the INSTITUTE
FOR ADVANCED LEARNING AND RESEARCH

AGENDA – REVISED

MONTHLY EXECUTIVE COMMITTEE MEETING

Thursday, November 5, 2026 – 2:00 p.m. – All-Virtual

(This meeting will not be changed to an in-person meeting without additional notice.)

I.	**Convening of Meeting (Start Recording)**	Mr. Don Gibson
	A. Welcome	
	B. Call to Order and Confirmation of Quorum	
II.	**Approval of Minutes (Vote Required)**	Mr. Don Gibson
III.	**Discussion – Open Session**	Mr. Telly Tucker
	A. GO TEC – Budget Recommendation	
	B. Board Succession Planning	Mr. Charles Majors
IV.	**Closed Session (Stop Recording)**	Mr. Don Gibson
V.	**Open Session (Start Recording)**	Mr. Don Gibson
VI.	**New Business and Open Forum of Concerns/Issues/Observations**	Mr. Don Gibson
VII.	**Adjournment (Stop Recording)**	Mr. Don Gibson

Future Committee Meetings

Future Plenary Meetings
November 12, 2026

Executive Committee Members
Mr. Don Gibson, Chair, BOT
Mr. Ben Davenport, Chair, Manufacturing Advancement Committee
Dr. Mario Ferruzzi, Chair, Applied Research Committee
Dr. Greg Hodges, Chair, Programs & Services Committee
Mr. Mark Holland, Vice-Chair, BOT
Mr. Don Merricks, Chair, Resources Committee
Ms. Leslie Mantiply, President, Foundation Board of Directors

IALR Staff
Mr. Telly Tucker, President
Dr. John Hughes, EVP, Operations
Ms. Pam Patterson, BOT Secretary
Ms. Angie Anderson, Chief Financial Officer
Ms. LaShaun Graham, VP, Human Resources

Guest
Mr. Charles Majors, Member, BOT

MINUTES

IALR BOARD OF TRUSTEES (BOT)

MONTHLY EXECUTIVE COMMITTEE MEETING - ALL VIRTUAL

Thursday, October 8, 2026 – 2:00 p.m. – Conference Room 202 – In Person

Members Present	**IALR Staff Present**
Mr. Don Gibson *(BOT Chair)*	Mr. Telly Tucker, President, IALR
Mr. Ben Davenport *(Manufacturing Advancement Chair), via Zoom*	Dr. John Hughes, EVP, Operations
Dr. Mario Ferruzzi *(Applied Research Chair), via Zoom*	Ms. Pam Patterson, BOT Secretary
Dr. Greg Hodges (*Programs & Services Chair*), via Zoom	
Mr. Mark Holland *(BOT Vice Chair)*	
Ms. Leslie Mantiply *(FBOD President)*	
Mr. Don Merricks *(Resources Chair)*	Ms. Emma Sellers, Sr. Director of Institutional Advancement
	Ms. Amanda Hylton, VP, Strategic Initiatives
	Ms. Angie Anderson, CFO
Members Unable to Attend	**Guests**
	None

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Call to Order / Welcome/ Confirmation of Quorum

Mr. Don Gibson, BOT Chair, called the monthly Executive Committee meeting to order at 2:00 p.m. on Thursday, November 5, 2026. There were no changes to the agenda.

CHANGE

The Chair determined that a quorum was not present. Members participating by electronic communication means engaged in discussion and received informational updates only. No votes were taken, and the committee approved no official actions.

Attendance of Committee Members by Electronic Communication Means CHANGE

Mr. Gibson announced that Mr. Ben Davenport, Dr. Mario Ferruzzi, and Dr. Greg Hodges would be attending the meeting via Zoom due to other employment and personal obligations.

Approval of Minutes CHANGE

Mr. Gibson announced that a quorum was not present as a majority of committee members were participating electronically; therefore, approval of the minutes from the March 12, 2026, June 23, 2026, and July 9, 2026, Executive Committee meetings was deferred until the next meeting.

Discussion

A. GO TEC

- Business Case and Sustainability Planning

  President Tucker presented a business case for GO TEC and reviewed program performance and long-term sustainability planning.

  He reported that GO TEC has served more than 42,000 students and operated 87 labs in 84 schools across 52 school divisions. More than 120 instructors had been trained, and the program had continued to experience growth despite funding uncertainties, with eight additional labs established during the previous year.

  President Tucker noted that approximately $26 million had been invested in GO TEC, including $12 million from GO Virginia and approximately $14 million in regional matching funds. He emphasized that GO TEC's value extended beyond curriculum delivery and included teacher training, equipment support, competencies aligned with Virginia Department of Education standards, and a recognized statewide brand.

- Future Funding Scenarios

  The Committee reviewed three potential scenarios for GO TEC's future:

  - A national licensing model requiring an estimated $3.6 million initial investment.
  - A Virginia consolidation model requiring approximately $936,000 in temporary support over three years.
  - A modest growth model requiring approximately $600,000 in temporary funding during the current fiscal year and projected to break even by the third year.

  President Tucker explained that a new cost-sharing model had been developed whereby participating schools would contribute approximately $9,000 annually per class, in addition to initial lab setup costs estimated at approximately $150,000 per lab.

  He further reported that the Office of the Attorney General had agreed to allow the program to be licensed and that a $7.6 million state funding request has been submitted for consideration.

- Program Growth and Revenue Strategy

  President Tucker outlined plans to communicate the new funding model, including regional

meetings with school superintendents, a statewide webinar for school partners, and other stakeholder engagement efforts. He reported that implementation of the new cost structure was anticipated for Fall 2027.

The committee also received an update on curriculum development, noting that the Level 1 curriculum had been completed and deployed, while Levels 2 and 3 were nearing completion. The curriculum platform had transitioned from a shared-drive format to Canvas.

- Teacher Training Grant
  President Tucker reported that GO TEC had recently received a $96,450 grant from the Virginia Tobacco Region Revitalization Commission to support a Technology and Engineering Teacher Boot Camp. The initiative was expected to help educators earn Career and Technical Education endorsements while creating an additional revenue opportunity for the program.

B. ATDM

- Program Performance and Sustainability
  The Committee received an update on the Accelerated Training in Defense Manufacturing (ATDM) program.

  Program leadership reported that ATDM had completed 34 cohorts, resulting in more than 1,600 graduates and approximately 1,200 job placements across 42 states.

  To reduce long-term dependence on federal funding, staff reported that they were exploring a cost-sharing model that could include:

  - Student tuition contributions;
  - Industry-sponsored fees; and
  - Potential future investment in dedicated student housing

  Additional strategies under consideration included pursuing accreditation opportunities that could provide student access to Pell Grant and GI Bill funding and seeking one-time funding assistance from the Industrial Base Analysis and Sustainment Office (IBAS).

C. Chief of Staff
President Tucker announced that the Institute had successfully filled the newly created Chief of Staff position. The selected candidate brought significant experience and was expected to begin employment in mid-November.

D. Execution Position Salary Ranges
President Tucker also reported that approved salary ranges for several executive-level positions might need to be revisited. Market conditions had created challenges in attracting qualified

candidates, and revised salary recommendations could be presented for Executive Committee consideration at a future meeting.

Closed Session
Due to the absence of a quorum, the Committee was unable to convene in Closed Session.

New Business
No new business was discussed.

Open Forum of Concerns/Issues/Observations
No further business, concerns, issues, or observations were discussed.

Adjournment
Mr. Gibson adjourned the meeting at 2:53 p.m.

Minutes Recorded By:

_____
Ms. Pam Patterson
Secretary, IALR Board of Trustees

_____
Date

Minutes Approved By:

_____
Mr. Don Gibson
Chairman, IALR Board of Trustees

_____
Date

Summary of Exhibits (incorporated as an official part of these minutes):
Exhibit A – GO TEC – A Proven Workforce Development Strategy
Exhibit B – GO TEC Model
Exhibit C - GO TEC Program Review

Action Items Are Shown on following page

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Action Items Summary

- Place the $600,000 appropriation for GO TEC on the agenda for the next board meeting for a vote.
- Plan to discuss the revised salary ranges for the approved executive positions at the next Executive Committee meeting.
- Share the updated salary range information for the executive positions with the committee, either at the next meeting or via email.
- Inform the entire IALR staff about the GO TEC business case and new cost model at the next staff meeting scheduled for Tuesday, October 13th.
- Conduct a roadshow this fall to meet with superintendents regionally to discuss the new GO TEC cost structure.
- Work with the communications team to finalize and distribute the draft school partner engagement letter for GO TEC.
- Organize a statewide lunch-and-learn webinar for GO TEC to discuss its impact and future.
- Submit an op-ed to Cardinal News about the future direction of GO TEC.
- Investigate the appropriate accrediting body for ATDM to pursue accreditation for Pell Grant and GI Bill eligibility.
- Test the market for what students and industry will pay toward the ATDM program costs.
- Go back to the Industrial Base Analysis Sustainment Office (IBAS) to request one-time funds to help buy down ATDM student costs.
- Consider, for a future budget year, modeling the ROI and advocating to the state for one-time funding to support dedicated housing for ATDM students.

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MOTIONS REQUIRED FOR A CLOSED SESSION - EXECUTIVE COMMITTEE

Three motions are required for the Executive Committee of the Board to enter into a Closed Session.

- **MOTION #1 – Motion to Convene in Closed Meeting**
  1. **Chairman calls for a motion** (as allowed by provisions of The Virginia Freedom of Information Act).

  2. **Trustee makes the following motion:**

> ***I move that the Executive Committee of the Institute for Advanced Learning and Research Board of Trustees in Danville, Virginia convene in a closed meeting, pursuant to Virginia Code 2.2-3711, Section A, Sub-section 1, as amended, to discuss and consider the assignment, appointment, promotion, performance, demotion, salaries, disciplining and/or resignation of specific IALR employees AND Section A, Sub-section 5, to discuss a prospective business or industry where there has been no public announcement of the business's interest in locating or expanding in the community.***

  3. **Motion is seconded and a voice vote of board members is taken.** Attendees whom the Committee has not authorized to attend the Closed Session must exit the room. A Trustee makes sure that the doors to the room are actually closed.

- **MOTION #2 – Motion to Reconvene in Open Meeting**
  1. **Chairman calls for a motion to reconvene in open session.**
  2. **Motion is seconded and a voice vote of Board members is taken.** A Trustee opens the doors to the room.

- **MOTION #3 – Motion to Certify Closed Meeting**
  1. **Chairman calls for a motion to certify the closed session.**
  2. **Trustee makes the following motion:**

> ***WHEREAS, the members of the Executive Committee of the Institute for Advanced Learning and Research Board of Trustees in Danville, Virginia have convened a closed session on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and***
> ***WHEREAS, Section 2.2-3712.D. of the Code of Virginia requires a certification by this Committee that such closed session was conducted in conformity with Virginia law;***
> ***NOW, THEREFORE, BE IT RESOLVED, that the Executive Committee, reconvening in open session, hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed session to which this certification applies, and (ii) only such public business matters as were identified in the motion convening the closed session were heard, discussed or considered by the Committee.***

  3. **Motion is seconded.**

Return to Agenda

4. **Chairman takes a roll call for approval of the motion to certify the closed session.**

5. **Trustees' approval of the motion, or dissention, should be noted in the minutes.** Any dissention should be noted prior to the vote and the Trustee should state the reason for the dissention. The statement shall be recorded in the minutes. §2.2-3712-D.

➢ **MOTION NEEDED IF DECISIONS WERE MADE DURING CLOSED SESSION**
(Not required if the Closed Session was only used to provide information allowed by §2.2-3712-D. and no actions were taken/decided upon.)

"No resolution, ordinance, rule, contract, regulation or motion adopted, passed or agreed to in a closed meeting shall become effective unless the public body, following the meeting, reconvenes in open meeting and takes a vote of the membership on such resolution, ordinance, rule, contract, regulation, or motion that shall have its substance reasonably identified in the open meeting. "

1. **During Open Session, the Chairman calls for a resolution/motion to accept items discussed in the Closed Session. Although everything discussed in Closed Session obviously does not need to be included in the resolution, the key items requiring a motion, second, and vote should be specifically included in the motion.**

2. **Motion is made and seconded.**

3. **Vote is taken and is recorded in the minutes.**

Return to Agenda

CLOSED SESSION
Documentation

DATE: _____ **TYPE OF BOARD MEETING:** (circle one)

Executive Programs Research Resources Plenary Foundation SVRA

LIST NAMES WHO LEFT THE MEETING PRIOR TO CONVENING IN CLOSED SESSION:
_____

Was Telly Tucker asked to remain in meeting? ___Yes ___No
What time did he leave the meeting? _____

MOTION #1 - TO CONVENE IN CLOSED SESSION
(CODE OF VA. #s: 2.2-3711, Section A, Sub-section 1)

MADE BY:_____

SECONDED BY:_____

TIME CONVENED IN CLOSED SESSION: _____

MOTION #2 TO RECONVENE IN OPEN SESSION:

MADE BY:_____

SECONDED BY:_____

TIME RECONVENED IN OPEN SESSION: _____

MOTION #3 TO CERTIFY CLOSED MEETING:

MADE BY:_____

SECONDED BY:_____

ROLL CALL TAKEN TO CERTIFY ONLY ITEMS ALLOWED BY CODE OF VIRGINIA WERE DISCUSSED IN CLOSED SESSION: **YES:**_____ **NO:**_____

NAMES OF ANYONE ABSTAINING FROM VOTING OR WHO VOTED NO:
_____

MOTION #4 TO ADOPT RESOLUTIONS MADE DURING CLOSED SESSION:

MADE BY:_____

SECONDED BY:_____

RESOLUTIONS: (use back of paper if needed)_____
_____

MEETING ADJOURNED (TIME):_____

RECORD OF MOTIONS RECORDED BY:_____
Completed Form goes to Pam Patterson to be included in Minutes

Return to Agenda