



CRITICAL HIRING AND
COMPENSATION EXCEPTIONS
FIRST QUARTER FY 2020-21

Jack W. Finney
Vice Provost for Faculty Affairs

Academic, Research, and Student Affairs and Finance and Resource Management
Joint Open Meeting
November 16, 2020



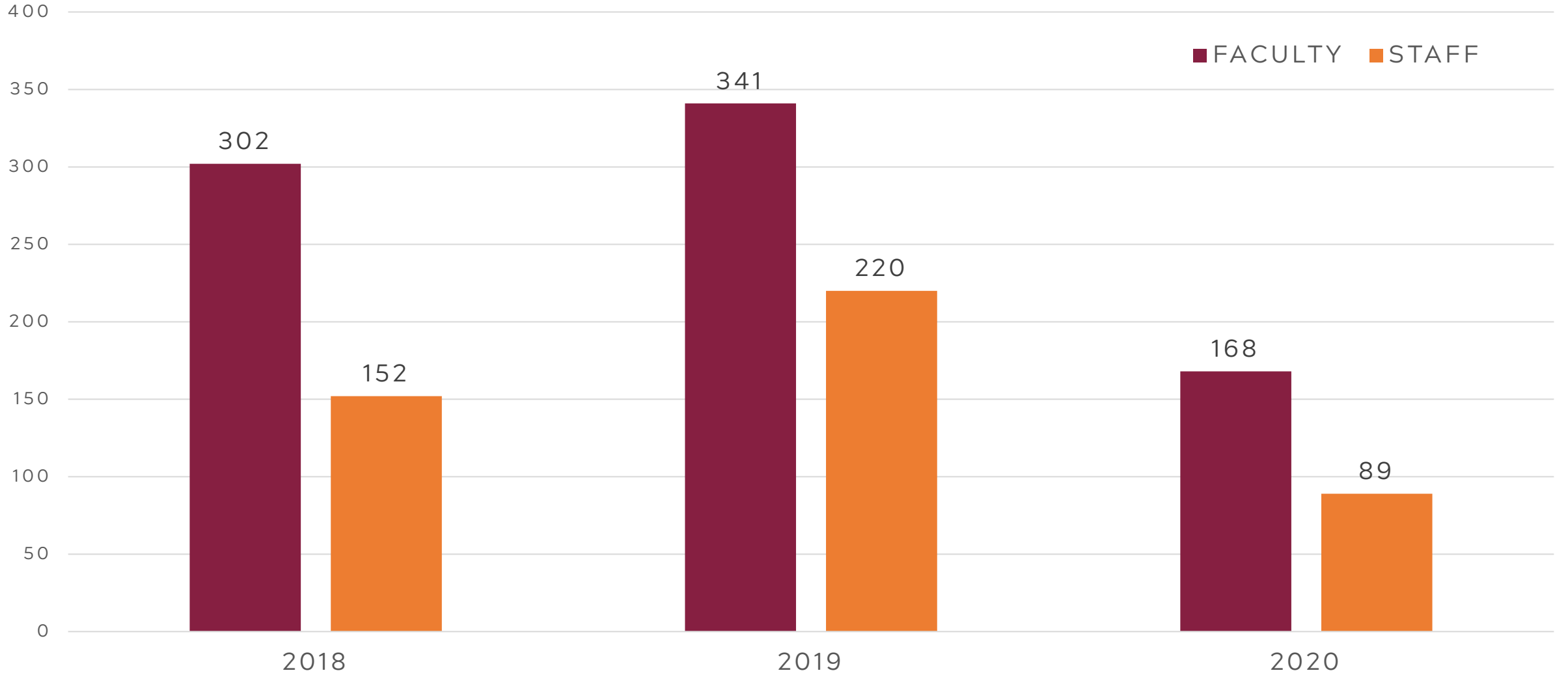
HIRING FOR ESSENTIAL POSITIONS

- > Virginia's 2005 Restructuring Act allows Virginia Tech independence from the Governor's hiring freeze for *classified* staff.
- > Drs. Sands, Clarke, and Pinkney directed university divisions to exercise **restraint** in hiring and compensation actions.
- > Positions and funding included in budget reduction plans were not approved.
- > Hiring and compensation requests were reviewed prior to approval.
- > Hiring and compensation requests were predicated on an up-to-10% budget reduction.

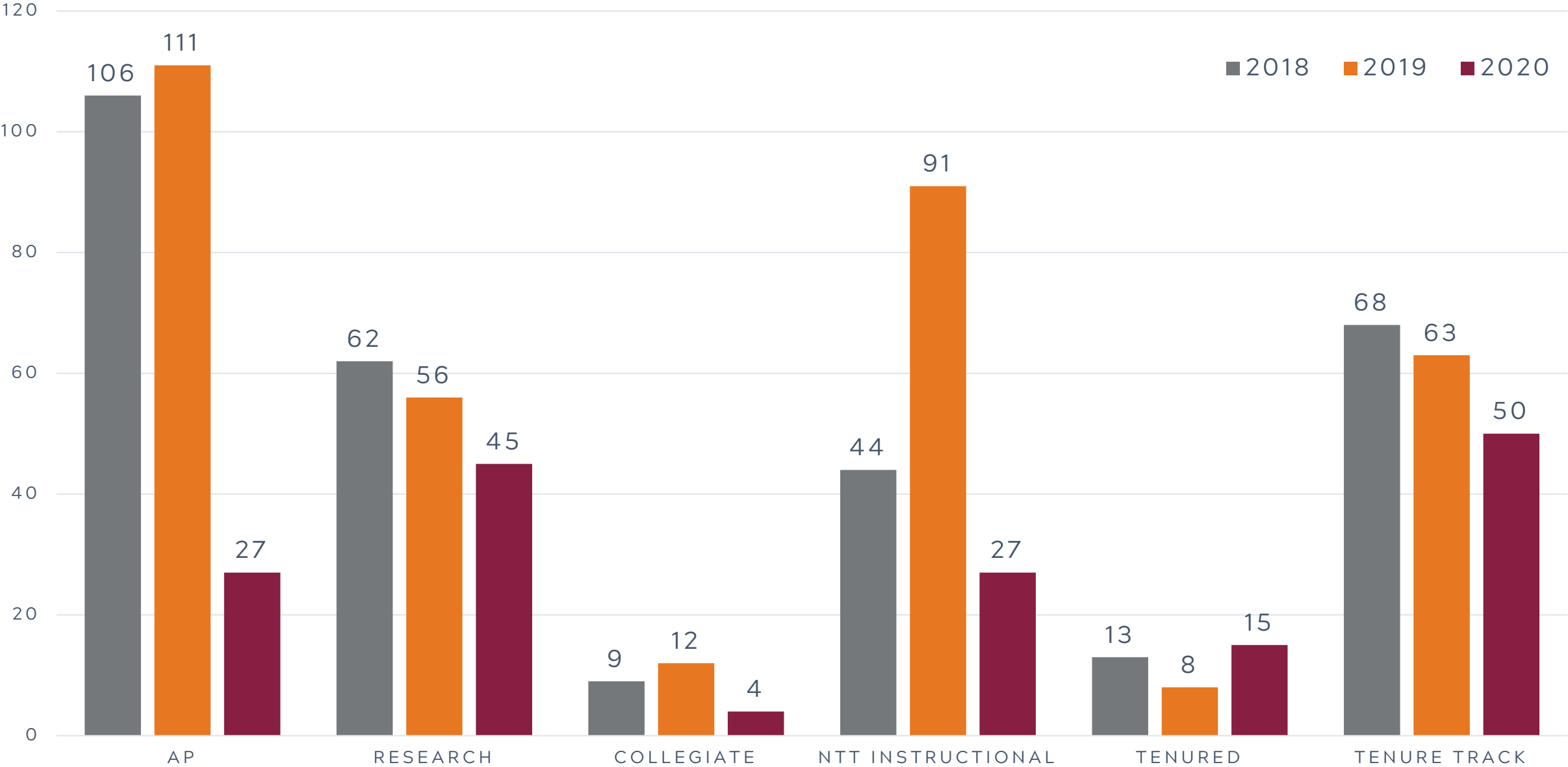
EXCEPTIONS FOR ESSENTIAL HIRES

- > Critical teaching needs
- > Leadership position (e.g., department head, vice president)
- > University staff positions in essential operations
- > Advancing diversity and inclusion
- > Securing key dual career positions
- > Honoring start-up commitments
- > Advancing a specific mission/goal of the strategic plan (e.g., Tech Talent Investment Pipeline, National Security Institute, Innovation Campus)
- > Positions funded by Sponsored Programs grants and contracts, managed by the Office of the Vice President for Research and Innovation

NEW HIRES FOR THE FIRST QUARTER FY2020-21



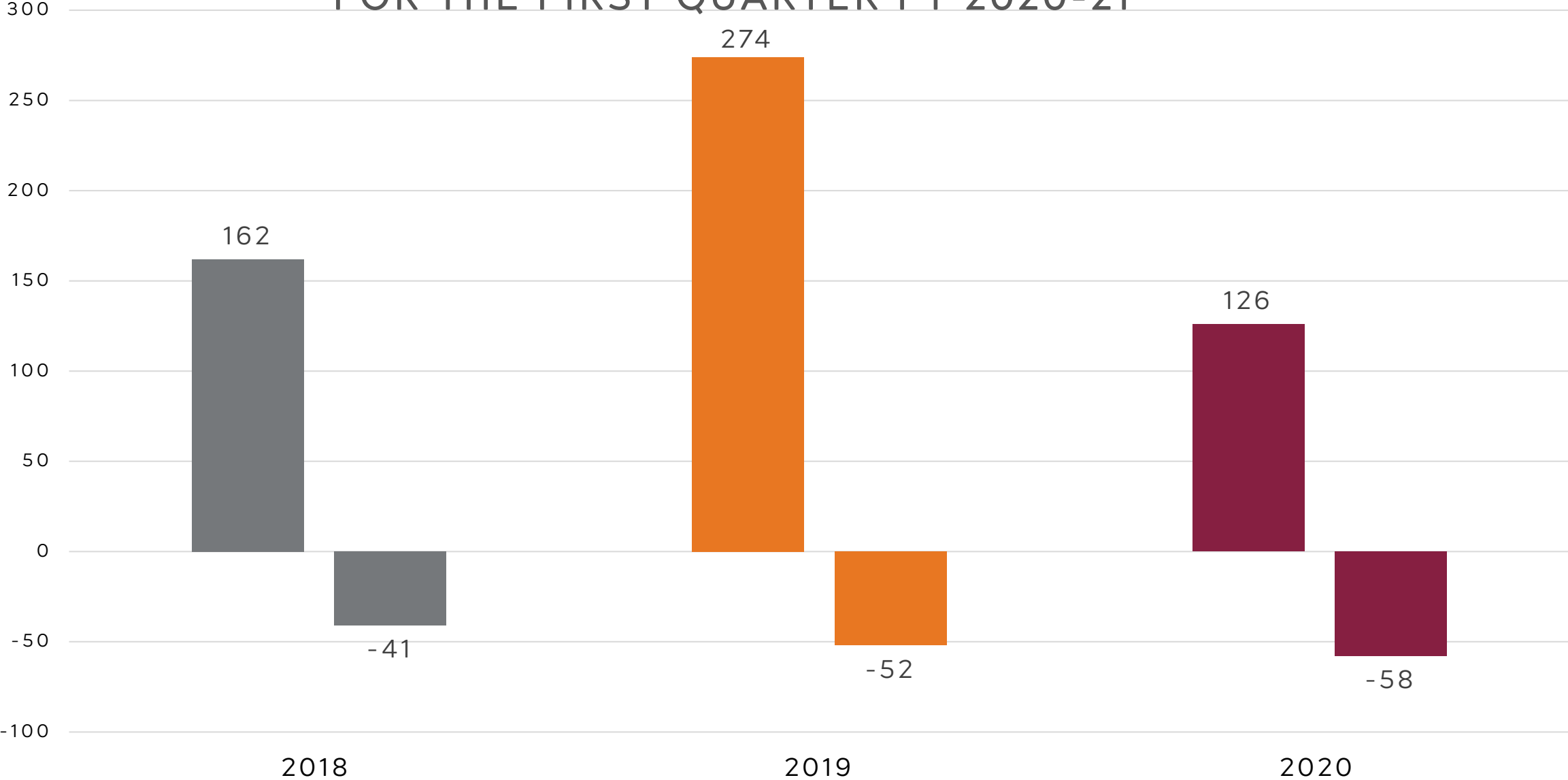
NEW HIRES FOR THE FIRST QUARTER FY 2020-21 BY FACULTY CATEGORY



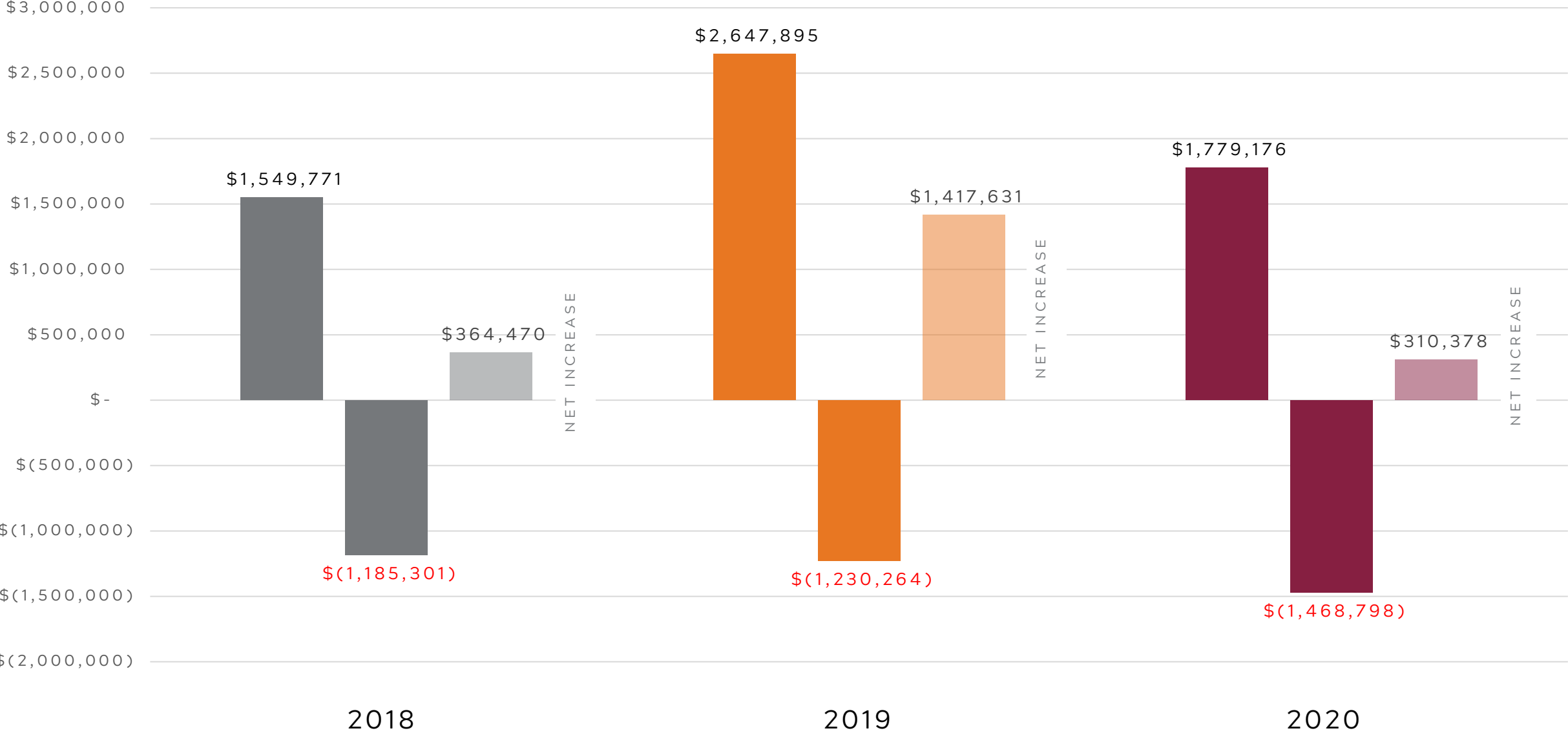
EXCEPTIONS FOR COMPENSATION ACTIONS

- > Increased instructional assignments for critical needs (overload payment)
- > Assuming a leadership role
- > Start-up commitments for upgrading existing positions
- > Significant increased responsibilities (e.g., merging duties of two positions into one, filling an essential position with an internal promotion, funding through Extension partners)

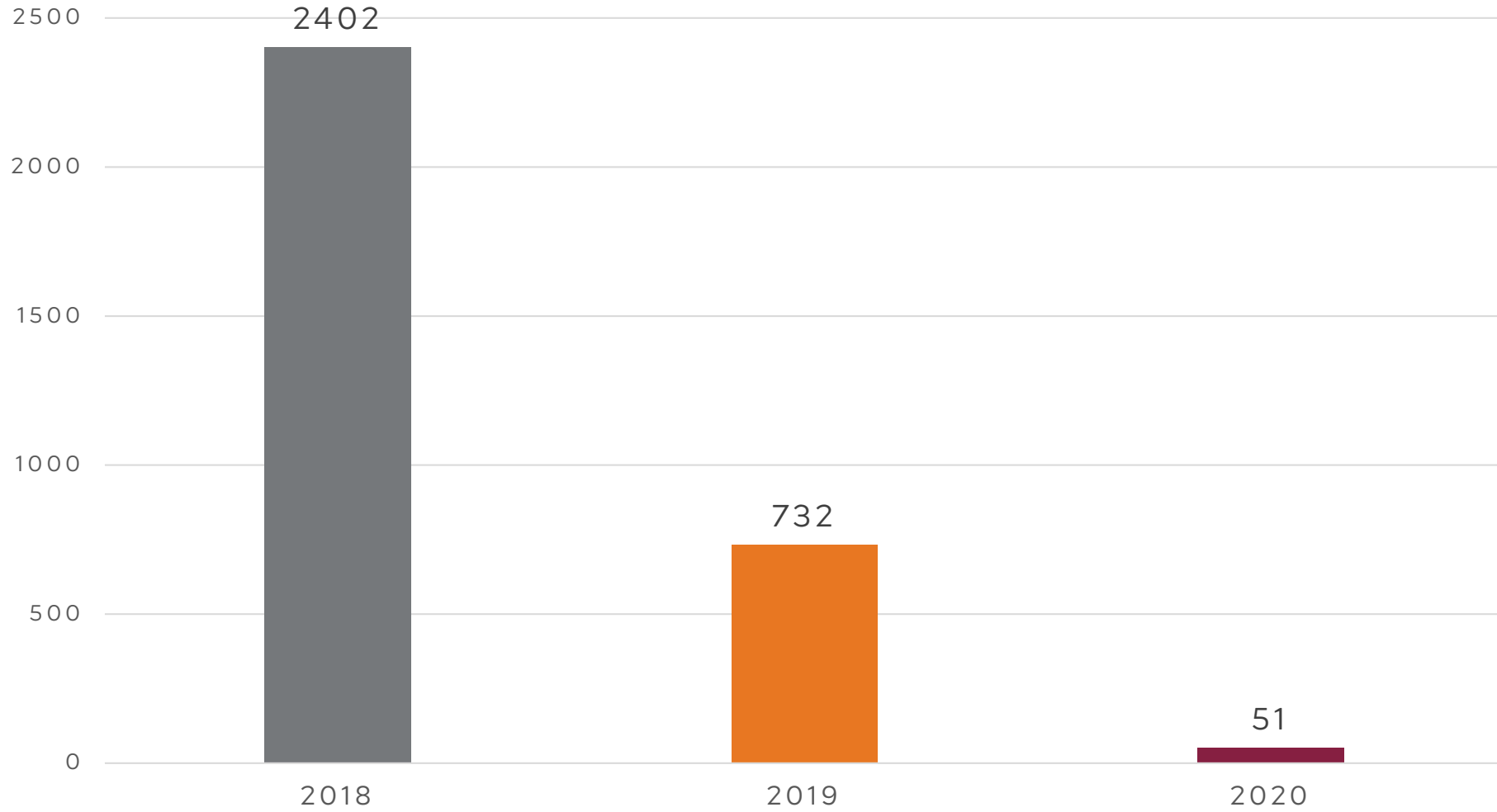
FACULTY WITH SALARY INCREASES AND DECREASES FOR THE FIRST QUARTER FY 2020-21



TOTAL DOLLAR INCREASES, DECREASES, AND NET RESULTS



STAFF SALARY INCREASES FIRST QUARTER FY 2020-21



HIRING AND COMPENSATION RESTRICTIONS LIFTED

Aubrey Lane, Virginia Secretary of Finance
October 26, 2020

“At this time, it appears that our revenue outlook has stabilized and that, for the moment, additional budget reductions will not be needed to balance the budget this year. Accordingly, and **in recognition of the need to retain our dedicated and qualified staff, I am lifting these restrictions.** Agencies should still be cautious in the personnel actions that they take and, as always, should consider the long-term impacts of decisions that increase ongoing costs. We are not “out of the woods” yet and the future could require a return to these restrictions, however, **it is important that we recruit and retain the best quality workforce possible. The Governor and I are fully aware that it is the strength of our employees that have sustained us to this point.**”

Aubrey Lane, Secretary of Finance
Commonwealth of Virginia

DISCUSSION