

WEST VIRGINIA UNIVERSITY
BOARD OF GOVERNORS

September 8, 2017

The one hundred fifty first meeting of the West Virginia University Board of Governors was held on September 8, 2017 in Morgantown, WV. David Alvarez, Timothy Bailey, Marty Becker, Elmer Coppoolse, Thomas Flaherty, Thomas Heywood, Blake Humphrey, Dr. Stanley Hileman, J. Thomas Jones, Dixie Martinelli, Taunja Willis Miller, Ed Robinson, J. Robert (J.R.) Rogers, Benjamin Statler, Dr. Matthew Valenti, and Dr. Kimberly Weaver. Board member, William Wilmoth, was absent and excused.

WVU officers, divisional campus officers, representatives (and others) present included:

President, E. Gordon Gee;
Vice President, Legal, Government and Entrepreneurial Engagement, Rob Alsop;
Provost, Joyce McConnell;
General Counsel, Stephanie Taylor;
Vice Provost, John Campbell;
Vice President for University Relations, Sharon Martin;
Vice President for Talent and Culture, Cris DeBord;
Vice President and Chief Financial Officer, Paula Congelio;
Associate Provost for Undergraduate Education, Paul Kreider;
Assistant Vice President for Finance, Anjali Halabe;
Dean of Student, Corey Farris;
Executive Officer and Assistant Board Secretary, Jennifer Fisher;
President, West Virginia University Institute of Technology at Beckley, Carolyn Long;
President, Potomac State College of West Virginia University, Jennifer Orlikoff;
Associate Vice President for Academic Affairs, WVU Health Sciences,
 Louise Veselicky;
Assistant Vice President for Strategic Action, Elizabeth Hamilton;
Assistant Vice President for Marketing and Outreach, University Relations, Ann Berry;
Deputy General Counsel, Gary G. Furbee, II;
Associate Vice President for Global Strategy and International Affairs, David Stewart;
Director of Scientific Development, WV Clinical & Translational Science Institute,
 Julie Lockman;
Associate Provost for Information Technology and Chief Information Officer,
 Barbara Dawson;
Interim Dean, WVU Libraries, Karen Diaz;
Senior Associate Vice President of Academic and Public Strategy, Rochelle Goodwin;
Associate Vice President for Facilities and Services, Randy Hudak;
Student Affairs Chief Business and Planning Officer, Les Carpenter;
Assistant Vice President, Parent Program, Sabrina Cave;
Senior Executive Director of Communications, University Relations,
 John Bolt; and,

Special Assistant to the Board of Governors, Valerie Lopez.

From the WVU Foundation:

President, Cynthia Roth, and
Vice President of Investments and Chief Information
Officer, Richard Kraich.

Members of the Press were also present.

CALL TO ORDER

The board's newly elected Chairman, William Wilmoth, was unable to attend today's meeting. In his stead, the meeting was called to order by the board's Vice-Chairman, David Alvarez, at 10:30 a.m. A roll call was taken to determine who was in attendance and a quorum established.

BOARD PRESENTATION

WVU Foundation Update and Investment Report:

Cynthia Roth, President of the WVU Foundation, provided her annual report. She noted that even as the Foundation's State of Minds fund-raising campaign nears a successful conclusion, the need for continued financial support for West Virginia University continues, remarking that every day brings new challenges that are profound, and include far-reaching social problems, but she added that West Virginia is the best petri dish in the country, and West Virginia University is positioned perfectly to solve the problems that are out there. The Foundation announced previously that the State of Minds campaign had raised \$1.13 billion through June 30, with 59 percent of the money, or \$662 million, earmarked for student support. She then advised the board that as of the end of the day Thursday, September 7, 2017, the total was \$1.14 billion and that the numbers continue to progress. The campaign, which had an original goal of \$750 million that was increased to \$1 billion, continues through the end of the year. She then announced the Foundation would conduct a "Day of Giving," a one-day initiative on Nov. 8 to encourage all Mountaineers, especially those who haven't contributed and young alumni, to support the University.

Richard Kraich, Vice President of Investments and Chief Investment Officer of the WVU Foundation, provided an overview of the WVU Foundation Investment Group, and reported that Foundation-managed investment assets exceeded \$1.5 billion as of June 30, 2017, and that the annualized returns of the long-term investment pool included 11.8% for 1 year, 4.9% for 3 years, and 8.3% for 5 years - as of June 30, 2017. The Foundation acts as an investment agent for WVU, WVU Hospitals and the WVU Research Corporation.

EXECUTIVE SESSION

Acting Chairman Alvarez requested a motion that the Board go into Executive Session, under authority in West Virginia Code §§6-9A-4(b)(2)(A), (b)(9), and (b)(12) to discuss legal, personnel, and deliberative matters; matters not considered public records; matters related to construction planning, commercial competition matters, the purchase, sale or lease of property, and/or the investment of public funds. The motion was made by Thomas Flaherty, seconded by J. Thomas Jones, and passed. Following the conclusion of Executive Session, Thomas Heywood moved that the Board rise from Executive Session. This motion was seconded by J. Robert (J.R.) Rogers, and passed.

DISCUSSIONS/ACTIONS EMANATING FROM EXECUTIVE SESSION

Acting Chairman Alvarez stated that there were no actions emanating from today's Executive Session discussions.

BOARD PRESENTATION

Academic Affairs Updates:

Provost Joyce McConnell shared updates on the ongoing commitment to a proactively inclusive climate. She advised that changes in the schedule for the first few days on campus have resulted in a better start to the school year, indicating that one of the goals is to get students engaged early on and to make sure they feel part of the campus as soon as they arrive. In these regards she outlined a new schedule that includes more opportunities for students to meet with fellow first-year students, as well as academic advisors. She reported a record first-year enrollment of 6,213 first-year students on all three campuses, including increased international, resident, and non-resident enrollment and a 50-50 percent balance in gender. She noted that even while growing larger, the academic profile has improved as the average GPA increased from 3.53 to 3.56 and the average SAT score from 1039 to 1054. She concluded that all of these predictors continue our upward trajectory. Provost McConnell then announced the appointments of Dr. Paul Kreider as the new Associate Provost for Undergraduate Education, Dr. Keith Jackson as the Interim Dean of the College of Creative Arts, Barbara Dawson as the new Provost for Information Technology and Chief Information Officer, and Karen Diaz as the Interim Dean of the WVU Libraries. Thanks to the extraordinary vision of members of the Statler College and the College of Education and Human Services, she announced that WVU was recently awarded a shared \$2 million NSF grant to promote diversity and inclusiveness in our next generation of engineers. She advised that Glen Jackson, Ming Hsieh Distinguished Professor of Forensic & Investigative Science in the Eberly College of Arts and Sciences was named a Fellow of the Royal Society of Chemistry. Next, Provost McConnell shared that John Cuthbert and the WVU Libraries' West Virginia & Regional History Center received a \$210,000 grant from the National Endowment for the Humanities to continue digitizing newspapers published in West Virginia from 1836 to 1922. Finally, she provided details on the

continuing efforts underway in preparation for the visit by the Higher Learning Commission scheduled for March 5-6, 2018.

Provost McConnell then introduced Carolyn Long, Campus President, who briefed the board on the full scale opening of the West Virginia University Institute of Technology on the Beckley campus. President Long indicated that members of her faculty and staff moved 10 football fields worth of equipment in nine weeks, and she reported that enrollment had exceeded its 1,500-student target – compared to last year’s enrollment of 1,320 students. She noted that Tech’s retention rate had increased from 54 percent to 57 percent, nine percentage points more than its current goal. She thanked members of the board and her faculty, staff and students for all of their efforts and indicated she looks forward to an even brighter future for this divisional campus.

BOARD ITEM

Discussion/Action on Talent and Culture and Rulemaking Rules

General Counsel, Stephanie Taylor, advised that at the Board’s July 10, 2017 meeting, it issued a Notice of Proposed Rulemaking for a series of Board Policies and new Rules. The proposed changes are to amend, approve, rename/renumber, and, in some cases, repeal the current Policies in order to implement new Rules in accordance with W.Va. House Bill 2542 (2017) and W.Va. House Bill 2815 (2017). To that end, the term “Policy” will be replaced with “Rule” and these Policies will be reformatted to the new design for BOG Rules, renumbered, and standard terms will be used when applicable. Moreover, all BOG Rules will be updated to supersede and repeal W.Va. Higher Education Policy Commission Rules, where applicable. Additional specific changes were set forth in detail in the table that was attached to the Notice of Proposed Rulemaking.

General Counsel Taylor advised that the proposed changes to the existing Policies and the new Rules were posted for the required thirty (30) day public comment period, that 14 comments were received, and based on those comments, determinations were made as set forth in a chart included in today's Agenda Item related to Talent and Culture and Rulemaking Rules (which chart is attached hereto and incorporated herein by reference.) General Counsel Taylor also noted that the W.Va. Higher Education Policy Commission sent back their comments earlier today, but that she does not believe these comments merit any changes in the rules proposed for passage today.

General Counsel Taylor stated that the revised final amended Rules, all comments received, and determinations made were then posted for at least ten (10) days, as required. Copies of those comments and determinations made are also reflected on the chart referenced above and attached hereto. General Counsel Taylor and Vice President for Talent and Culture, Cris DeBord, then covered the items listed on said chart.

Following a brief discussion, Blake Humphrey moved that (a) the Board of Governors approves the final draft of the Rules listed below (as contained in today's meeting agenda materials), namely:

- BOG Governance Rule 1.1 – Adoption, Amendment, and Repeal of Rules (former BOG Policy 45)
- BOG Talent & Culture Rule 3.1 – Administration and Employment Practices (new)
- BOG Talent & Culture Rule 3.2 – Affirmative Action and Equal Employment Opportunity (former BOG Policy 34)
- BOG Talent & Culture Rule 3.3 – Classification and Compensation (new)
- BOG Talent & Culture Rule 3.4 – Drug and Alcohol Testing for FTA & FMCSA Covered Positions (former BOG Policy 56)
- BOG Talent & Culture Rule 3.5 – Employee Leave (former BOG Policy 24)
- BOG Talent & Culture Rule 3.6 – Holidays (former BOG Policy 8)
- BOG Talent & Culture Rule 3.7 – Annual Increment (former BOG Policy 32)
- BOG Talent & Culture Rule 3.8 – Performance Management (new)
- BOG Talent & Culture Rule 3.9 – Reduction in Force (new)

and (b) the Board of Governors approves the repeal of the current Board of Governors policies listed below.

- BOG Policy 13 – Part-Time Classified Employees
- BOG Policy 26 – Employee Development
- BOG Policy 27 – Work Scheduling
- BOG Policy 29 – Salary Policy
- BOG Policy 50 – Meal Breaks
- BOG Policy 53 – Emergency Call-in

Said motion was seconded by Thomas Flaherty, and passed.

APPROVAL OF MINUTES

Thomas Heywood moved that the minutes of the June 15, 2017 regular meeting, the June 29, 2017 special meeting, and the July 10, 2017 special meeting all be approved. The motion was seconded by Dr. Matthew Valenti and passed.

COMMITTEE REPORTS

September 7, 2017 Audit Committee Meeting: Audit Committee Chair, David Alvarez, reported on yesterday's Audit Committee meeting - during which committee members received a report from the Chief Financial Officer, retroactively approved two engagement letters, and then moved to executive session – wherein they received a report from WVU's General Counsel, and a report from the Director of Internal Audit. Chair Alvarez advised that there were no actions emanating from said Executive Session. .

September 7, 2017 Joint Finance and Facilities and Revitalization/Strategic Plans and Initiatives/ Academic Affairs and Accreditation Committee Meeting: Finance Committee Chair, David Alvarez, reported on this joint committee meeting held yesterday, during which there were Execution Session discussions, but no board action was taken.

September 8, 2017 Joint Finance and Facilities and Revitalization/Strategic Plans and Initiatives/ Academic Affairs and Accreditation Committee Meeting: Strategic Plans and Initiatives Committee Chair, Thomas Flaherty, reported on this joint committee meeting held this morning, during which there were Execution Session discussions, but no board action was taken.

PRESIDENT'S REPORT

President Gee offered the following comments:

- During a remarkably smooth Welcome Week, the West Virginia University system achieved record numbers of first-time freshmen enrollment – 6,213 across our campuses in Morgantown, Beckley and Keyser.
- Our University is committed to moving West Virginia forward in every way, and that starts with economic growth. Last month at the West Virginia Business Summit in Lewisburg, I shared the preliminary findings of a McKinsey & Company study into potential solutions for diversifying our state economy. Our University partnered with the state Department of Commerce and Marshall University to commission this study, which has culminated in a plan we call West Virginia Forward
- The opiate epidemic is a serious threat to our state's well-being, and combatting it is one of our University's top priorities. Recently, we have made several new strides. For example, we are pooling resources with the Uniformed Services University. It's Defense and Veterans Center for Integrative Pain Management has created new pain treatment protocols using the latest techniques in battlefield medicine. Also, the West Virginia Clinical and Translational Science Institute has expanded its medication-assisted treatment services, which combine behavioral therapy and medication to treat individuals with substance use disorder. And our University is leading a federally-funded effort to prevent HIV and hepatitis C outbreaks related to the opioid epidemic.
- This week we showed leadership on another important health priority by hosting a national Children's Health Policy Summit.
- A joint effort of the Rockefeller School of Policy and Politics, the Health Sciences Center and WVU Libraries, the summit featured remarks from Sylvia Burwell, president of American University and former secretary of the U.S. Department of Health and Human Services, and former U.S. Senator Jay Rockefeller, a leader in state and federal health care policy for 40 years.

- This summer, our healthcare enterprise reached a new level of recognition. For the first time in the health system's history, a WVU Medicine program earned a place in U.S. News & World Report rankings. The magazine ranked the urology program at WVU Medicine-WVU Hospitals 26th in the nation. This ranking shows that WVU Medicine is on its way to becoming a nationally-recognized healthcare provider.

President Gee ended his report by expressing his delight with the WVU Foundation's report given to the full morning earlier today.

INFORMATION ITEMS

There were no questions or concerns expressed by any Board members pertaining to the Information Items contained within the agenda.

CONSENT AGENDA

Acting Chairman Alvarez called for any discussion of today's Consent Agenda items, and asked whether any items needed to be pulled for a separate discussion/vote. There being none, Thomas Flaherty moved that the Board accept the Consent Agenda items as presented in today's agenda booklet. This motion was seconded by Dr. Stanley Hileman, and passed. Acting Chairman Alvarez announced that Blake Humphrey will recuse himself from voting on Item 1 listed below.

Thereupon, the following Consent Agenda items were approved:

1. Entry of Institutional Undergraduate Fee Waivers and Institutional Graduate and Professional Fee Waivers

Resolved: That the West Virginia University Board of Governors enter the attached report of the Institutional Undergraduate Fee Waivers for FY 2016-2017, at West Virginia University, Potomac State College of West Virginia University, and West Virginia University Institute of Technology - Beckley, into its minutes; and,

Resolved: That the West Virginia University Board of Governors enter the attached report of the Institutional Graduate and Professional Fee Waivers for Fall, 2016, Spring, 2017, and Summer, 2017 at West Virginia University into its minutes.

2. Coliseum Heating Water Replacement & Mechanical System Study

Resolved: That the West Virginia University Board of Governors approves the Coliseum Heating Water Replacement and Mechanical Systems Study Project.

3. West Virginia University Civil and Environmental Civil Engineering Program at the Royal University for Women (Bahrain)

Resolved: Resolved: that the West Virginia University Board of Governors approves the creation of the WVU Civil and Environmental Civil Engineering Program at the Royal University for Women (Bahrain) and proposed tuition and fees for the first year

of that Program. Additionally, the Board authorizes entering into agreements necessary for the implementation of this Program.

4. Monongalia County Ball Park: Modification of Terms and Conditions to Ground Lease Agreement and Lease Purchase and Development Agreement and Related Documents

Resolved: Resolved: that the West Virginia University Board of Governors authorizes the Vice President for Strategic Development and/or designee to work with the Monongalia County Commission to restructure the original debt financing pertaining to the Monongalia County Ballpark and to appropriately amend the applicable Lease Agreements between the County Commission and WVU regarding the Monongalia County Ballpark.

5. Appointment of BOG member to West Virginia University Hospitals Board of Directors

Resolved: That the West Virginia University Board of Governors approves the appointment of Benjamin Statler as the BOG representative serving on the West Virginia University Hospitals Board of Directors

6. Appointment of BOG Committees

Resolved: That the West Virginia University Board of Governors approves the proposed committee structure/assignments for 2017-2018, as presented.

ADJOURNMENT

Acting Chairman Alvarez announced that the Board will conduct its next regular meeting on October 27, 2017 in Morgantown. There being no further business to come before the Board, Dixie Martinelli moved to adjourn the meeting. The motion was seconded by Blake Humphrey, and passed. The meeting was adjourned at 2:05 p.m.

Taunja Willis Miller, Secretary

WVU BOARD OF GOVERNORS – PROPOSED RULES OFFICIAL COMMENTS & DETERMINATIONS MADE

Date Received	Proposed Rule	Comment	Determination Made
7/26/2017	WVU BOG Tal. & Cult. Rule 3.1 - Administration & Employment Practices	<p>Regarding 5.1, I would like a definition of "redesign". How does that differ from "reorganization"?</p> <p>"Reduction in Force" or "RIF" means a separation from employment due to lack of funds, lack of work, redesign, or elimination of position(s) or reorganization, with no likelihood or expectation that the employee will be recalled because the position itself is eliminated.</p>	<p>Talent and Culture contacted the employee to discuss the comments further. As used in the definition of Reduction in Force, the words redesign and reorganization have similar meanings. To eliminate any confusion, WVU BOG Tal. & Cult. Rule 3.1 - Administration & Employment Practices was amended as follows:</p> <p>5.12 "Reduction in Force" or "RIF" means a separation from employment due to lack of funds, lack of work, redesign, or elimination of position(s) or reorganization, with no likelihood or expectation that the employee will be recalled because the position itself is eliminated.</p>
7/19/2017	WVU BOG Tal. & Cult. Rule 3.3 - Classification & Compensation	<p>I'm very encouraged to see these changes being considered. As we look to build our units and try to attract professionals from the broader market, things such as job titles that don't match industry standards are an unnecessary impediment. The ability to align titles and job descriptions with similar positions at other institutions would allow us to attract individuals with an appropriate skill-set and aptitude. I hope that there will be an opportunity for departments to provide input in the restructuring and allow us to remain competitive within the labor market. Thank you for all of the work that has gone into bringing our institution forward.</p>	<p>Talent and Culture contacted the employee to discuss the comments further. It was determined that a modification to WVU BOG Tal. & Cult. Rule 3.3 - Classification & Compensation was not needed in response to this comment.</p>

Date Received	Proposed Rule	Comment	Determination Made
7/31/2017	WVU BOG Tal. & Cult. Rule 3.3 - Classification & Compensation	It looks like you left words in from a draft to section 6.3. "STOPPED HERE!" is at the very end of the section, but doesn't seem relevant to anything.	Talent and Culture contacted the employee to discuss the comments further. It was determined that the language "STOPPED HERE!" was an embedded web development note on the web page, and not a part of the Rule language approved by the Board of Governors for posting. Therefore, a modification to WVU BOG Tal. & Cult. Rule 3.3 - Classification & Compensation was not needed in response to this comment. However, the web page was amended to remove "STOPPED HERE!"
8/17/2017	WVU BOG Tal. & Cult. Rule 3.3 - Classification & Compensation	<p>"Comment is on Section 8. During the Campus Conversation, Cris DeBord, stated that those who are at the top of their pay range will not get base salary adjustment but instead can receive lump sum payments. This needs to be spelled out in Section 8. According to 8.1.1 a base or lump sum can be given, but according to Cris, lump is all that can be given if the individual is at top pay for their paygrade. Is this the case for all the adjustments listed under Section 8? Does this apply to across-the-board raises (if any)? If so, then that needs to be communicated clearly! Had I not listened to the campus conversation, I would never have known this bit of information just based on reading this rule - that is not fair to the employees it affects.</p> <p>I unfortunately am one of those employees. This makes me feel like I'm being penalized for my years of service (29), and for taking the initiative to pursue new job opportunities over the past 20 years (started as a PG 10, then promoted to a 12, 14, 15 & currently 16). The salary I make today is based on the 5% I received when upgrading positions, across-the-board raises and one merit increase. Now, because of my hard work, I'm being held back because I make over the top pay for my paygrade. What I am hearing is the University wants everyone in each of the paygrades to make the same amount</p>	<p>Talent and Culture contacted the employee to discuss the comments further. Although an employee may currently be at the maximum of the established pay range, future market studies may increase the maximum of the pay range. To clarify this point, WVU BOG Tal. & Cult. Rule 3.3 - Classification & Compensation was amended as follows:</p> <p>6.3 A Classified or Non-Classified Employee's compensation shall not be placed below the minimum of the selected range for the selected job title. Any instance of a Classified or Non-Classified Employee's compensation outside of the established pay range for the selected job title must be approved by the Vice President for Talent and Culture. Pay ranges may be adjusted from time to time based on market changes, see Section 9 below.</p> <p>The last comprehensive study was conducted in 2015. Information regarding employee compensation can be found on the Talent and Culture web page at http://classcomp.hr.wvu.edu/home.</p>

Date Received	Proposed Rule	Comment	Determination Made
		<p>of money - those making top pay will be stifled so those below them can catch up - regardless that the employee below may have lesser years of service and may not be the best performer. By not getting base increases, this will also rob employees, like myself, of future retirement contributions. In my opinion this will not attract, or motivate high performing employees, and will certainly not retain them.</p> <p>Comment on Section 9 - 9.1 - When will the first comprehensive study of market salaries take place? Seems like it should be soon as the current salary schedule is dated 2012."</p>	
7/18/2017	WVU BOG Tal. & Cult. Rule 3.5 - Employee Leave	<p>"What of this information will remain the same if/when we convert to a bi-weekly pay schedule? Will the bulk of the information remain the same?</p> <p>Clarify 3.1.3.2 for us ""normal"" people. I have a master's degree in language and linguistics, and I'm not sure what you're talking about.</p> <p>Typographical error in 15.1."</p>	<p>Talent and Culture contacted the employee to discuss the comments further. WVU BOG Tal. & Cult. Rule 3.5 - Employee Leave will not be impacted by the conversion to bi-weekly pay.</p> <p>The current Board of Governors policy was simply amended to the new Board of Governors Rules format, without substantive change. The Rule on Employee Leave will be comprehensively reviewed and amended over the next year.</p> <p>The typographical error in section 15.1 has been amended.</p>
8/17/2017	WVU BOG Tal. & Cult. Rule 3.5 - Employee Leave	<p>Comment on 4.4 - "When the services of a leave eligible employee have terminated, . ." Does "terminated" in this sentence also mean those who were part of a ""RIF""? If so, what happens to the employee's sick leave since separation from employment was not due to a wrong doing on their part?"</p>	<p>Talent and Culture contacted the employee to discuss the comments further. It was determined that a modification to WVU BOG Tal. & Cult. Rule 3.5 - Employee Leave was not needed in response to this comment.</p> <p>However, language regarding the sick leave conversion benefit was added to WVU BOG Tal. & Cult. Rule 3.9 - Reduction in Force. WVU BOG Tal. & Cult. Rule 3.9 - Reduction in Force has been amended as follows:</p>

Date Received	Proposed Rule	Comment	Determination Made
			<p>4.2 Generally, the value of the severance package should be a minimum of four weeks of pay, but no more than the Classified Employee's annual base pay. <u>When developing a severance package, the University may take into consideration the value of an employee's sick leave conversion benefit, if applicable.</u></p>
7/18/2017	WVU BOG Tal. & Cult. Rule 3.6 - Holidays	<p>"1. You have several typos throughout the document (i.e. ""Ppresident). 2. Upon what criteria will the President determine what additional days should be University holidays? Will the criteria be religious or otherwise?"</p>	Talent and Culture contacted the employee to discuss the comments further. It was determined that a modification to WVU BOG Tal. & Cult. Rule 3.6 - Holidays was not needed in response to this comment.
8/2/2017	WVU BOG Tal. & Cult. Rule 3.6 - Holidays	<p>I would like to see the addition of Veteran's Day added and observed on the true day it is observed - November 11. Thus adding one additional day of observed holidays.</p>	Talent and Culture contacted the employee to discuss the comments further. It was determined that a modification to WVU BOG Tal. & Cult. Rule 3.6 - Holidays was not needed in response to this comment.
7/31/2017	WVU BOG Tal. & Cult. Rule 3.8- Performance Management	<p>For the 6 month performance evaluations specified in sections 2.4 and 2.5, I suggest specifying that these evaluations must follow the same criteria/metrics as the regular, annual reviews."</p>	Talent and Culture contacted the employee to discuss the comments further. It was determined that a modification to WVU BOG Tal. & Cult. Rule 3.8- Performance Management was not needed in response to this comment.
7/18/2017	WVU BOG Tal. & Cult. Rule 3.9 - Reduction in Force	<p>If an older employee is being "RIFed" would they be able to retire instead?</p>	Talent and Culture contacted the employee to discuss the comments further and answered their individual question. It was determined that a modification to WVU BOG Tal. & Cult. Rule 3.9 - Reduction in Force was not needed in response to this comment.
7/18/2017	WVU BOG Tal. & Cult. Rule 3.9 - Reduction in Force	<p>Does the right-of-recall apply to non-classified employees who are not salaried as well? For example, I am an interpreter at the University. I am paid hourly. Would I be subject to these same rules?</p>	Talent and Culture contacted the employee to discuss the comments further and answered their individual question. It was determined that a modification to WVU BOG Tal. & Cult. Rule 3.9 - Reduction in Force was not needed in response to this comment.
8/2/2017	WVU BOG Tal. & Cult. Rule 3.9 - Reduction in Force	<p>"On Section 2 2.2 ..appoint a Review Committee, I would like to see added to that the Chair of Classified Staff Council or his/her designee. on 2.3.2 The Vice Presidentmay, but it not required to, refer any RIF Plan to the Review Committee. I would like to see that the VP of Talent</p>	<p>Talent and Culture contacted the employee to discuss the comments further. WVU BOG Tal. & Cult. Rule 3.9 - Reduction in Force has been amended as follows: 2.3.1 If the RIF would eliminate the positions of five <u>or fewer</u> Full-Time Regular Classified Employees <u>or less</u>, the Unit shall obtain the approval of the Vice</p>

Date Received	Proposed Rule	Comment	Determination Made
		<p>and Culture is required to refer any RIF Plan to the Review Committee. My concern is the VP of Talent and Culture has too much power, some powers that are traditionally held by the President.</p> <p>On 2.8 I would like to see an addition that if an employee did not receive a review, then that Supervisor is notified and disciplined and held accountable for their job requirement.</p> <p>On Section 3</p> <p>3.1 the 60 days written notice should stand. Remove the part where it states unless the financial circumstances of the University dictate a shorter notice period.....</p> <p>4.2 The University may also subsidize.....as determined by the VP for Talent and Culture or the Review Committee. I would like you to change that to and."</p>	<p>President for Talent and Culture prior to the implementation of the RIF Plan. The Vice President for Talent and Culture shall inform the Review Committee regarding any RIF.</p> <p>3.1 The University shall provide a Classified Employee at least 60 days written notice ("Notice Period") that his or her position is going to be eliminated, unless the financial circumstances of the University <u>are so severe that they</u> dictate a shorter notice period, as determined by the Vice President for Talent and Culture and the Review Committee.</p> <p>4.2 The University may also subsidize health insurance for a predetermined period of time as determined by the Vice President for Talent and Culture of the Review Committee, as appropriate. ...</p>
8/17/2017	WVU BOG Tal. & Cult. Rule 3.9 - Reduction in Force	<p>Comment on Section 4: Severance Agreement.</p> <p>What happens to an employee's sick leave if they accept a severance package due to a RIF?</p> <p>If an employee is close to meeting the eligibility requirements to retire from WVU but is offered a severance package due to a RIF prior to eligibility, what happens to their sick leave? Will WVU bridge their time so they can retire and collect their benefit or do they just lose their benefit?"</p>	<p>Talent and Culture contacted the employee to discuss the comments further. WVU BOG Tal. & Cult. Rule 3.9 - Reduction in Force has been amended as follows:</p> <p>4.2 Generally, the value of the severance package should be a minimum of four weeks of pay, but no more than the Classified Employee's annual base pay. <u>When developing a severance package, the University may take into consideration the value of an employee's sick leave conversion benefit, if applicable.</u> ...</p>
8/17/2017	WVU BOG Governance Rule 1.1 – Adoption, Amendment, and Repeal of Rules	<p>My comment is on 3.3.2 (3.3 Approval of the Rule). Notice or public comment period should still be practiced for rules amended as a result of public comments received. First, so those who made the comments can review to make sure their comments were interpreted correctly. Second, those who are affected by the rule have a right to know what changes are being made prior to official approval.</p>	<p>It was determined that a modification to WVU BOG Governance Rule 1.1 – Adoption, Amendment, and Repeal of Rules was not needed in response to this comment.</p>

UNDERGRADUATE TUITION WAIVER SUMMARY 2016-17

West Virginia University - Morgantown

Award Category	Number of Students Awarded			Amount Waived			
	In-State	Out-of-State	International	Total	In-State	Out-of-State & International	Total
Academic Ability	15	2964		2979	\$51,500.00	\$18,154,386.00	\$18,205,886.00
Athletic Post-Eligibility	1	11		12	\$3,360.00	\$143,076.00	\$146,436.00
Creative Arts/Dance	34	85		119	\$170,208.00	\$1,543,272.00	\$1,713,480.00
Debate		5		5		\$106,080.00	\$106,080.00
Financial Need	62	124		186	\$158,446.00	\$533,510.00	\$691,956.00
International Students/Scholars			37	37		\$628,524.00	\$628,524.00
Livestock & Horse Judging	4			4	\$23,520.00		\$23,520.00
Student Government	2			2	\$13,440.00		\$13,440.00
TOTAL	118	3189	37	3344	\$420,474.00	\$21,108,848.00	\$21,529,322.00

Legislatively Mandated by the State of West Virginia

Award Category	Number of Students Awarded			Amount Waived			
	In-State	Out-of-State	International	Total	In-State	Out-of-State & International	Total
American Legion	1			1	\$6,720		\$6,720
Child of Slain Officer	1			1	\$6,720		\$6,720
Foster Care	8			8	\$42,172		\$42,172
Health Sciences & Technology Academy (HSTA)	170			170	\$894,900		\$894,900
Part Time Enrollment for Employees		7		7		\$20,160	\$20,160
TOTAL	180	7		187	\$950,512	\$20,160	\$970,672

Combined Total \$22,499,994.00

UNDERGRADUATE TUITION WAIVER SUMMARY 2016-17

West Virginia University - Keyser

Award Category	Number of Students Awarded			Amount Waived				
	In-State	Out-of-State	Metro	Total	In-State	Out-of-State	Metro	Total
Academic Ability	70	20	18	108	\$66,205	\$39,800	\$23,250	\$129,255
Athletic Ability	30	39	13	82	\$65,970	\$88,700	\$36,150	\$190,820
Financial Need	18	40	3	61	\$20,887	\$55,813	\$2,750	\$79,450
TOTAL	118	99	34	251	\$153,062	\$184,313	\$62,150	\$399,525

Legislatively Mandated by the State of West Virginia

Award Category	Number of Students Awarded			Amount Waived				
	In-State	Out-of-State	Metro	Total	In-State	Out-of-State	Metro	Total
Foster Care	12			12	\$27,714			\$27,714
Health Sciences & Technology Academy (HSTA)	1			1	\$507			\$507
Part Time Enrollment for Employees	3			3	\$2,691			\$2,691
TOTAL	12			16	\$30,912			\$30,912

Combined Total \$430,437

UNDERGRADUATE TUITION WAIVER SUMMARY 2016-17

West Virginia University - Beckley

Award Category	Number of Students Awarded			Amount Waived		
	In-State	Out-of-State & International	Total	In-State	Out-of-State & International	Total
Academic Ability	152	72	224	\$254,086	\$428,637	\$682,723
Athletic Ability	43	215	258	\$117,152	\$1,826,488	\$1,943,640
Student Government		2	2		\$6,000	\$6,000
TOTAL	195	289	484	\$371,238	\$2,261,125	\$2,632,363

Legislatively Mandated by the State of West Virginia

Award Category	Number of Students Awarded			Amount Waived		
	In-State	Out-of-State & International	Total	In-State	Out-of-State & International	Total
Foster Care	3		3	\$14,964		\$14,964
Health Sciences & Technology Academy (HSTA)	17		17	\$82,483		\$82,483
Part Time Enrollment for Employees	2		2	\$1,161		\$1,161
TOTAL	22		22	\$98,608		\$98,608

Combined Total \$2,730,971

West Virginia University Waiver Report (Fall 2016 through Summer 2017)
Fall 2016

	Number of Students			Number of Credit Hours			Dollar Value		
	Resident	Non Resident	Total	Resident	Non Resident	Total	Resident	Non Resident	Total
<i>Employees</i>	145	27	172	704	132	836	\$304,590	\$127,818	\$432,408
<i>Graduate Assistants (RA/RH/SA/TA)</i>	434	1,282	1,716	3,861	11,445	15,306	\$1,664,091	\$13,889,021	\$15,553,112
<i>Graduate Student Merit Waivers</i>	224	365	589	986	1,664	2,650	\$446,589	\$2,123,202	\$2,569,791
<i>Fellowships</i>	30	67	97	266	571	837	\$111,995	\$689,501	\$801,496
Total	833	1,741	2,574	5,817	1,3812	19,629	\$2,527,265	\$16,829,542	\$19,356,807

West Virginia University Waiver Report
Spring 2017

	Number of Students			Number of Credit Hours			Dollar Value		
	Resident	Non Resident	Total	Resident	Non Resident	Total	Resident	Non Resident	Total
<i>Employees</i>	143	26	169	690	130	820	\$294,079	\$124,292	\$418,371
<i>Graduate Assistants (RA/RH/SA/TA)</i>	417	1,251	1,668	3,727	11,178	14,905	\$1,608,750	\$13,542,702	\$15,151,452
<i>Graduate Student Merit Waivers</i>	198	325	523	808	1,625	2,433	\$360,298	\$2,077,800	\$2,438,098
<i>Fellowships</i>	35	71	106	279	630	909	\$112,859	\$756,664	\$869,523
Total	793	1,673	2,466	5,504	13,563	19,067	\$2,375,986	\$16,501,458	\$18,877,444

West Virginia University Waiver Report
Summer 2017

	Number of Students			Number of Credit Hours			Dollar Value		
	Resident	Non Resident	Total	Resident	Non Resident	Total	Resident	Non Resident	Total
<i>Employees</i>	98	14	112	427	64	491	\$183,183	\$78,080	\$261,263
<i>Graduate Assistants (RA/RH/SA/TA)</i>	243	804	1,047	1,005	2,252	3,257	\$438,330	\$2,704,907	\$3,143,237
<i>Graduate Student Merit Waivers</i>	45	80	125	140	203	343	\$60,060	\$237,444	\$297,504
<i>Fellowships</i>	23	59	82	66	207	273	\$29,172	\$237,645	\$266,817
Total	409	957	1,366	1,638	2,726	4,364	\$710,745	\$3,258,076	\$3,968,821

Grand Total	Number of Credit Hours			Dollar Value		
	Resident	Non Resident	Total	Resident	Non Resident	Total
	12959	30101	43060	\$5,613,996	\$36,589,076	\$42,203,072