



FACULTY SENATE

WVU TRANSFORMATION TIMELINE

May 8, 2023

BACKGROUND: WVU TRANSFORMATION TIMELINE

THIS MONTH:

MAY 8

FACULTY SENATE

- Goals/First Principles/RPK
- WVU Transformation Timeline
- Proposed amendments to BOG Rule 4.7
- Proposed Faculty and Classified Staff Severance Package Schedule

MAY 10-19

Operational and financial assessment of Work-Time Reduction expressions of interest by vice presidents, Provost Office and Talent and Culture

MAY 11

Indoor Space Temperature Policy effective

MAY 17

BOG MEETING

- Issue Notice of Proposed Rulemaking for Rule 4.7 and Rule 3.9
- Vote on putting Proposed Faculty and Classified Staff Severance Package Schedule out for public comment
- Vote on WVU Transformation Timeline

MAY 22

Public Comment for Rule 4.7 and Rule 3.9 and Faculty and Classified Staff Severance Package Schedule begins

MAY 24

CAMPUS CONVERSATION

MAY 26 (NO LATER)

Staff and faculty notified of approvals to participate in the Work-Time Reduction Program

MAY 2023

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

*ADDITIONAL INFORMATION AND DATES WILL BE ADDED AS THEY BECOME AVAILABLE

THIS MONTH:

JUNE 5
FACULTY SENATE

JUNE 21
Public comment period for Rule 4.7 and Rule 3.9 and Faculty and Classified Staff Severance Package Schedule ends

- JUNE 22**
BOG MEETING
- Vote on Fiscal Year 2024 Financial Plan
 - Update on Fiscal Year 2025 Projections
 - Update and potential action on Non-Academic and Academic Transformation Plans

JUNE 27
CAMPUS CONVERSATION



JUNE 2023						
SUN	MON	TUE	WED	THU	FRI	SAT
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25	26	27	28	29	30	

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THIS MONTH:

JULY 1

Report due to Provost Office identifying programs of concern based on data-driven assessment

JULY 10

FACULTY SENATE

JULY 10 (WEEK OF)

Deans and Chairs notified of programs of concern that will be subject to the program review process
Campus Community notified of programs of concern that will be subject to the program review process

JULY 11 – 31

Deans and Chairs will seek input from Faculty and Staff on the Program Review
Self-Study Form before it is submitted to the Provost's Office

JULY (TBD)

BOG MEETING

- Vote on Rule 4.7 and Rule 3.9 as amended
- Vote on Faculty and Classified Staff Severance Package Schedule
- Discussion of programs of concern that will be subjected to the program review process

JULY 2023

SUN	MON	TUE	WED	THU	FRI	SAT
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23	24	25	26	27	28	29
30	31					

WVU TRANSFORMATION TIMELINE / 2023

AUGUST 1

Deans and Chairs must submit their finalized Program Review Self-Study Form to Provost's Office.

AUGUST 2

CAMPUS CONVERSATION

AUGUST 7

FACULTY SENATE

AUGUST 11

Notification to the Faculty from Deans and Chairs of Provost Office's Preliminary Recommendations for Program Reduction or Discontinuation

AUGUST 14

Campus Community notified of Provost Office's Preliminary Recommendations for Program Reduction or Discontinuation

AUGUST 18

Deadline for Chairs or Faculty to file Notice of Intent to Appeal regarding a specific Provost's Office Preliminary Recommendation for Program Reduction or Discontinuation

AUGUST 21 OR 22 (TBD)

BOG MEETING

- Provost Office's Preliminary Recommendations for Program Reduction or Discontinuation

AUGUST 21-SEPT 5

PROGRAM REVIEW APPEAL COMMITTEE HEARINGS BE HELD

AUGUST 22-SEPT 8

Faculty may submit written comments for review of Board of Governors and/or sign up to speak at the Board of Governor's meeting on September 14 regarding a specific Provost's Office Preliminary Recommendation for Program Reduction or Discontinuation

AUGUST 24

CAMPUS CONVERSATION



AUGUST 2023

SUN	MON	TUE	WED	THU	FRI	SAT
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THIS MONTH:

SEPTEMBER 6

Appeal Process is completed. All of the Provost's Office Final Recommendations for Program Reduction and Discontinuation will go to Board of Governors.

SEPTEMBER 11

FACULTY SENATE

- Present finalized Final Recommendations for Program Reduction and Discontinuation that will go before the Board of Governors
- Review BOG speaking schedule and rules for public comment

SEPTEMBER 14

BOG MEETING

- Financial Update
- Update on progress with Academic and Non-Academic Transformation Plans
- Public comment period

SEPTEMBER 15

BOG MEETING

- Vote on Final Recommendations for Program Reduction and Discontinuation

SEPTEMBER 18

- Campus Community notified of Board of Governors' approval of specific programs that are subject to Program Reduction and Discontinuation
- Notification to students in program subject to Program Reduction and Discontinuation
- Reduction in Force process in programs subject to Program Reduction and Discontinuation begins

SEPTEMBER 20

CAMPUS CONVERSATION

SEPTEMBER 2023

SUN	MON	TUE	WED	THU	FRI	SAT
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

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THIS MONTH:

OCTOBER 16 (WEEK OF)

Reduction in Force/Non-Renewal Notifications to Individual Faculty and Staff

OCTOBER 18

CAMPUS CONVERSATION

OCTOBER 23

STATE OF THE UNIVERSITY (TBD)



OCTOBER 2023

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

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THIS MONTH:

NOVEMBER 16-17

BOG MEETING



NOVEMBER 2023

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
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ADDITIONAL TIMELINE INFORMATION

- / We will create a website with more detailed information on the **academic program review** process and the **reduction in force** process.
- / The website will include links to **template documentation** that will be used throughout the process.
- / The website will launch in **mid-May**.

BOG RULE 4.7: KEY PROVISIONS

KEY PROVISIONS OF BOG RULE 4.7

- / A **Faculty RIF** may occur in response to **institutional reorganization** as a result of a **Program Reduction** or **Program Discontinuation** or a **Financial Exigency**.
- / A **Faculty RIF** may result in a **tenured, tenure-track, teaching track** or **service-track** faculty member's appointment being terminated.

KEY PROVISIONS OF BOG RULE 4.7

- / The **Provost's Office, Dean's Office and departmental Chair**, with assistance from **Talent and Culture** and advice from the **Office of General Counsel**, will work collaboratively to develop a **RIF Plan**. The plan will detail which faculty members will be asked to remain and which will be subject to the **RIF**.
- / This review process will evaluate **performance, knowledge and qualifications** and **seniority** of each faculty member within a program subjected to reduction or discontinuation.
- / A **RIF Review Committee** shall consider and approve the **RIF Plan** before implementation a **Faculty RIF**.
- / Members of the **University RIF Review Committee** include representatives from the **Provost's Office, Strategic Initiatives** and **Talent and Culture** with advice from the **Office of General Counsel**.

KEY PROVISIONS OF BOG RULE 4.7

- / The University **may** offer a **severance package** to a faculty member who is impacted by a **RIF**, if financially feasible.
 - / If WVU offers a **severance package**, the University shall provide the employee **45 days** from the **date of receipt** to consider the **terms and conditions** of the agreement and to accept the **severance package**.
 - / Additionally, after an employee executes a **severance agreement**, that employee maintains the right to revoke that execution and void the **severance agreement** for **seven days** after execution.
- / Any **severance agreement** shall contain a statement indicating that the faculty member releases all claims against the University.
- / If a faculty member chooses not to execute a **severance agreement**, WVU still may move forward with the **RIF**.

PROPOSED AMENDMENTS TO BOG RULE 4.7

PROPOSED AMENDMENTS TO BOG RULE 4.7

Section 2.2

- Clarifying that faculty should be involved in the **academic review process**, which could lead to a **RIF plan** for that program, as opposed to the formulation of the actual **RIF plan**, to ensure that faculty provide input early in the process.

Section 3.1

- Eliminating the **affirmative obligation** to offer a **first right of refusal** to a RIF'd faculty member of another faculty position that becomes vacant that the RIF'd faculty member is qualified.
 - Replacing that language with the fact that RIF'd faculty members are encouraged to apply for any new or open positions through the normal University hiring process.
- Eliminating any potentially implied obligation of the University to retrain faculty members to be qualified for other faculty positions.

PROPOSED AMENDMENTS TO BOG RULE 4.7

Section 3.2

- Clarifying of the **Dean's** role and the **Office of the Provost's** role in the creation of the **RIF plan** (i.e., the **Dean's Office** and **Provost's Office** will work together to create the **RIF plan** for a program).
- Clarifying that a **RIF determination** is made based upon a **holistic assessment** of the three factors: **performance, knowledge and qualifications** and **seniority**.
- Clarifying that **seniority** will be calculated by the length of service as defined by the rules established for the calculation of years of service outlined in **WVU BOG Talent and Culture Rule 3.7 – Annual Increment**.

PROPOSED AMENDMENTS TO BOG RULE 4.7

Section 3.3

- Clarifying that all **notifications** will be communicated to faculty through their **WVU email account** instead of regular mail.

Section 5.2

- Eliminating:** “Generally, the value of the severance package should be equivalent to one year of the Faculty Member’s annual base pay.”
- Replacing with:** “The amount of severance that a Faculty Member may be offered will be determined based upon a schedule approved by the Board.”
- The original language is permissive and does not require that a **severance package** equate to **one year of salary** (meaning 9-month faculty’s annual base salary). Through the **notice period** and **severance payments**, the **proposal severance schedule** would allow an individual to receive between **eight** and **10 months** of pay.

PROPOSED AMENDMENTS TO BOG RULE 4.7

Section 6.9

- Clarifying that **Program Reduction** may include reducing **tenured, tenured-track** or **certain faculty positions with multi-year contracts**.

OVERVIEW OF FACULTY SEVERANCE PACKAGE INFORMATION

FACULTY SEVERANCE PACKAGE

- / **Faculty severance packages** are only available to **tenured, tenure-track** and **teaching/service-track** faculty (regardless of contract end date).
- / Through the notice period and severance payments, an individual would receive between **eight** and **10 months** of pay. **Note:** Most faculty positions are **nine-month positions**.
 - / Assuming a notice date of **Oct. 16, 2023**, with a contract end date of **May 9, 2024**, faculty would have **30 weeks** of notice.
 - / We are finalizing a detailed **faculty severance package schedule** that will be presented to the **Board of Governors** and subject to a **public comment period**. **Severance payments** likely will range from **two** through **12 weeks** of the faculty member's **base salary**, payable in biweekly installments, starting after **May 9, 2024**.
 - / The specific amount would be calculated based upon **faculty position type, years of service** and **contract end dates**.
- / If an individual leaves before their employment end date, they waive the right to their **severance payments**.

FACULTY SEVERANCE PACKAGE

Research-Track, Library-Track and Lecturer

- / **Non-renewal of appointment** notification will be given as soon as possible, but a minimum of **60-days' notice** will be provided if possible (for those ending in **2023**) and in the **September/October** timeline for those ending on **May 9, 2024**.
- / If less than **60 days** before **appointment end date**, a **limited short-term appointment** may be given to reach **60-days' notice**.
- / Employees in this job type are employed on **annual appointments** and are otherwise employed at will. **Severance** will not be offered.

FACULTY SEVERANCE PACKAGE

Individuals Needed to Teach Out Beyond May 2024 – Retention Bonus

- / We would like to incentivize selected individuals to stay through end of the **teach-out period** (approximately **two to three additional years** depending on the program).
- / All **tenured, tenure-track** and **teaching/service-track** faculty asked to remain through a **teach-out period** (if they remain the entire time) will receive a **retention bonus** equivalent up to **12 weeks** of their **base salary**. This also will serve as their **severance payment**.
- / If an individual leaves before their **employment end date**, they waive the right to their **retention bonus**.

PROPOSED AMENDMENTS TO BOG RULE 4.7 AND FACULTY SEVERANCE TIMELINE

DATE	ACTION
May 17	During a BOG Meeting , we will recommend that the Board put the proposed amendments to Rule 4.7 and the Faculty Severance Package Structure out for a 30-day public comment period .
May 22	30-day public comment period begins.
June 21	30-day public comment period ends.
~July 21	The public comments received and the University's determination in response will be posted. The final version of Rule 4.7 and the Faculty Severance Package Structure that will be presented to the BOG also will be posted.
~July 31	BOG will vote on the proposed amendments to Rule 4.7 and the Faculty Severance Package Structure .

Visit policies.wvu.edu for more.

QUESTIONS?