

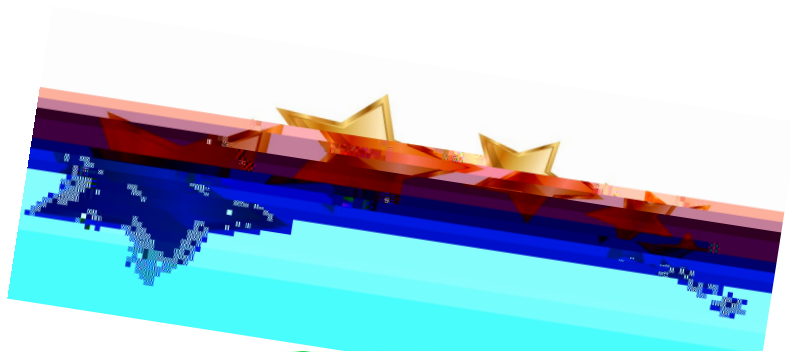
\$ 3XEOLFDWLRQ RI WKH 'HSDUWPHQW RI +XPDQ € February 2019

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

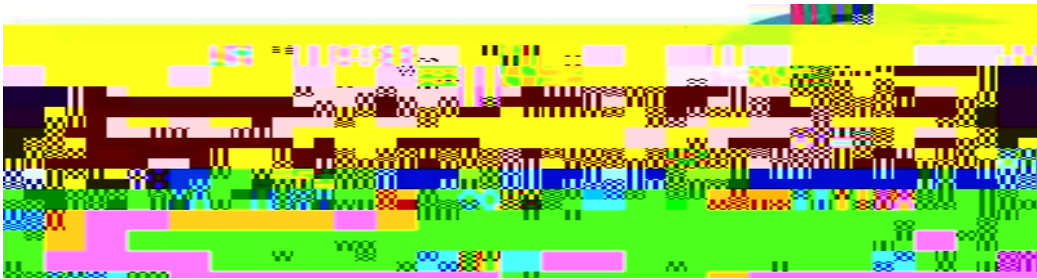
DQG WKHLU SURPLVH RI IXWXUH VHUYLEFH WR 2'8 7KH DZDUO
PDGH DYDLODEOH LQ -XO\

(OLJLELOLW\

i)XO\ PH &ODVVLILHG VWDII DQG \$GPLQLVWUDWLYH DQG 3UR
i 0LQLXP RI ILYH FRQVHFXPLIH 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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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
FRQGXFWRUHQV HOYHV 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 FRQVLGHUHG LQ D W B U R L Q D W R U V

" 'LVFULPLQDWRU\ FRQGXFWRU LV EHKDYLRU WKDW WDUJHWV L

" 1R-GLFULPLQDWRU\ FRQGXFWRU LV GHPHQDQLQJ 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 \$ 3UHDVVRQDEOH SHUVRQ\ VWDQ
VKRXOG EH FRQVLGHUHG RIIHQVLYH RU LQDSSURSULDWH

3OHDVH UHYL [8ZYWQHVQ3ROLF\ ' + 5 0 3 W K H D F F R P S D Q \ E O U G H](#)
&LYLOLW\ LQ [W B U R K U N I S W D B H](#) &RQGXFWRU %HKDYLRUV LQ LWV H

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

* HW WKH
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: DWFK-~~VL~~MHWXW
IRU LPPHGLDWH
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VWDUW -W~~ML~~LQLV
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X 6HW DVLGH WL
ZHHN IRU RQOLQ
X :DWFK WKH ZH
YLGHR RI D FRXU
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X 8VH ERRNPDUN
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'RZQORDG H[HUF
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NQRZOHGJH DV \

3KRWR &DSWLRQ

/\QGD FRP DW 2'8

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

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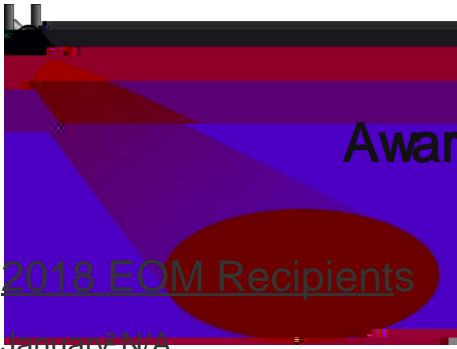
PHQW

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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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&RQWDFW

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XV D FDOO IRU PF
PDWLRQ UHJDUGL
PDWWHUV

+XPDQ 5HVRXUFH