



WILLIAM & MARY

CHARTERED 1693

AD HOC COMMITTEE ON ORGANIZATIONAL SUSTAINABILITY AND INNOVATION

February 7, 2019

ATTRACTING, CULTIVATING AND RETAINING TALENT FOR THE COMMONWEALTH

Update on the Tech Talent Pipeline and
Institutional Partnership Performance Agreements

WHAT BUSINESS LEADERS ARE SAYING TO THE GOVERNOR AND LEGISLATURE

- **“OUR GOAL:** *Affordable pathways to marketable degrees and good jobs...Virginians need affordable access to high-quality degrees and industry-recognized credentials...*”
- **“Amazon’s Message:** *Higher Education is Virginia’s Top Asset*”

RECOMMENDATIONS FROM THE BUSINESS COMMUNITY:

1. Reinvest in Affordable Access
 - a) Financial Aid
 - b) Internships and Affordable Pathways
 - c) Tuition Moderation Incentives
 - d) Higher Education Reserve
2. Strategic Talent Development
 - a) Tech Talent Pipeline Investment
 - b) Institutional Partnership Performance Agreements (IPPA's)

RECOMMENDATIONS CONT.

3. Expand Business Partnerships—
Research/Start-ups and Internships
 - a) Reorganize the State's research effort
 - i. Business representation
 - ii. University-based research/commercialization
 - iii. Entrepreneurship
 - iv. Recognize and support state and regional strategies
 - b) Support Va.-based Internship Opportunities

KEY 2019 GENERAL ASSEMBLY LEGISLATION

Legislation – Patron	Objective
House Bill 2550 - Delegate Jones	Creates Commonwealth Research Consortium
House Bill 2490 - Delegate Rush Senate Bill 1617 - Senator Ruff	Tech Talent Investment
House Bill 2653 - Speaker Cox	Institutional Partnership Performance Agreement
Senate Bill 1628 – Senator Dunnavant	Institutional Partnership Performance Agreement <u>and</u> Innovative Internships

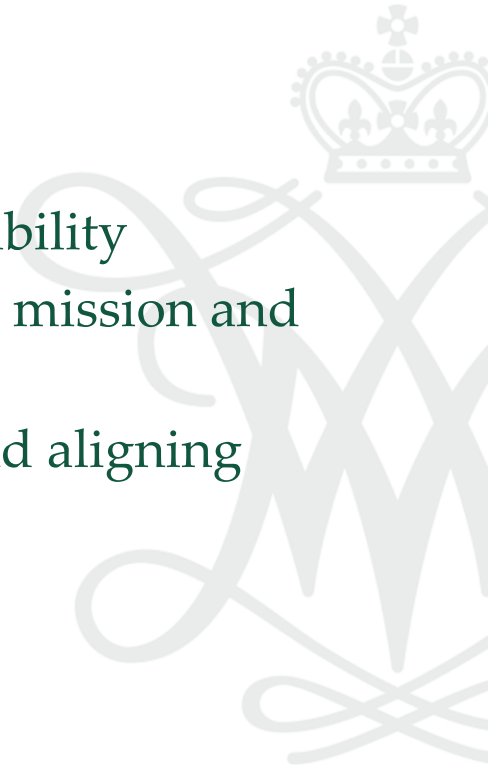


BUILDING A MORE SECURE FINANCIAL FUTURE FOR W&M

- The “2026” visioning served as a foundation to explore W&M’s long-term financial health and raised questions about how we align our operational and financial models
 - The “Tech Talent Pipeline” and IPPAs provide some options to address the long-term needs
- Ad Hoc Committee’s charge is broader reaching, however, as the university seeks to establish a long-range sustainable business model

KEY COMPONENTS

- Determine the “right size of small”
 - Sustain high-touch, high-impact education
- Maintain a commitment to affordability and predictability
- Explore new opportunities that together advance the mission and generate incremental revenues
- Evaluate current practices for allocating resources and aligning future allocations with university priorities



ADDRESS NEED FOR HOLISTIC DATA ANALYTICS/AI TALENT ACROSS SECTORS

- Data literacy and ethics as a core competency for all students
 - Create a pool of “Business Translators”
 - Regardless of major
 - “Post-bac” opportunities
 - Certificates or micro-credentials for non-majors and mid-career professionals, collaborating with peer institutions to increase effectiveness
- Data Science Major (+40 DS degrees/yr)*

*State support requested.

Tech Talent MOU



IPPA and Six-Year Plan



Financial Sustainability