86,461,363	0.0%	\$86,461,363	0.0%	\$86,461,363	0.0%	\$86,461,363	0.0%	\$86,461,363	0.0%	\$86,461,363	0.0%	%	0.0%
Total E&G Revenue	\$101,451,079	\$101,451,079	0.0%	\$101,451,079	0.0%	\$101,451,079	0.0%	\$101,451,079	0.0%	\$101,451,079	0.0%	\$101,451,079	0.0%	\$101,451,079	0.0%	%	0.0%

Auxiliary Revenue	2022-2023 (Actual)	2023-2024 (Estimated)	Chg	2024-2025 (Planned)	Chg	2025-2026 (Planned)	Chg
	Total Revenue	Total Revenue		Total Revenue			
In-State undergraduates	\$0	\$0	%	\$0	%	\$0	%
All Other students	\$0	\$0	%	\$0	%	\$0	%
Total non-E&G fee revenue	\$0	\$0	%	\$0	%	\$0	%
Total Auxiliary Revenue	\$0	\$0	%	\$0	%	\$0	%

Agency 229 (Virginia Cooperative Extension & Agricultural Experiment Station) does not assess tuition or mandatory fees.

Part 3: Financial Aid Plan: 2022-23 through 2029-30
Virginia Cooperative Extension & Agricultural Experiment Station

Instructions: Provide a breakdown of the projected source and distribution of tuition and fee revenue redirected to financial aid for the revenue numbers in Tab 3. To ensure compliance with the state prohibition that in-state students not subsidize out-of-state students and to provide the review group with a scope of the strategy, projections must be made for each of the indicated categories. Please be aware that this data will be compared with similar data provided by other institutional offices in order to ensure overall consistency. (Please do not alter shaded cells that contain formulas.)

"Other Discounts and Waiver" means the totals of any unfunded full or partial tuition waiver reducing the students' charges, including Virginia Military Survivors and Dependent Education Program and the Senior Citizens Tuition Waiver. Do not include the tuition differential for the tuition exceptions.

Note: If you do not have actual amounts for Tuition Revenue for Financial Aid by student category, please provide an estimate. If values are not distributed for Tuition Revenue for Financial Aid, a distribution may be calculated for your institution.

Allocation of Tuition Revenue Used for Student Financial Aid

***2022-23 (Actual) Please see footnote below**

T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	\$0 Compliant
Undergraduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Graduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Graduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
First Professional, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
First Professional, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Total	\$0	\$0	%	\$0	\$0	\$0	\$0	%	

2023-24 (Estimated)

T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	\$0 Compliant
Undergraduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Graduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Graduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
First Professional, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
First Professional, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Total	\$0	\$0	%	\$0	\$0	\$0	\$0	%	

2024-25 (Planned)

T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	\$0 Compliant
Undergraduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Graduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Graduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
First Professional, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
First Professional, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Total	\$0	\$0	%	\$0	\$0	\$0	\$0	%	

2025-26 (Planned)

T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	\$0 Compliant
Undergraduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Graduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Graduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
First Professional, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
First Professional, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Total	\$0	\$0	%	\$0	\$0	\$0	\$0	%	

2026-27 (Pro Forma)									
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	\$0 Compliant
Undergraduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Graduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Graduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
First Professional, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
First Professional, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Total	\$0	\$0	%	\$0	\$0	\$0	\$0	%	

2027-28 (Pro Forma)									
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate	Compliance with § 4-5.1.a.i
Undergraduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	\$0 Compliant
Undergraduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Graduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Graduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
First Professional, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
First Professional, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%	
Total	\$0	\$0	%	\$0	\$0	\$0	\$0	%	

2028-29 (Pro Forma)								
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate
Undergraduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%
Undergraduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%
Graduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%
Graduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%
First Professional, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%
First Professional, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%
Total	\$0	\$0	%	\$0	\$0	\$0	\$0	%

2029-30 (Pro Forma)								
T&F Used for Financial Aid	Total Tuition Revenue	Tuition Revenue for Financial Aid (Program 108)	% Revenue for Financial Aid	Distribution of Financial Aid	Unfunded Scholarships	Other Tuition Discounts and Waivers	Gross Tuition Revenue (Cols. B+F+G)	Implied Discount Rate
Undergraduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%
Undergraduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%
Graduate, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%
Graduate, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%
First Professional, In-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%
First Professional, Out-of-State	\$0	\$0	%	\$0	\$0	\$0	\$0	%
Total	\$0	\$0	%	\$0	\$0	\$0	\$0	%

Agency 229 (Virginia Cooperative Extension & Agricultural Experiment Station) does not provide student financial aid.

**Part 4: ACADEMIC-FINANCIAL PLAN: 2024-25 through 2029-30
Virginia Cooperative Extension & Agricultural Experiment Station**

Instructions: The Academic Plan should contain academic, finance, and support service strategies the institution intends to employ in meeting state needs/goals as found in the Virginia Plan. (Please see the main instructions sheet in this workbook for more detailed information about The Virginia Plan. Please provide short titles to identify institutional strategies and other expenditure increases. Provide a concise description in the "Notes" column (column O), including a % increase where relevant and a specific reference as to where more detailed information can be found in the Narrative document.

Complete the lines appropriate to your institution, adding lines within the relevant categories as needed. As completely as possible, the items should represent a complete picture of your anticipated use of projected tuition revenues and strategic focus areas. Categories are listed in bold; you may not change the categories but you may add lines where indicated. Please update total cost formulas if necessary. For every line, the total amount and the sum of the reallocation and tuition revenue (and GF when indicated) should equal one another.

Funding amounts in the first year should be incremental. However, if the costs continue into the second year and beyond, they should be reflected cumulatively (i.e. cost increases vs. 2023-24). Please update total cost formulas if necessary. Institutions should assume no general fund (GF) support in 2024-26 in this worksheet other than for salaries, health insurance and VITA charges per the instructions below. A separate worksheet (Part 6) is provided for institutions to request additional GF support for 2024-26. Strategies for student financial aid, other than those that are provided through tuition revenue, should not be included on this table; they should be included in Part 6, General Fund Request, of the plan.

Also, given the long standing practice that agencies should not assume general fund support for operation and maintenance (O&M) of new facilities, O&M strategies should not be included in an institution's plan, unless they are completely supported by tuition revenue.

Lines 5 and 6 are newly added to collect the estimated E&G expenditures of 2022-23 and 2023-24 as baselines for Tab 5 Pro Forma.

For the 2026-28 biennium and 2028-2030 biennium, total amounts should be provided as estimates of future expenditures on these items but delineation of reallocation vs. tuition revenue vs. GF does not need to be provided by the institution.

Funding amounts shall assume an annual 2% salary increase for each year from FY2024 to FY2030 for those employees eligible for the state-supported salary increases in the 2022-2024 biennium. Funding amounts shall also assume an annual 3% health insurance increase and a 5.36% VITA cost increase. Institutions shall calculate the GF portion of these increases in columns H and L using the appropriate fund share, which can be found in Tab 4b. If an institution plans to use its own funds to provide additional salary increases, add lines below the "increased fringe benefits costs" and specify salary amount by employee type and associated fringe benefit costs, but do not put any dollar amount in Columns H and L.

NOTE: In light of ongoing budget negotiations, please complete the template assuming only what has already been signed into law as the baseline 2022-23 and 2023-24 appropriation. In the event that a new budget results in additional funding for institutions in 2023-24, OpSix will provide guidance at that time on whether and how to modify or resubmit plans.

Please estimate total E&G expenditures for 2022-23 and 2023-24

Total Estimated 2022-23 E&G Expenditures	\$101,451,079
Total Estimated 2023-24 E&G Expenditures	\$101,451,079

2024-2025 (Auto-calculated)
Implied GF share
95%

2025-2026 (Auto-calculated)
Implied GF share
95%

Short Title	Incremental amounts relative to 2023-24 estimated baseline												Explanation Please be brief; reference specific narrative question for more detail. Explicitly share key assumptions, including any additional salary increases beyond the 2% increase baseline.
	2024-2025				2025-2026				2026-2027	2027-2028	2028-2029	2029-2030	
	Total Amount	Unplanned Reallocation	Amount from Tuition Revenue	Amount from GF (Salaries & benefits only)	Total Amount	Unplanned Reallocation	Amount from Tuition Revenue	Amount from GF (Salaries & benefits only)	Total Amount (Pro Forma)	Total Amount (Pro Forma)	Total Amount (Pro Forma)	Total Amount (Pro Forma)	
Salary & benefit increases for existing employees													
Increase T&R Faculty Salaries	\$668,156	\$33,408	\$0	\$634,748	\$1,359,029	\$67,951	\$0	\$1,291,077	\$2,096,109	\$2,904,457	\$3,811,556	\$4,848,248	
Increase Admin. Faculty Salaries	\$344,336	\$17,217	\$0	\$327,119	\$700,380	\$35,019	\$0	\$665,361	\$1,080,236	\$1,496,821	\$1,964,297	\$2,498,560	
Increase Classified Staff Salaries	\$113,132	\$5,657	\$0	\$107,475	\$228,526	\$11,426	\$0	\$217,099	\$348,490	\$475,425	\$611,868	\$760,548	
Increase University Staff Salaries	\$339,395	\$16,970	\$0	\$322,425	\$688,971	\$34,449	\$0	\$654,523	\$1,059,217	\$1,461,239	\$1,907,098	\$2,410,170	
3% annual state health insurance cost	\$374,072	\$18,704	\$0	\$355,368	\$759,365	\$37,968	\$0	\$721,397	\$1,156,218	\$1,564,976	\$1,985,997	\$2,419,648	
Supplement T&R Faculty Salaries	\$467,709	\$467,709	\$0		\$951,320	\$951,320	\$0		\$1,467,276	\$2,033,120	\$2,668,089	\$3,393,774	1.4% Increase to advance state goals
Supplement Admin. Faculty Salaries	\$241,035	\$241,035	\$0		\$490,266	\$490,266	\$0		\$756,165	\$1,047,775	\$1,375,008	\$1,748,992	1.4% Increase to advance state goals
Supplement University Staff Salaries	\$169,697	\$169,697	\$0		\$344,486	\$344,486	\$0		\$529,608	\$730,619	\$953,549	\$1,205,085	1.0% Increase to advance state goals
Inflationary non-personnel cost increases													
5.36% annual VITA charge increase	\$0	\$0	\$0		\$0	\$0	\$0		\$0	\$0	\$0	\$0	
Contractual services	\$0	\$0	\$0		\$0	\$0	\$0		\$0	\$0	\$0	\$0	
Utilities	\$150,000	\$150,000	\$0		\$300,000	\$300,000	\$0		\$450,000	\$600,000	\$750,000	\$900,000	Inflation
[Add lines & descriptions here]	\$0	\$0	\$0		\$0	\$0	\$0		\$0	\$0	\$0	\$0	
Financial aid expansion													
[Add lines & descriptions here]	\$0	\$0	\$0		\$0	\$0	\$0		\$0	\$0	\$0	\$0	
New/expanded academic programs													
[Add lines & descriptions here]	\$0	\$0	\$0		\$0	\$0	\$0		\$0	\$0	\$0	\$0	
Other academic & student support strategies & initiatives													
[Add lines & descriptions here]	\$0	\$0	\$0		\$0	\$0	\$0		\$0	\$0	\$0	\$0	
Other non-academic strategies & initiatives													
[Add lines & descriptions here]	\$0	\$0	\$0		\$0	\$0	\$0		\$0	\$0	\$0	\$0	
Total Additional Funding Need	\$2,867,532	\$1,120,396	\$0	\$1,747,136	\$5,822,342	\$2,272,885	\$0	\$3,549,457	\$8,943,320	\$12,314,431	\$16,027,463	\$20,185,026	

If result is < \$0, please provide explanation in these fields.	Must not be greater than incremental Tuit Rev in Part 2	
	2024-2025	2025-2026
	\$0	\$0

Part 5: Six-year Pro Forma Calculations: 2022-23 through 2029-30
Virginia Cooperative Extension & Agricultural Experiment Station

Instructions: No new data needs to be added on this tab; it is entirely comprised by formulas. The top section pulls in data from the previous tabs to calculate a pro forma budget surplus/deficit for the 6 years. The following section calculates what T&F (price) and GF increases would theoretically need to occur each year in order to cover the deficit and maintain the 2022-23 GF/NGF split. At the bottom is a blended scenario calculator that a user can leverage to calculate custom "shared" scenarios where deficits can be covered by a combination of expenditure reduction, T&F increases, and GF increases. Cells D28:30 should be set by the user (so long as they add up to 100%) and the results will flow into the rows below that automatically. This analysis is intended to be directional and pro forma; it is not intended to be interpreted as a projection or plan/budget of any kind.

Note: this pro forma does not include any of the additional GF requests in the following tab; those requests would require GF funding on top of what is calculated in this tab.

Baseline Pro Forma Surplus/Deficit															From FY23-FY30		
	2022-2023 (Actual)	2023-2024 (Estimated)	Chg	2024-2025	Chg	2025-2026	Chg	2026-2027	Chg	2027-2028	Chg	2028-2029	Chg	2029-2030	Chg	Total Chg	Avg Annual Chg
Total E&G GF Revenue (includes tab 4, not tab 6)	86,461,363	86,461,363	0%	88,208,499	2%	90,010,820	2%	91,914,620	2%	93,969,134	2%	96,228,138	2%	98,751,679	3%	14%	2%
Tuition discount rate	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Total E&G NGF Revenue	14,989,716	14,989,716	0%	14,989,716	0%	14,989,716	0%	14,989,716	0%	14,989,716	0%	14,989,716	0%	14,989,716	0%	0%	0%
Incremental E&G NGF Revenue vs. prior yr	-	-	%	-	%	-	%	-	%	-	%	-	%	-	%	%	%
Total E&G Revenue	101,451,079	101,451,079	0%	103,198,215	2%	105,000,536	2%	106,904,336	2%	108,958,850	2%	111,217,854	2%	113,741,395	2%	12%	2%
Implied GF % of E&G	85.2%	85.2%	0pt	85.5%	0.3pt	85.7%	0.2pt	86.0%	0.3pt	86.2%	0.3pt	86.5%	0.3pt	86.8%	0.3pt	1.6pt	%
Total E&G Expenditures	101,451,079	101,451,079	0%	103,198,215	2%	105,000,536	2%	108,121,514	3%	111,492,625	3%	115,205,656	3%	119,363,220	4%	18%	3%
Incremental E&G Expenditures vs. prior yr	-	-	%	2,867,532	%	5,822,342	103%	8,943,320	54%	12,314,431	38%	16,027,463	30%	20,185,026	26%	604%	%
Unplanned Reallocation of existing dollars (flat after 2025-26)	-	-	%	1,120,396	%	2,272,885	103%	2,272,885	%	2,272,885	%	2,272,885	%	2,272,885	%	%	%
Pro Forma Surplus/Deficit	-	-	%	-	%	-	%	(1,217,178)	%	(2,533,774)	108%	(3,987,802)	57%	(5,621,825)	41%	%	%
Incremental Surplus/Deficit	-	-	%	-	%	-	%	(1,217,178)	%	(1,316,596)	8%	(1,454,028)	10%	(1,634,022)	12%	%	%

What would a constant GF/NGF ratio at 2022-23 levels imply for T&F and GF increases?																	
	2022-2023 (Actual)	2023-2024 (Estimated)	Chg	2024-2025	Chg	2025-2026	Chg	2026-2027	Chg	2027-2028	Chg	2028-2029	Chg	2029-2030	Chg	Total Chg	Avg Annual Chg
GF % of E&G	85.2%	85.2%	0pt	85.2%	0pt	85.2%	0pt	85.2%	0pt	85.2%	0pt	85.2%	0pt	85.2%	0pt	0pt	0pt
Implied incremental T&F increase (%)	0.0%	0.0%	%	0.0%	%	0.0%	%	1.2%	%	1.3%	0.1pt	1.4%	0.1pt	1.6%	0.2pt	%	%
Implied incremental GF Increase (%)	0.0%	0.0%	%	0.0%	%	0.0%	%	1.1%	%	1.2%	0.1pt	1.3%	0.1pt	1.4%	0.1pt	%	%

Blended Scenario Calculator - Share of Deficit Covered by Each Source (Must add up to 100%)																	
Expenditure reductions	0%	<< Input percentages here															
T&F increases	0%																
GF increases	0%																
TOTAL	0%																
	2022-2023 (Actual)	2023-2024 (Estimated)	Chg	2024-2025	Chg	2025-2026	Chg	2026-2027	Chg	2027-2028	Chg	2028-2029	Chg	2029-2030	Chg	Total Chg	Avg Annual Chg
Implied E&G Expenditure Reduction (%)	0.0%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	%	%
Implied incremental T&F increase (%)	0.0%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	%	%
Implied incremental GF Increase (%)	0.0%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	0.0%	%	%	%
Implied GF % of E&G	85.2%	85.2%	0pt	85.5%	0.3pt	85.7%	0.2pt	86.0%	0.3pt	86.2%	0.3pt	86.5%	0.3pt	86.8%	0.3pt	1.6pt	0.2pt

**Part 6: General Fund (GF) Request: 2024-2026 Biennium
Virginia Cooperative Extension & Agricultural Experiment Station**

Instructions: Indicate items for which you anticipate making a request for state general fund in the 2024-26 biennium. The item can be a supplement to a strategy or item from the academic and financial plan or it can be a free-standing request for which no tuition revenue would be used. If it is a supplement to a strategy or item from the academic and financial plan, use the same title used in Part 3 and place it in bold print to draw attention to its connection to Part 5. Also, describe in the Notes column how additional general fund will enhance or expand the strategy. Requests for need-based financial aid appropriated in program 108 should be included here. If additional rows are added, please update the total costs formulas.

NOTE: In light of ongoing budget negotiations, please complete the template assuming only what has already been signed into law as the baseline 2022-23 and 2023-24 appropriation. In the event that a new budget results in additional funding for institutions in 2023-24, OpSix will provide guidance at that time on whether and how to modify or resubmit plans.

Priority Ranking	Initiatives Requiring General Fund Support						Notes
			Biennium 2024-2026 (7/1/24-6/30/26)				
	Strategies (Match Academic-Financial Worksheet Short Title)	Category (Select best option from dropdown menu)	2024-2025		2025-2026		
			Total Amount	GF Support	Total Amount	GF Support	
1	Agricultural Innovation and community resource development	Economic Development	\$709,540	\$709,540	\$1,419,080	\$1,419,080	Incremental support by the General Assembly will allow the agency to invest in cohorts of area specialized agents and specialists in Agricultural Innovation and community resource development. The specialized agents will work with unit agents and community, and industry leaders to facilitate innovation and resource development across the Commonwealth, especially in rural communities that are heavily dependent upon agriculture productivity and effective land use. Upskilling and economic development opportunities include: precision agriculture, automation & connectivity, data analytics, and controller environment agriculture.
2	Advanced Equipment	Research	\$750,000	\$750,000	\$750,000	\$750,000	New technology and equipment is needed to ensure AREC's to continue to be the leaders of innovative agriculture for the Commonwealth's agribusiness community. Investment in innovative equipment will attract new partnerships and investment of private industry.
3	Maintain Level of Service	General Operations Support	\$1,120,396	\$1,120,396	\$2,272,885	\$2,272,885	Due to Agency 229's inability to increase nongeneral fund revenue, General Fund support is needed to help fund nongeneral fund share of costs and assist with escation of unavoidable costs to avoid unplanned budget reallocations.
			\$0	\$0	\$0	\$0	
			\$2,579,936	\$2,579,936	\$4,441,965	\$4,441,965	

2023 SIX-YEAR PLAN NARRATIVE (Part II)

INSTITUTION: Virginia Cooperative Extension & Agricultural Experiment Station Division
(Agency 229)

OVERVIEW

The six-year plan should describe the institution's goals as they relate to the Commonwealth's goals as articulated in the *Pathways to Opportunity: The Virginia Plan for Higher Education*; the Higher Education Opportunity Act of 2011 (TJ21); the Restructured Higher Education Financial and Administrative Operations Act of 2005; and the Governor's objectives to prepare every graduate for success in life. Please use this opportunity to outline your institution's plans and objectives, especially as they relate to the Commonwealth's goals.

The instructions within the institutional mission and priorities section below ask for specific strategies related to affordability and access to quality postsecondary education that prepare students for success in life. Other sections offer institutions the opportunity to describe additional strategies to advance institutional goals and Commonwealth needs.

Please be comprehensive but as concise as possible with responses; you are encouraged to use bullet points vs. prose. Consider this a starting point for the dialogue with OpSix; you will have the opportunity to further elaborate on the narrative in your review sessions later this summer.

Please save this narrative document with your institution's name added to the file name.

SECTION A: MISSION & PRIORITIES

Key question: What are your institution's unique strengths and how do those inform your strategic priorities?

A1. What is your institutional mission? Please share any plans you have to change your mission over the six-year period.

The Virginia Cooperative Extension and the Virginia Agricultural Experiment Station — the two organizations that make up Virginia Agency 229 — play integral roles in Virginia's land-grant system. The mission of the Virginia Agricultural Experiment Station is to perform basic and applied research on agricultural, environmental, natural, and community resource issues related to the future needs of Virginia, the region, the nation, and the world.

The Virginia Cooperative Extension helps lead the engagement mission of Virginia Tech and Virginia State University, the commonwealth's land-grant universities. Building local relationships and collaborative partnerships, the VCE helps people put scientific knowledge to work through learning experiences that improve economic, environmental, and social well-being.

These missions are not expected to change over the six-year period, though continued assessment of the agency's effectiveness will inform the underlying strategies to ensure that VCE/VAES continues to make a positive impact on the Commonwealth's citizens and economy.

A2. What are your institution's greatest strengths and areas of distinctiveness that it should continue to invest in? What are your institution's greatest opportunities for improvement?

As a foundational pillar of Virginia Tech's traditional land-grant mission, Agency 229 provides critical support to the Commonwealth's diverse agriculture and forestry industry. With a presence of over 230 faculty in 107 communities across Virginia, Agency 229 Extension Specialists and Agents work collaboratively with local stakeholders to advance innovative and applied agricultural and forestry research, leading to higher returns and profits for producers. Recent state investment in the Agency's Building Resiliency Initiative has also positioned Agency 229 to further accelerate innovation in wireless connectivity, smart sensors, autonomous systems for crop and animal management, precision farm equipment, biotechnology, and laboratory analytical equipment. Through the adoption of cutting-edge technologies and an emphasis on environmental stewardship, Agency 229 and industry partners provide consumers throughout Virginia and the world a safe, abundant, and affordable food supply.

Based in sound science, agricultural innovation has improved production and the capability to feed a growing population. Over the past 90 years, U.S. agricultural output has increased by 400 percent with no inputs and 10 percent less land in production. According to the Weldon Cooper Economic Impact Study of Agriculture and Forestry, the total value-added impact of agriculture and forestry grew from \$5 billion 2016 to \$55.1 billion in 2021. The industries of agriculture and forestry together have grown to a total impact of \$105 billion and provide more than 490,000 jobs in the Commonwealth. When considered together, this represents 9.3% of the Commonwealth's total gross domestic product.

Opportunities:

- Recent state investment in the Agency's Building Resiliency Initiative has also positioned Agency 229 to further accelerate innovative **precision agriculture** approaches with existing producers. This includes smart sensors, autonomous systems for crop and animal

management, precision farm equipment, and laboratory analytical equipment. Through the adoption of cutting-edge technologies and an emphasis on environmental stewardship, Agency 229 and industry partners provide consumers throughout Virginia and the world with a safe, abundant, and affordable food supply. Innovations that will enable continued progress in agriculture production include the adoption of open data, big data, gene editing, science of the microbiome, artificial intelligence, technology and engineering, automation, sensors, remote sensing, and cyberbiosecurity. Working closely with industry partners and producers will increase efficacy in the adoption of new agricultural technologies, fueling economic growth, particularly in Virginia's rural localities.

- An additional area of growth recently embraced by the Governor and his Cabinet is to further the state's efforts in **controlled environment agriculture** (CEA). This has a variety of possibilities in both urban and rural settings. One unique approach includes repurposing older buildings or unused warehouses for indoor growing operations. This type of support can include efforts from economic assessments to engineering solutions for hydroponic systems. Continued investment also can create opportunities for diversifying existing operations with greenhouses and other facilities that allow for increased opportunities for growing time as well as bringing different types of value added and specialty crops to their agriculture portfolio. The industry is poised for strong growth globally and there is a need in Virginia for online and in person workforce training in CEA and precision agriculture, exploring outside funding, site planning, and economic analysis of these efforts. With continued support, VAES, VCE and Virginia Tech can help lead these efforts.

A3. What are the top 3-5 strategic priorities you are currently pursuing or planning to pursue in the next six years? Please explain how each strategy relates to the strengths and/or opportunities for improvement mentioned above and will ultimately drive better outcomes for students.

Recent growth in Virginia's agricultural and forestry industries can partially be attributed to the Commonwealth's investment in the Building Resiliency Initiative. New extension agents and specialists will further increase innovative research and dissemination of information in fields such as bioprocessing, food safety, precision agriculture, controlled environment agriculture, and Agricultural markets.

- o Significant one-time investments in equipment upgrades and technology upgrades have positioned Agricultural Research and Extension Centers to be at the forefront of innovating agricultural practices.
- o Investment in extension agent salary competitiveness has allowed Virginia Cooperative Extension to attract and retain talent which is vital to helping the agricultural and forestry sectors flourish.

Leveraging the success of these investments by the Commonwealth, the agency will focus on building capacity and enhancing community economic development through agricultural innovation as outlined below.

A4. What support can OpSix provide to help you achieve those strategies? Please include both budget and policy requests and reference Part I of your submission where appropriate.

Continuing the success of the Building Resiliency Initiative is the next critical phase in the mission of VCE/VAES. The ability to engage stakeholders on a larger scale requires targeted infrastructure that is responsive to local needs. The implementation of enhanced, rigorous programs focused on technology-driven precision agriculture would benefit from additional field-based positions to implement programming and ensure fidelity of the training curriculum.

Incremental support by the General Assembly will allow the agency to invest in cohorts of area specialized agents and specialists in Agricultural Innovation and community resource development. The specialized agents will work with unit agents and community, and industry leaders to facilitate innovation and resource development across the Commonwealth, especially in rural communities that are heavily dependent upon-agriculture productivity and effective land use. Investment in innovative equipment will attract new partnerships and investment of private industry.

- Two teams of Area Specialized Agents (ASA) led by Extension Specialists will provide leadership and expanded capacity to support and expand programming and its implementation. Localized subject matter leadership will allow VCE to be more responsive to agricultural producers with needs that vary from entry level enterprises to sophisticated advanced operations, working directly with emerging and growing businesses. A state level Extension Specialist would support each network of ASA's by developing and disseminating research-based information designed to address local needs, including the increasing interest in certifications and micro-credentials. The opportunity exists to expand public-private partnerships by collaborating with industry, commodity groups, the community college system, and many others. The immediate opportunity for specialized agents and specialists are in precision agriculture, automation & connectivity, data analytics, and controlled environment agriculture.
- Additional one-time support for the Agricultural Research and Extension Centers. The ARECs enable agricultural innovations to be evaluated in real-world situations across the state, represent the Commonwealth's diversity, and take advantage of the unique characteristics and challenges found in each location. The ARECs serve field research sites and laboratories for VT students and researchers, and as program sites for producers, school groups, and the state's citizens. They provide learning opportunities for local farms and Extension Agents from Virginia Cooperative Extension (VCE). Strategic one-time investment in the ARECs would expand the research and instructional capacity for a robust, locally driven upskilling effort focused on agricultural innovation and development. Additional resources would complement the equipment and technology investments made by the Commonwealth. These new resources would allow for a series of minor (non-capital) facility upgrades to address and enhance innovation in livestock systems, greenhouse and controlled environment facilities, and other emerging critical areas. The strategic support to ARECs will enable them to become innovative agricultural technology leaders at the state, national, and international levels.

SECTION B: STRATEGIC DEEP DIVE – ENROLLMENT VOLUME & COMPOSITION

Key question: How is your institution managing enrollment in light of state and national trends, and what are the financial implications?

B1. What do you see as the primary drivers of recent enrollment trends for your institution? Please reference any specific academic programs that have had a significant (positive or negative) effect on enrollment, if relevant.

N/A to Agency 229

B2. Please summarize your enrollment management strategy moving forward and the specific actions (if any) you are taking to implement that strategy.

N/A to Agency 229

B3. How ambitious/realistic/conservative are the enrollment projections you most recently submitted to SCHEV? What are the greatest unknowns or risks that could lead enrollment to differ significantly from your projections? Please reference national and statewide enrollment trends/projections and cite any other data (e.g. regional trends, performance of prior enrollment strategies) that informed your projections.

N/A to Agency 229

B4. Explain the implications of your enrollment strategy on your institution's financials. Please consider impacts on both revenues (e.g., discounting, financial aid, net tuition revenue) and expenditures (e.g., costs to implement enrollment management strategies, costs of enrolling more students or students with different needs, cost-per-student impact of flat/decreased enrollment).

N/A to Agency 229

SECTION C: STRATEGIC DEEP DIVE – PROGRAM ALIGNMENT & PERFORMANCE

COMPLETION OUTCOMES

Key question: How is your institution supporting all students to succeed in completing their degree in a timely manner?

C1. What are your highest-priority completion outcomes targets, both overall and for particular student segments? Please include aspirational targets, realistic expectations, and qualitative targets and specify by when you are aiming to meet those targets (e.g., X% 6-year graduation rate for Pell students by 2030).

N/A to Agency 229

C2. What specific strategies/actions are you planning to take to achieve those goals? How will you draw on successes/challenges from your prior completion outcome improvement strategies?

N/A to Agency 229

C3. How will you use existing/recently provided resources to execute those strategies? Will you be requesting incremental state resources? Please state the request and rationale and explicitly tie to Part I of your planning template.

N/A to Agency 229

POST-COMPLETION OUTCOMES

Key question: How is your institution preparing all students for success beyond completion (e.g., career preparation)?

C4. Please explain how you monitor post-completion outcomes (e.g., employment rates, wage attainment, debt load, upward mobility). What data do you collect? What metrics are you monitoring most closely? What do the data reveal about your institution's greatest strengths and areas for improvement with respect to post-completion outcomes? Please include any relevant data/reports in the appendix or as a separate attachment, including any data that captures outcomes by school/department/program.

N/A to Agency 229

C5. What specific strategies/actions, including potential changes to your program portfolio or curriculum, are you planning to take to maximize the career readiness and job attainment of all students across programs of study, including increasing early career exposure for students (e.g., internships) during their time at your institution? How will you draw on successes/challenges from prior initiatives?

N/A to Agency 229

C6. How do you intend to use existing/provided resources to execute those strategies? Will you be requesting incremental state resources? Please explicitly tie to Part I of your planning template.

N/A to Agency 229

WORKFORCE ALIGNMENT

Key question: How are your institution's programs of study and degree conferrals aligned with the evolving talent needs of the Commonwealth?

C7. For which specific workforce needs is your institution best positioned to supply talent, based on regional, industry, or occupation alignment?

N/A to Agency 229

C8. What specific strategies/actions is your institution planning to take to better align your program offerings or degree conferrals to current and projected workforce needs? Please provide a list of specific programs you intend to sunset or grow in the next 6 years to increase alignment, partnerships/initiatives you intend to launch or deepen, etc. If you intend to launch any new programs, please explain why your institution is particularly well-suited to succeed in that area.

N/A to Agency 229

SECTION D: STRATEGIC DEEP DIVE – FINANCIAL EFFECTIVENESS & SUSTAINABILITY

AFFORDABILITY FOR STUDENTS & FAMILIES

Key question: How is your institution accounting for and improving affordability for students and families?

D1. What specific strategies/actions do you plan to take to improve affordability moving forward across your overall student body and priority subpopulations, and what is the expected impact? Please account for a broad range of factors including the full cost of attendance, net price, time to degree, debt load, etc.

N/A to Agency 229

REVENUE

Key question: How is your institution approaching pricing and revenue management? What are the implications on long-term top-line financial health?

D2. Please explain the rationale behind your full pricing (i.e. published tuition & fees, including mandatory non-E&G fees) and financial aid award strategy (i.e. net tuition revenue projections). What data informed your assessment of T&F increase feasibility (e.g., market comparisons, student capacity to pay) and estimates of discounts/waivers/unfunded scholarships? What informed your strategy around financial aid awards, merit and need-based, particularly for various student segments by income level and academic preparation?

N/A to Agency 229

D3. What do you expect to be the impact of your pricing/discounting approach on enrollment numbers/mix (if any) and net tuition revenue moving forward and why?

N/A to Agency 229

COST EFFECTIVENESS

Key question: How has your institution maintained bottom-line financial health and focused investment on the levers that will drive improvements in student outcomes?

D4. Reflect on the categories/subcategories of cost that have recently experienced the most significant increases on an absolute or per-student basis. What have been the primary drivers of those increases? Please be specific and include supporting data.

Given that 80% of E&G costs are personnel related, major cost drivers include compensation programs and health insurance increases. Maintaining competitive compensation, particularly for lower-paid employees, where markets have been accelerating. Inflation is driving cost increases in utilities and contracts to materials and technology.

D5. What specific strategies/actions do you plan to take to contain/reduce key costs and improve fiscal health going forward while improving student outcomes? What are your objectives and what have been your results to date of any already-launched initiatives? What is the expected impact and timeframe of these strategies? Include any short-term costs that would need to be incurred to implement the strategies.

The university's rigorous budget process carefully contemplates new spending and seeks to focus limited resources on strategic needs that enhance the university's mission and quality. In addition, the university actively explores opportunities to streamline business processes, eliminate non-value-added functions, and invest in technologies that ensure the effective and scalable delivery of services to the community.

Over the last 15 years, the filled FTE's in Agency 229 have decreased from 1,004 to 806, a 20% decrease. This was necessary due to constrained funding. The agency is working to ensure quality and continue innovative services.

D6. Provide information about your institution’s highest-priority E&G capital projects and requests (including new construction as well as renovations) over the six-year plan period and how they align to your enrollment trajectory, student outcomes improvement plans, or other strategic priorities. Please also reflect on your current E&G facilities utilization (especially classrooms, labs and student service areas), particularly in light of any recent trends that might impact space needs (e.g., enrollment trends, shifting learning modalities). How has square footage per student changed over time and why? What efforts have you made to reassess and further optimize the use of your existing facilities, and what has been the impact of those efforts to date? What do you intend to do in the next six years to increase utilization?

The Virginia Cooperative Extension and Agriculture Experiment Station (VCE/AES) (Agency 229) continues to work with the Commonwealth on solutions to improve research facilities across the agency, ensuring agriculture research and extension continues to meet the needs of the 21st century economy. Agency 229 programs touch every sector of Virginia’s economy. Innovative and applied research, education and training, and direct assistance to Virginians have led to nationwide recognition of Virginia as a producer of superior agricultural products, better business management practices, and environmental stewardship that improves quality of life and attracts millions of tourists annually. Investment of state funds to support agriculture research and extension has a direct impact on Virginia’s economy; especially given that agriculture is the largest private industry in Virginia, it plays a crucial role in sustaining a strong economy.

The VCE/AES top priorities for capital outlay improvements call for two capital projects including i) Center Woods Research Complex improvements, and ii) renovations and replacements of facilities at two Agriculture Research and Extension Centers. A brief description of each project is listed below.

- i. **The Center Woods Research Complex** project provides critical space for the Department of Fisheries and Wildlife Conservation to advance practices in animals and fish management expected by commercial and government employers. The research conducted at the Center Woods facilities directly contributes to the management and conservation of natural resources that are the basis for this significant portion of Virginia’s economy. Specifically, the department has spent over \$10 million of federal funding on projects benefiting natural resources in the Commonwealth over the past 5 years. The applied research conducted by the faculty and students of the department directly benefits conservation of game and non-game species in the state of Virginia through cooperative research and provisioning of federal funds.

- ii. **The Agriculture Research and Extension Centers** project includes refurbishing and modernizing the facilities at two of the eleven stations in the Commonwealth: the Eastern Shore AREC and the Southern Piedmont AREC. These improvements are essential to provide the appropriate amount of laboratory, office, and field support spaces for these facilities. The mission of the AREC system is to utilize innovative research techniques to discover new scientific knowledge and create and disseminate practical applications that ensure the wise use of agricultural, natural, and community resources. The expertise gained from this research is broadly applied to improve Virginia’s animal, plant, and seafood harvest industries while conserving natural resources, which ultimately benefits all citizens of the Commonwealth. To meet the expectations of all VCE/AES constituents, including citizens, students, faculty and industry partners, the agency requires improved and expanded spaces to support in-person and hands-on learning and research of essential skills, techniques, and topics.

SECTION E: BUDGET REQUESTS

E1. Provide additional information for any budget requests in Part I of your planning template that are not described elsewhere in your narrative.

N/A

SECTION F: ECONOMIC DEVELOPMENT ANNUAL REPORT

F1. Provide a link to any report your institution has produced about its economic development contributions. You may also share it in the appendix or as an attachment

The most recent development is the establishment of the Center for Advanced Innovation in Agriculture (CAIA) which is intended to establishing Virginia Tech as a comprehensive and innovative global research leader in smart and secure agriculture technologies and data analytics for informed decisions. The Center is designed to drive innovation and advance agriculture and food systems in the era of automation and digital agriculture. CAIA develops partnerships, creates synergies, and evaluates technological efficiencies with the help of affiliate members for economic growth within the Commonwealth and beyond.

The Smart Farm Innovation Network™ connects Virginia Tech's interdisciplinary researchers and Virginia Cooperative Extension specialists and agents to producers and the commercial sector to develop and deploy a wide array of innovative technologies that will increase overall efficiency, resilience, and sustainability of agricultural and natural resources production systems. The network is made up of about 120 interconnected locations — the Blacksburg campus, 11 Agricultural Research and Extension Centers, and 108 Virginia Cooperative Extension local unit offices. The network leverages the university's existing infrastructure to capitalize on its proximity to agricultural and natural resources industries around the commonwealth and on the state's soil, climate, and geographic diversity. A critical facility opened last fall, a new and expanded seafood research center in downtown Hampton, critical for sustaining Virginia's aquaculture industry and an important anchor for revitalizing downtown Hampton.

The Global Agricultural Productivity Report (GAP Report) is a call to action to invest in proven strategies to produce food, feed, fiber, and bioenergy in a sustainable manner to meet the needs of a growing world. The GAP Index™ tracks global agricultural productivity growth, a key indicator of sustainability.

SECTION G: FREEDOM OF EXPRESSION AND INQUIRY, FREE SPEECH, ACADEMIC FREEDOM AND DIVERSITY OF THOUGHT

G1. Provide a copy of any policy or reports your institution has produced and provide information about annual training or orientation related to this topic.

N/A – please see response under Agency 208

SECTION H: NEW SCHOOLS, SITES, AND MERGERS

H1. Provide information on any new instructional sites, schools, or mergers supported by all types of funding that your institution is considering or planning to undertake during the six-year period.

N/A

[OPTIONAL] SECTION I: RESEARCH

I1. [OPTIONAL] Highlight any strategic research priorities, programs, or key areas of investment (e.g., hiring plans, critical research agendas, interdisciplinary centers, business partnerships, commercialization efforts) and IP dissemination and commercialization priorities you intend to pursue over the next 6 years that have not already been mentioned in this narrative. What are the anticipated benefits to your faculty attraction/retention strategy, student value proposition, and the economic competitiveness of the Commonwealth?

The previously described initiatives are intended to advance the state economy.

[OPTIONAL] SECTION J: COLLABORATION

J1. [OPTIONAL] Outline any existing or potential initiatives you have not already highlighted in this narrative that feature collaboration across public higher education institutions (and other state agencies as appropriate) in furthering the goals outlined in sections B-D. What is the expected impact and in what timeframe? What is the timeline for the initiative and how far along is it? What (if anything) would be required from a budget or policy perspective to facilitate the success of the initiative?

The previously describe initiatives envision collaboration.

[OPTIONAL] SECTION K: STATE POLICY

K1. [OPTIONAL] Use this section to outline any state policy changes you have not already mentioned in this narrative that would enhance your ability to achieve greater success on the topics, strategies, and initiatives referenced in this narrative. What existing policies, if any, are hindering your ability to maximize outcomes and value for students? What new policies might create conditions that are more conducive to achieving those goals? What strategies or initiatives would these policy changes enable your institution to do or try that you are not yet able to do today? Please be as specific as possible.

Please see Agency 208 submission.

[OPTIONAL] SECTION L: ADDITIONAL INFORMATION

L1. [OPTIONAL] Use this final section to provide any additional context and/or supporting materials you feel should be incorporated into the six-year planning process.

N/A