

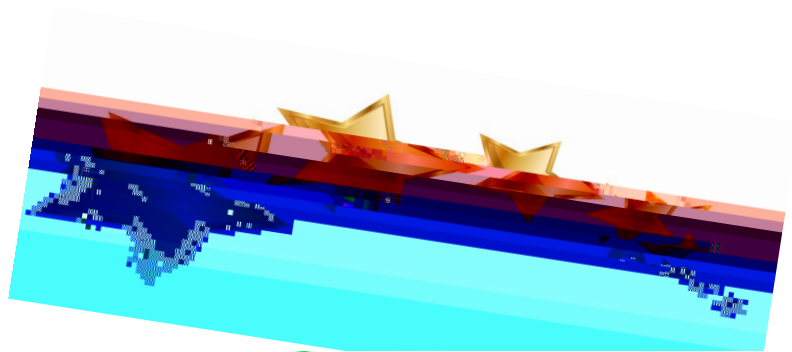
\$ 3XEOLFDWLRQ RI WKH 'HSDUWPHQW RI +XPDQ € February 2019

0LVVLRQ 6WDWHPHQW

7R VXSSRUW WKH 8QLYHUVLW\ PLVVLRQ E\ VHUYLQJ DV D V
SDUWQHUV ZLWK HPSKDVLV RQ HWKLFV LQWHJULW\ DQG PDLQ
VHUYLFH RULHQWHG HQYLURQPHQW DQG E\ SURYLGLQJ D KXP
PDQDJPHQW IUDPHZRUN WKDW DWUDFWV UHWDLQV DQG GI
GLYHUVH DQ BOSXURQJFWLYH ZRUNIRUFH

³7HDPZRUN LV WKH DELOL
LRQ E\ VHUYLQJ DV D V
ZRUN WRJHWKHU WRZDUG I
LQWHJULW\ DQG PDLQ
PRQ YLVLQJ 7KH DELOLW\
UHFW LOGLYLGXDO DFFRP
PHQWV WRZDUG RUJDQLJ
REMHWLYHV ,W LV WKH I
DOORZV FRPPRQ SHRSOH W
WDLQ XQFRPPRQ UHVXOW

%HQHILWV 3J



- x :KDW\ +DSSHQLQJ DW 2'8" 3J -
- x \$OO\ &HUWLILFDWLRQ 7UDLQ)RUPV 8SGDWH 3J
- x 1HZ 3ROLF\ &LYLOLW\ LQ V :RUNSODFH 3J
- x \$VN \AQGD FRP 3J
- x \$ZDUGV 5HFRJQLWLRQ 3J
- x)DPRXV 0RYLH 4XRWH 7ULYL 3J

³\$ORQH ZH FDQ GR VR OLWWOH WRJHWKHU ZH

9LFH 3UHVLGHQW IRU +XPDQ 5HVRXUFH GLWRSWFBDRUHGDQGHUWLRQV & RQVXOWRQW (OOH

+XPDQ 5HVRXUFHV LV SOHDVHG WR DQQR
6WDII 'UHDP)XQG SURJUDP 3ULYDWHO\ I
WLRQDO)RXQGDWLRQ (QGRZPHQW DQG IL
SURJUDP SURYLGHV PRQHWDU\ DZDUGV DO
WLPH &ODVVLILHG VWDII DQG \$GPLQLVWU
PHPEHUV WR IXOHOOGDHOHQJ 6RPH H[DPSO
VXLQJ VWXGLHV LQ DQ DUHD XQUHODWHG
FRXQWU\ RU YLVLWLQJ IDPLO\ IDU DZD\
YLHZHG E\ WKH 6FUHHQLQJ &RPPLWWHH Z
\$GPLQLVWUDWLRQ DQG)LQDQFH \$FDGHPL
PHQW DQG (QUROOPHQW 6HUYLEFHV 8QLYH
\$8\$ DQG \$WKOHWLFV 7KHQ D 6HOHFWLR
WKH 93 IRU \$GYDQFHPHQW 93 IRU +XPDQ
(PSOR\HH 5HODWLRQV 0DQDJHU ZLOO VHO
UHFLSLHQW V EDVHG XSRQ PHULWV RI W

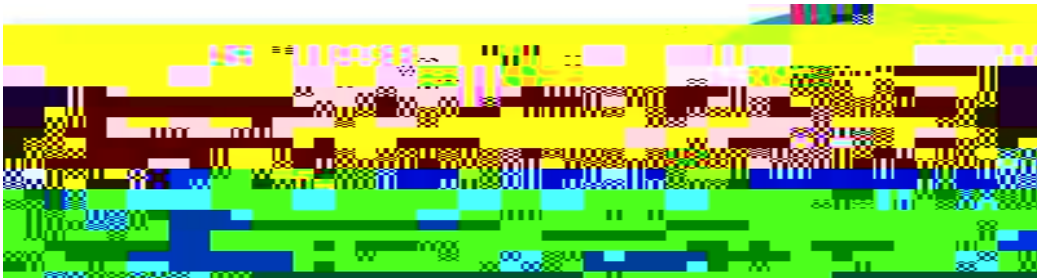
DQG WKHLU SURPLVH RI IXWXUH VHUYLEFH WR 2'8 7KH DZDUC
PDGH DYDLODEOH LQ -XO\

(OLJLELOLW\

i)XOOLPH &ODVVLILHG VWDII DQG \$GPLQLVWUDWLYH DQG 3UR
i 0LQLPXP RI ILYH FRQVHFWMPLH 2'8HUVYRFHXOO
i 6DWLVIDFWRU\ RU KLJKHU SHUIRUPDQFH HYDB •D0PI•; ý!8@D E

,QWURGXFLQJ 6PDUW6KRS

7KH &RPPRQZHDOWK LV YHU\ H[FLWHG WR EULQJ



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&LYLOLW\ LQ WKH &L:R U N I S W D B R O L F \ ' + 5 0 3

7KHUH LV D UHFHQW XSGDWH WKDW FRPELQHV ERWK WKH IRU
DVVPHQW SROLFLHV 7KH QHZ &LYLOLW\ 3ROLF\ QRZ DGGUHV
ODWHG WR VRFLDO PHGLD WKDW ZDV QRW SUHYLRXVO\ DGG
SROLF\ VHUYHV DV D UHPLQGHU WR DOO LQGLYLGXDOV ZLWK
FRQGXFWRUHQVHOYHV LQ D UHVSHFWIXO PDQQHU WRZDUGV RW
IRU HYHU\ OHYHO RI RXU RUJDQL]DWLRQ

7KH &LYLOLW\ LQ WKH :R U N S O D F H S R O L F \ G H I L Q H V S U R K L E L W H G
WHQWLDO EHKDYLRUV FDQQRW EH DQWLFLSDWHG RU OLVWHG
EHKDYLRUV EXW LV QRW LQWHQGHG WR EH DOO LQFOXVLYH

3URKLELWHG FRQGXFWRU\ EH FRQVLGHULPLQDWBURLQDWRU

" 'LVFULPLQDWRU\ FRQGXFWRU LV EHKDYLRU WKDW WDUJHWV L

" 1RGLVFULPLQDWRU\ FRQGXFWRU LV GHPHDQLQJ LQWLPLGDW
WDUJHWHG VSHFLILFDOO\ WRZDUG LQGLYLGXDOV EDVHG R
WLFXODU JURXS FODVV RU FDWHJRU\

'LVFLSOLQDU\ DFWLRQV WR DGGUHV SURKLELWHG EHKDYLRU
WLRQV PD\ EH WDNHQ XSRQ WKH ILUVW RFFXUUHQFH GHSHQ
FRQGXFWRU 7KH FRQWH[W RI WKH EHKDYLRUV QDWXUH RI WKH
RI DVVRFLDWHG EHKDYLRUV DQG WKH VSHFLILF FLUXPYWDQ
EHKDYLRU LV SURKLELWHG \$ UH D V R Q D E O H S H U V R Q ' V W D Q Q
VKRXOG EH FRQVLGHUHG RIIHQVLYH RU LQDSSURSULDWH

3OHDVH UHYL 8ZYLOLW\ 3ROLF\ ' + 5 0 3 WKL\ DFFRPSDQ\ EOH
&LYLOLW\ LQ WKH 3URKLELWHG &RQGXFWRU %HKDYLRUV LQ LWV HQ

&RQWULEXWHG E\ 6HS

9LFH 3UHVVLGHQW IRU +XPDQ 5HVRXUFH\GLWRSUW\HPSRUHG DGGUHV &RQXOWDQW (OOH

* HW WKH
RXW RI
/\QGD FRP

: DWFK-~~VL~~MHWXW
IRU LPPHGLDWH
VROYLQJ RU WD
KHQVLYH FRXUVH
VWDUW -W~~ML~~LQLV
VFKRRO DW KRP
WKH NR

X 6HW DVLGH WL
ZHHN IRU RQOLQ
X :DWFK WKH ZH
YLGHR RI D FRXU
FKHFN RXW LWV
FRQWHQW

X 8VH ERRNPDUN
LQGLFDWH IDYRU
RU FRXUVHV

X &UHDWH DQG V
FRXUVH SOD\OLV
'RZQORDG H[HUF
DQG SUDFWLFH D
NQRZOHGJH DV \

3KRWR &DSWLRQ

/\QGD FRP DW 2'8

7KH /\QGD FRP 2QOLQH 7UDLQLQJ /LEUDU\ LV DYDLODE

7UDLQLQJ ,Q

\$QLPDWLRQ

%XVLQHVV

'HVLJQ

'HYHORSHU

+RPH &RPSXWLQJ

3URIHVVLQRDO 'H

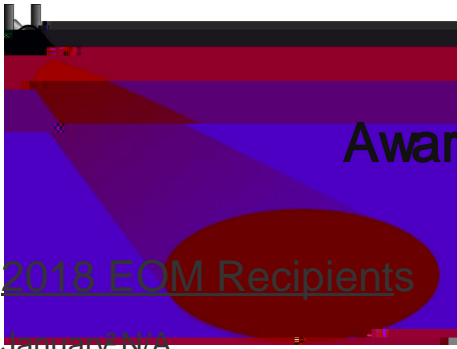
PHQW

3URJUDPPLQJ

9LGHR

:HE ,QWHUDFWL

DQG PRUH «



Awards & Recognition

January² N/A

February² Evan Tumblin, Transportation & Parking Services

March² Taia Reid, Center for High Impact Practices

April² Jenny Caja, Office of Finance

May- Marta Muselik, Foundations

June² Rick French, Intercollegiate Athletics

July² Michael Moore, University Registrar

August- Christina Gonzalez, ODU Peninsula

September² Trudy Schumpert, Center for High Impact Practices

October² Kim Ross, Foundations

November- Linh Nguyen, University Libraries

December² Meredith Hamlet, Development

2018 Staff Dream Fund

Recipients

Tania Alvarez, Adv. Admin. & Academic Ptr.

Alice Jones, Career Development Services

Kim Miller, Engr. Mgmt. & Sys. Engr.

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\$ Q \ H P S O R \ H H P D \ Q R P L Q D W H D Q K R X U O \ F O D V V L I L H G R U D G P L Q L V W

&RQWDFW

)HHO IUHH WR YL
XV D FDOO IRU PF
PDWLRQ UHJDUGL
PDWWHUV

+XPDQ 5HVRXUFH