**Send feedback for suggested additions, deletions, and revisions here:** [**https://wvu.qualtrics.com/jfe/form/SV\_6seEoglWUrv3rym**](https://wvu.qualtrics.com/jfe/form/SV_6seEoglWUrv3rym)

**1.A.1**

Founded in 1867, West Virginia University (WVU) is West Virginia’s flagship, land-grant university. WVU's mission to serve the state and its citizens--through access to higher education, research and scholarship, and comprehensive health sciences--is understood clearly by its constituencies and guides its decisions.

WVU’s current strategic vision, consisting of a mission, vision, and values statement, was developed in 2016 and reflects the culture of the institution, as reflected during the President’s [State of the University (SOU) address](file:///C:\Users\evidence\viewfile%3ffileId=603809).

First, WVU identified the pillars of its land-grant mission: education, healthcare, research, and enhancing prosperity, which epitomize all WVU does to advance the institution and serve the state. Next, representatives from across the WVU system worked collaboratively to create a draft of WVU’s mission, vision and values. Beginning in April 2016, with ongoing guidance from the Executive Leadership Team, WVU held three [campus conversations](file:///C:\Users\evidence\viewfile%3ffileId=603793) open to all members of the campus community and met with targeted constituency groups, including students, faculty, chairs, associate deans, academic affairs leadership, deans, and key communicators, to gather feedback, revise, and produce a final strategic vision that represents the collective voice of the university.

In March 2017, the President shared the results of the university’s conversation in a special [SOU](file:///C:\Users\evidence\viewfile%3ffileId=603787). On April 21, 2017, the Board of Governors (BOG) [endorsed](file:///C:\Users\evidence\viewfile%3ffileId=603778) WVU’s new mission, vision, and values. In fall 2018, the Office of the Provost initiated an extensive, inclusive process to create an actionable document to replace the soon to expire 2020 Strategic Plan. One thousand WVU faculty and academic leaders across all campuses participated in the planning process through a series of facilitated visioning sessions.

The results of those sessions were used to create goals and illustrative initiatives that could support [strategic transformation at WVU](https://provost.wvu.edu/projects-and-initiatives/strategic-transformation.). In September 2019, this was established as a broad blueprint for WVU’s future growth. In spring 2020, the Office of the Provost launched a competitive grant opportunity and challenged WVU community members to conceptualize and enact change across the University's campuses linked to different Strategic Transformation goals. A second opportunity was announced in Spring 2021.The [Transform This! Challenge Grants](https://provost.wvu.edu/projects-and-initiatives/strategic-transformation/transform-this) supported projects and activities that promoted Goal 4 in 2020 and Goal 5 “in 2021.

In response to President Gee’s December 2020 charge to transform the academic enterprise, Provost Reed launched an [Academic Transformation process](https://provost.wvu.edu/academic-transformation.) with the goals of ensuring a rigorous and relevant education and a diverse and inclusive learning environment, increasing enrollment and improving student success, strengthening and improving our R1 position, enhancing WVU’s reputation as a modern land-grant institution, identifying areas of growth and investment, and identifying instructional and academic efficiencies.  Several committees were established that engaged all constituencies and focused on the five priorities of the academic transformation process.

**1.A.2**

WVU’s mission documents identify it as a public, land-grant institution of higher education committed to serving the citizens and state of West Virginia. The mission further states that WVU offers academic programs, produces research, and provides healthcare that advances prosperity and transformation locally, at the state level, and globally. WVU is bound to pursue the activities of a university, and the intended constituents of its educational programs and services are its students, the communities that surround WVU, the citizens and state of West Virginia, the nation, and the world.

**1.A.3**

 WVU’s website also identifies the nature, scope and constituents of the institution. The [homepage](file:///C:\Users\evidence\viewfile%3ffileId=603992) provides information about the university, its academic programs, and its services to students, employees and the general public. Specific constituencies, such as future students, current students, faculty, staff, alumni, and parents, are supplied with additional links that provide current information for those audiences. The [catalog](http://catalog.wvu.edu/) also presents information regarding the nature and scope of the academic programs offered at WVU.

**1.A.4**

WVU offers a wide range of high-quality [academic programs](file:///C:\Users\evidence\viewfile%3ffileId=603775) at the associate, undergraduate, graduate and professional [levels](file:///C:\Users\evidence\viewfile%3ffileId=604000) that are consistent with its land-grant mission, support the pillars of education, research, healthcare and prosperity, provide access and opportunity, advance high-impact research, and engage in innovation that transforms the state and world. WVU’s academic degree programs are outlined in the [Undergraduate and Graduate/Professional Catalogs](http://catalog.wvu.edu/), posted on the institution’s website, and reported annually to the West Virginia Higher Education Policy Commission and to the Department of Education (DOE). The DOE receives this information through the Integrated Postsecondary Education Data System (IPEDS) [completions submissions](file:///C:\Users\evidence\viewfile%3ffileId=603776) for each location, which are available on WVU’s website.

WVU offers 503 total associate’s, bachelor’s, master’s, doctoral, and professional programs across all of its locations that have earned 182[specialized accreditations](file:///C:\Users\evidence\viewfile%3ffileId=603801). All academic programs undergo a Board of Governors Program R[eview](file:///C:\Users\evidence\viewfile%3ffileId=603779) every five years to assess mission, faculty productivity, student enrollment, graduation history, facilities and equipment, assessment, and program improvement. See 4.A.1 for more information on [academic program review.](file:///C:\Users\evidence\viewfile%3ffileId=603792)

WVU’s commitment to advancing research is reflected in its [Carnegie Basic Classification](file:///C:\Users\evidence\viewfile%3ffileId=603784), which underscores WVU's position as the only R1 doctoral institution in West Virginia. WVU was elevated from R2 to R1 (Doctoral Universities: Very High Research Activity) in 2015 and maintained that R1 status in subsequent reassessments in both 2018 and 2021. Research and development expenditures have held steady since 2018 when they were $185M+ to 2020 when they were 188M+.  See 3.B.5 for more information on faculty contributions to research.

WVU’s two largest additional locations, WVU Keyser and WVU Beckley, are key to fulfilling the institution's land-grant mission of service to the state. WVU Keyser, which has an [open admission policy](file:///C:\Users\evidence\viewfile%3ffileId=603800) for West Virginia residents, [offers](file:///C:\Users\evidence\viewfile%3ffileId=603797) numerous AA degrees that allow students to change campuses and complete a baccalaureate degree in Morgantown; AAS degrees that prepare students to enter the workforce upon completion; four BAS degrees; and a 1 plus 3 BSN in conjunction with the WVU Morgantown School of Nursing. WVU Beckley’s [vision](file:///C:\Users\evidence\viewfile%3ffileId=603781) is to become a STEM and career-oriented teaching institution that supports building economically viable industries in a state where traditional extractive industry activity is waning.

WVU Morgantown serves students at the undergraduate, graduate and professional [levels](file:///C:\Users\evidence\viewfile%3ffileId=604002) in its role as the state’s flagship, land-grant, and Carnegie R1 institution. Its two largest [additional locations](file:///C:\Users\evidence\viewfile%3ffileId=604001) allow WVU to provide educational opportunities to residents throughout the state. WVU also has smaller, specialized additional locations in Bridgeport, Charleston, and in the eastern panhandle of the state which deliver a range of health science programs and clinical opportunities in medicine, nursing, and pharmacy.

*WVU Morgantown*

WVU Morgantown offers a large school environment in a small city with a major athletics program. Fall 2022 [enrollment](file:///C:\Users\evidence\viewfile%3ffileId=603788) included 19,253undergraduates and 5,630graduate and professional students. Total enrollment at WVU Morgantown has been stable over the past decade. The majority of the students enrolled are full-time undergraduate degree-seeking students of traditional college-going age. WVU Morgantown is committed to providing [undergraduate research](file:///C:\Users\evidence\viewfile%3ffileId=603782), service, and [entrepreneurship](file:///C:\Users\evidence\viewfile%3ffileId=603783) opportunities.

[Graduate and professional education](file:///C:\Users\evidence\viewfile%3ffileId=603789)accounted for 5,630students in fall 2022. WVU has shown increased support for its graduate students and research mission by increasing graduate assistant stipends and… WVU’s doctoral research programs and many of its master’s degree programs include experience conducting research projects. Research funding provides financial support and valuable research training for graduate students, with **XXX** students supported by graduate research assistantships, **XXX** graduate students supported by graduate teaching assistantships and **XXX** graduatestudents supported by graduate service assistantships in fall 2022.

*WVU Keyser*

WVU Keyser is an [affordable](file:///C:\Users\evidence\viewfile%3ffileId=603794), small school in a rural setting. In fall 20122, **XXX** undergraduates were [enrolled](file:///C:\Users\evidence\viewfile%3ffileId=603796) in **XXX** academic programs. In 2021-22, **XXX%** of WVU Keyser students received some type of financial aid, and **XXX%** of full-time, first-time freshmen received a Pell grant. Students may apply credits earned at WVU Keyser toward a bachelor’s degree from WVU Morgantown. A policy change in 2018 allowed all students with a completed Associate of Arts of Associate of Sciences degree to transfer to WVU Morgantown and guarantee that their general education requirements would be fully met by attainment of that credential. Approximately **XXX** students [transfer](file:///C:\Users\evidence\viewfile%3ffileId=604007) from WVU Keyser to WVU Morgantown each year to complete their degrees.

*WVU Beckley*

WVU Beckley provides an opportunity to earn a bachelor’s degree from a small school in a small city environment and allows students in the southern part of the state to earn a WVU degree while staying close to home. WVU Beckley enrolled **XXX** students in fall 2022 in **XXX** undergraduate programs.

*WVU Online*

In fall 2022, WVU Online programs served 1185 students in its nine undergraduate degree program offerings and 1698students in its 39 graduate degree program offerings. WVU has a long tradition of offering a select range of online programs that began in the fall of **XXXX.** Since WVU’s last comprehensive review in 2018, WVU Online has grown from offering **XXXX** academic programs to its current portfolio of 48 academic programs and grown its enrollment from **XXXX** students in fall of 2018 to almost 2900 students in fall of 2022.

*Diversity*

WVU is committed to building a diverse and inclusive community of scholars. WVU’s enrollment practices reflect the institution’s commitment to inclusivity and access to higher education in a state that is below the national average with respect to income, educational attainment, and racial and ethnic diversity. The institution has developed several recruitment initiatives, including a number at the [graduate and professional levels](file:///C:\Users\evidence\viewfile%3ffileId=603805), to attract exceptional and talented students from diverse backgrounds, races and ethnicities that have traditionally been underrepresented on college campuses. These efforts have been successful. In fall 2022, [WVU Morgantown enrolled **XXXX** Black/African American students, **XXX** Hispanic students and **XXX** students reporting two or more races](file:///C:\Users\evidence\viewfile%3ffileId=603799). See 1.C for more information.

*First-Generation Students*

WVU [enrolls](file:///C:\Users\evidence\viewfile%3ffileId=604006) a large proportion of first-generation college students at all of its locations. In fall 2022, 3775 first-generation students made up 26% of the undergraduate student population, up 5% since fall 2017. WVU provides a number of [support services](file:///C:\Users\evidence\viewfile%3ffileId=603773) directed to this population, including the Student Support Services/TRIO (SSS) Program. SSS provides individualized, wrap-around services to first-generation students, including academic programming, social events and cultural enrichment that help foster the successful completion of a baccalaureate degree. WVU also participates in First2 and First Scholars/First-gen Forward programs which...

**1.A.5**

 WVU recognizes the importance of presenting its mission clearly to the public and articulates that mission through its [mission, vision and values statements](file:///C:\Users\evidence\viewfile%3ffileId=603981). Beginning in 2020, the institution moved to a process of Strategic Transformation that was rooted in the mission, vision, and values.

WVU clearly articulates and publicizes its commitment to its mission, and emphasis on various aspects of its mission, through multiple venues, such as:

* [Faculty Handbook](file:///C:\Users\evidence\viewfile%3ffileId=603984)
* [Undergraduate Catalog](file:///C:\Users\evidence\viewfile%3ffileId=603986)
* [Graduate/Professional Catalog](file:///C:\Users\evidence\viewfile%3ffileId=603987)
* [Classified Employee Handbook](file:///C:\Users\evidence\viewfile%3ffileId=603985)
* [WVU Morgantown’s webpage](file:///C:\Users\evidence\viewfile%3ffileId=603981)
* [WVU Beckley's webpage](file:///C:\Users\evidence\viewfile%3ffileId=603781)
* [WVU Keyser's webpage](file:///C:\Users\evidence\viewfile%3ffileId=603786)

In addition, SOUs are a primary channel through which WVU publicly articulates its commitment to its mission, communicates the institution’s emphasis on aspects of its mission, and advances activities undertaken by the institution to fulfill its mission. Aspects of WVU’s mission, including education, healthcare, prosperity and research, have been central tenets of all recent SOUs.

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**1.B.1**

WVU's commitment to the public good is evidenced across the institution, through its [mission statement](file:///C:\Users\evidence\viewfile%3ffileId=603937), its culture of service and community engagement and robust engagement with WVU’s internal and external constituencies throughout West Virginia and beyond. After being initially classified in 2010, the Carnegie Foundation again recognized WVU with their selective [Community Engagement Classification](file:///C:\Users\evidence\viewfile%3ffileId=603912) in 2020.  In addition, WVU has received awards from several other [external](file:///C:\Users\evidence\viewfile%3ffileId=603939) entities for public service, and the institution annually presents [internal](file:///C:\Users\evidence\viewfile%3ffileId=603940) awards for faculty, staff, and students recognizing meritorious public service.   As one of the state’s largest employers, WVU and its academic medical system play a direct role in the economic success of north central West Virginia. The Chancellor and Executive Dean of WVU’s Health Sciences Center and the Dean of WVU’s School of Public Health as well as much of the faculty and administration in WVU’s Heatlh Sciences more generally were crucial in implementing the state’s response to COVID-19 and in successfully distributing the vaccine.

WVU occupies a place of central economic importance within the state of West Virginia. According to an internal study produced by the WVU Bureau of Business and Economic Research, WVU annually supports $4.8 billion dollars of total economic activity in the state of West Virginia. Of this, $2.9 billion is spent directly by WVU and its affiliated locations while $1.9 billion came from secondary impacts. WVU’s impact on value-added – the measure most comparable to GDP – is $2.7 billion dollars and represents approximately 3.8% of gross state product. WVU and its affiliated medical facilities employ nearly 17,000 workers directly and support almost 30,000 jobs when secondary impacts are accounted for, representing approximately 4% of total employment in West Virginia.

The Science, Technology, Engineering, Art and Math Technical Assistance Center (STEAM TAC) is an initiative between the West Virginia Department of Education, WVU and the West Virginia Public Education Collaborative to enhance STEAM educational opportunities and career pathways among West Virginia middle and high school students. As a hub for STEAM learning, the Center offers a comprehensive approach to help West Virginia educators incorporate STEAM learning into their classroom teaching using lessons that include emerging research and best practices to help prepare students to meet the needs of an ever-changing workforce and instructional resources provided free of charge and engage in a STEAM TAC classroom immersion tailored to their grade level. During the classroom immersion, educators work alongside WVU STEAM TAC specialists as they lead hands-on STEAM experiences with real-world and cross-curricular applications. While the purpose is STEAM-focused, the vision for the TAC encompasses all content areas to promote problem-solving and critical thinking skills among students. Classroom immersions began in February 2022, and as of July 2022, WVU STEAM TAC specialists have worked with over 12,000 students and 225 teachers in 109 schools across the state.

The WVU Encova Center for Innovation and Entrepreneurship (ECIE) educates students, faculty, staff, and community about identifying and developing entrepreneurial opportunities. The West Virginia Business Plan Competitions offer high school students, college students, and community members from across the state the opportunity to bring their idea to life. The ECIE offers West Virginia residents workshops, coaching, networking throughout the process with the end goal of starting or growing their business in the state. The Impact Challenge invites high school and college students from across the state to create and develop innovative ways to build the future of the Mountain State, then pitch their ideas to a panel of judges.

Ascend WV is a remote worker talent attraction and retention program that, over the course of seven years, seeks to bring 1000 new residents, along with their remote jobs, to the state of West Virginia. Started from a private philanthropic gift to WVU, it quickly became a partnership effort with the state of West Virginia to expand the size and scope of the program as well as the economic impact. Administered jointly by the Outdoor Economic Development Collaborative at WVU and the West Virginia Department of Tourism, the program is in its second year of the seven-year plan and is active and/or taking applications in 4 different regions within the state, with one more region to still identify and launch. In addition to providing co-working space and other benefits (including financial incentives), the program leverages and is helping further develop West Virginia’s outdoor recreation infrastructure.

The [mission](file:///C:\Users\evidence\viewfile%3ffileId=603926) of the Robert C. Byrd Health Sciences Center (HSC) is to improve the health of West Virginians through the education of health professionals, basic research in clinical and rural healthcare delivery, continuing professional education, and direct healthcare practice through [WVU Medicine](file:///C:\Users\evidence\viewfile%3ffileId=603929), which continues to expand across the state and region to improve access and create better health outcomes. A large network of regional training centers, 743 rural faculty field-practitioners, and 456 training sites support this delivery with [community outreach and care](file:///C:\Users\evidence\viewfile%3ffileId=603933) through specially-designed programs.

The move of WVU’s academic programs in Communication Sciences and Disorders, Speech Language Pathology, and Audiology to the School of Medicine in fall of 2021 is one example of the institution's effort to position its academic programs and faculty where they are best positioned to impact the state.

WVU’s additional locations extend its educational and health-related mission across the state, including locations in Morgantown (north-central WV), Keyser and Martinsburg (eastern panhandle), Beckley (south WV), Charleston (south-central WV). In fall of 2022, WVU’s School of Nursing opened a location in Bridgeport (north-central WV) to help address a critical shortage of nurses in that area and in the state more broadly.

[WVU Online](file:///C:\Users\evidence\viewfile%3ffileId=603922),WVU Extension, and the Osher Lifelong Learning Institute help to extend the WVU learning experience to other campus locations, nontraditional populations, and high school students to fulfill the institution's historical commitment to professional development and continuing education as well as dual/early enrollment. These credit and non-credit offerings are offered in a range of modalities and contribute to the public good by providing workforce enhancements for adult learners, including [K-12 teachers](file:///C:\Users\evidence\viewfile%3ffileId=603941), that lead to increased professional opportunities for the state's workforce and offer a flexible approach to continuing education, professional development, personal enrichment, retraining, career transition, and degree completion that place-bound and remote learners across the globe can easily access.

WVU also organizes the Country Roads Scholars tour, an annual outreach trip working within the state of West Virginia to engage faculty and administrators from the university with communities to address particular challenges they face, from food scarcity to opioid addiction.

**1.B.2**

As an [agency](file:///C:\Users\evidence\viewfile%3ffileId=604913) of the state of West Virginia, with no corporate investors, WVU is responsible for providing a high-quality education and ensuring student success through the intentional maintenance and strategic growth of its academic portfolio via Board of Governors program review and Academic Transformation, through the assessment of student learning, by expanding the institution's culture of service and engagement, growing opportunities for entrepreneurship and innovation across the curriculum, and timely graduation. See **XXX** for more information on the WVU Board of Governors' commitment to preserving its independence from undue influence on the part of external parties.

**1.B.3**

WVU engages with and responds to the needs of its internal and external constituencies and communities of interest in a robust and sustained manner through centralized and decentralized structures to embrace and sustain a culture of service and community engagement.

In accordance with its land-grant mission, the [Extension (WVUE)](file:///C:\Users\evidence\viewfile%3ffileId=603957) offices and programs are located in[all 55 West Virginia counties](file:///C:\Users\evidence\viewfile%3ffileId=603954). WVUE faculty and staff partner with communities to provide research-based solutions for real-life problems to improve communities, the workforce, and the prosperity of West Virginians. Successful community-based programs highlight WVU’s community engagement throughout the state, while on-campus Extension faculty and those with joint appointments in other colleges further integrate the WVUE service mission with teaching and research.

1. [Youth and Family](file:///C:\Users\evidence\viewfile%3ffileId=603959) teaches leadership and enhances skills through 4-H Youth Development, STEAM camps, Energy Express camps, and family financing and parenting classes.
2. [Lawn, Gardening, and Pests](file:///C:\Users\evidence\viewfile%3ffileId=603956) we hold workshops and community education classes, including the volunteer Master Gardener Program, to help individuals create and manage their ecological environments.
3. [Agriculture](file:///C:\Users\evidence\viewfile%3ffileId=603951) assists local producers to manage risk and increase profits, contributes to a safe and secure food supply, and sustains soil and water resources.
4. [Natural Resources](file:///C:\Users\evidence\viewfile%3ffileId=603955) provides research and experience-based information to sustainably manage West Virginia’s natural resources of forests, wildlife, water, and land to satisfy the needs of current and future generations.
5. [Food and Health](file:///C:\Users\evidence\viewfile%3ffileId=603949) provides education and services on nutrition, food safety, home food preservation, and emotional wellness through innovative programs such as Dining with Diabetes, Grow This, Kids’ Markets and Stress Less with Mindfulness.
6. [Community, Business, and Safety](file:///C:\Users\evidence\viewfile%3ffileId=603952) provide training, technical assistance, and research data for industry, local governments, and economic development organizations through programs such as the My Hometown is Cool, Mon Forest Towns, WVU Community Leadership Academy, First Impressions, and hospitality/tourism training.
7. [OSHA Training](file:///C:\Users\evidence\viewfile%3ffileId=603960) provides OSHA certifications, workplace safety assessment and training, CPR training, and other health-related classes needed to maintain a safe and healthy work environment.
8. [WVU Jackson’s Mill](file:///C:\Users\evidence\viewfile%3ffileId=603953) is a historic and unique facility that hosts educational events and training for individuals and groups across the state and region and is home to West Virginia 4-H camping and the West Virginia State Fire Academy.
9. [Community Engagement](https://communityengagement.wvu.edu/) provides an opportunity for WVU students, faculty, and community partners to engage in scholarship, experiential, and service-learning academic-enriching opportunities. Launched in 2006 and realigned under the Dean of Extension & Engagement in 2021, the [WVU Center for Community Engagement (CCE)](https://communityengagement.wvu.edu/about) is a university-wide supporting unit that serves as a connection hub, leveraging University knowledge and resources to support effective external partnerships with communities. Connections take on multiple forms and facets ranging from general volunteerism to service-learning to community-engaged research and more. The CCE seeks to support and empower these relationships from every angle- supporting students, faculty, and the community. The CCE’s Community Partner Program collaborates with non-profit organizations, faith-based institutions, governmental agencies, and small businesses, fostering reciprocal relationships with the University to deliver on WVU’s land-grant mission. As part of WVU Extension, CCE partnerships extend statewide and, in some cases, across state lines to surrounding regions. In addition to the CCE’s community partner organizations, many other agencies utilize the CCE’s volunteer recruitment and management website, iServe, to connect with student volunteers for their ongoing endeavors. WVU students collectively served nearly 100,000 recorded hours in 2022, driving a financial impact on local communities in excess of $2M. The CCE works directly with WVU faculty to foster their community-engaged efforts in numerous ways. Courses can receive a Service-designation for documented, intentional commitment to effective, sustainable, and respectful connections to the community. The CCE assists directly with these efforts, providing best practices in the areas of service-learning and community-centered research. The CCE also regularly hosts a series for community-engaged scholars highlighting topics critical to these partnerships.

Established in 2006, the [Center for Service and Service Learning (CSL)](file:///C:\Users\evidence\viewfile%3ffileId=603977) is a campuswide coordinating center for both curricular and co-curricular community service, providing multifaceted activities, experiences, and [special projects](file:///C:\Users\evidence\viewfile%3ffileId=603979) to enhance learning and build capacity for over 8,000 WVU students [annually](file:///C:\Users\evidence\viewfile%3ffileId=603976).

* CSL has over 180 [community](file:///C:\Users\evidence\viewfile%3ffileId=603965) and [campus](file:///C:\Users\evidence\viewfile%3ffileId=603966) partnerships and provides its [community](file:///C:\Users\evidence\viewfile%3ffileId=603963) and [campus](file:///C:\Users\evidence\viewfile%3ffileId=603964) partners with [training](file:///C:\Users\evidence\viewfile%3ffileId=603970) and [best practices](file:///C:\Users\evidence\viewfile%3ffileId=603969) for supporting student volunteers. In addition, the [VISTA Collaborative at WVU](file:///C:\Users\evidence\viewfile%3ffileId=603975) supports the growth of partnerships between higher education and community agencies to strengthen the pathway between community-engaged learning, West Virginians affected by poverty and the capacity of local organizations to deliver critical services. The VISTA Collaborative currently has members serving WVU Morgantown, WVU Beckley and WVU Keyser. WVU also has added service to [Adventure WV](file:///C:\Users\evidence\viewfile%3ffileId=603973) and [Welcome Week](file:///C:\Users\evidence\viewfile%3ffileId=603978) for all first-year students, resulting in several hundred community service placements.
* WVU identifies academic courses incorporating [service learning](file:///C:\Users\evidence\viewfile%3ffileId=603972) with an [S-designation](file:///C:\Users\evidence\viewfile%3ffileId=603971). WVU courses with an S-designation use civic engagement or a service-learning component to reach intended learning outcomes. In addition to relating theory to practice, this service requirement enhances students’ sense of citizenry in a democratic society. [Participation](file:///C:\Users\evidence\viewfile%3ffileId=603974) in academic service learning has been increasing, and in spring 2017, 44 service-oriented courses were offered, enrolling 1,504 students for 16,604 service hours at an estimated impact value of $348,352 to the community.
* Most community service outreach activities, in and out of the classroom, are facilitated through WVU’s [iServe](file:///C:\Users\evidence\viewfile%3ffileId=603968) online volunteer service-learning platform. Organizations place opportunities for WVU faculty, staff and students at all campuses. The system then tracks hours and provides tools for evaluation and communication with partners. WVU’s [Million Hour Match](file:///C:\Users\evidence\viewfile%3ffileId=603967) and its impact is monitored by iServe.

The [Research Office](file:///C:\Users\evidence\viewfile%3ffileId=603958) promotes economic development and growth in West Virginia with research goals set in the context of the state’s unique needs. In FY 2017, $27 million in sponsored awards received by faculty were designated as public service, over 19 percent of the total amount received, and include research projects supporting healthcare, engineering and basic science to enhance economic development, develop new technology, addresses societal needs and improve quality of life. In addition, the Research Office directly supports programs in community development, environmental conservation, economic growth and entrepreneurship.

* The [Office of Technology Transfer](file:///C:\Users\evidence\viewfile%3ffileId=603950) encourages invention and innovation, facilitates the transfer of WVU research to the public through relationships of mutual advantage between researchers and the business community, generates income for future research and education, and contributes to local, state, regional and national business competitiveness and economic development.
* The [Energy Institute](file:///C:\Users\evidence\viewfile%3ffileId=603948) consists of more than 100 WVU faculty and research professionals whose research efforts focus on fossil fuels and sustainable energy, as well as environmental policy and environmental stewardship.
* The [Center for Excellence in STEM Education](file:///C:\Users\evidence\viewfile%3ffileId=603946) serves as a cross-college structure to integrate and deepen the scope and nature of STEM education research on campus and across the state.
* The [Institute for Water Science and Security](file:///C:\Users\evidence\viewfile%3ffileId=603947) is a campuswide effort of more than 80 faculty and staff engaged in research of water stewardship and security.
* [Industries of the Future](file:///C:\Users\evidence\viewfile%3ffileId=603945) is a collaboration between WVU, the West Virginia Division of Energy, and the U.S. Department of Energy to develop business and technology around industrial energy efficiency.
* The [West Virginia Water Research Institute](file:///C:\Users\evidence\viewfile%3ffileId=603962) is a program of the WVU National Research Center for Coal and Energy that serves as the premier water research center in West Virginia and, within selected fields, is an international leader.
* The [West Virginia Brownfields Assistance Center](file:///C:\Users\evidence\viewfile%3ffileId=603961) is housed within the West Virginia Water Research Institute and promotes redevelopment of brownfield property with training, technical assistance, facilitation of site preparation, community engagement, grant writing, and project funding.

The [Robert C. Byrd Health Sciences Center](file:///C:\Users\evidence\viewfile%3ffileId=603944) is another example of centralized community engagement.

**Send feedback for suggested additions, deletions, and revisions here:** [**https://wvu.qualtrics.com/jfe/form/SV\_6seEoglWUrv3rym**](https://wvu.qualtrics.com/jfe/form/SV_6seEoglWUrv3rym)

**1.C.1**

WVU's promotion of equality has led to an increasingly diverse campus at WVU since Fall 2018**.** In service to the success of diverse groups on campus, the institution has enhanced, developed, and planned services and programs to support differences, with special consideration for the needs of [first-generation college students](file:///C:\Users\evidence\viewfile%3ffileId=603773), many of whom are West Virginians from rural, economically-challenged backgrounds with limited access to a university education.

**LGBTQ+**

Established in 2016, the [WVU LGBTQ+ Center](https://lgbtq.wvu.edu/) provides [education](https://lgbtq.wvu.edu/safe-zone-training), [programming](https://lgbtq.wvu.edu/events), and advocacy for WVU students, faculty, staff, and community members. The center works to ensure inclusive campus policies, practices and curriculum, and serves as a social hub and clearinghouse for campus and community [resources](https://lgbtq.wvu.edu/wvu-resources).

With a [Campus Pride Index](https://www.campusprideindex.org/campuses/details/86?campus=west-virginia-university) rating of 4.5 stars (of 5), the WVU LGBTQ+ Center has put WVU near the top tier of LGBTQ+ inclusive college campuses nationwide. In 2022, its staff presented 57 educational trainings and lectures; hosted 38 diverse programs and events; and participated in 91 service and collaboration projects both on and off campus, to enhance engagement and retention of members of the LGBTQ+ community.

**Women**

The [WVU ADVANCE Center](file:///C:\Users\evidence\viewfile%3ffileId=603817) supports a supportive academic culture and includes systematic data collection to document organizational trends and issues, policies that support work-life integration, transparent and inclusive recruitment and evaluation practices, and leadership programs that promote diversity. Achievements include improvements in the advancement of female assistant STEM faculty to associate and full professors and key administrative roles, as well as progress in addressing faculty issues documented in climate and exit surveys.

ADVANCE has developed and implemented [Dialogues](file:///C:\Users\evidence\viewfile%3ffileId=603823)*,*a facilitation that supports inclusive decision-making, cohesive teams, and collective engagement among disparate groups. ADVANCE also designed and delivers the [Academic Change Agent Course](https://advance.wvu.edu/change-agent-course) to groups of graduate students, faculty and professional staff, to prepare them for social justice leadership to ignite change at individual, unit and institutional levels through professional development, networking and training.

In addition to work with over 20 departments, colleges, schools and other units on WVU’s campus, ADVANCE has trained faculty and professional staff at seven other universities: University of Colorado-Colorado Springs, North Dakota State University, Oklahoma State University, the University of Nevada-Las Vegas, the University of the Pacific Thomas J. Long School of Pharmacy, Montana State University, and Oklahoma State University. ADVANCE is expanding original initiatives in research and practice to add to the existing body of published research, collaborate with other universities on broadening participation, and assess the impact of new initiatives focused on leadership development, faculty engagement, and enhancement of institutional capacity which will be documented in a forthcoming book from Routledge entitled “Engaging Faculty in Group-Level Change for Institutional Transformation”.

 The [Women’s Leadership Initiative](file:///C:\Users\evidence\viewfile%3ffileId=603815) (WLI) was founded in 2011 to [advance women leaders](file:///C:\Users\evidence\viewfile%3ffileId=603816) at WVU. Since then, the Provost’s Office has invested resources and personnel into WLI, which has trained over 200 women across campus. These trainings were initially held with external consultants, but the success of the program and its priority within the Provost’s Office have allowed the institution to develop and use [internal coaching](file:///C:\Users\evidence\viewfile%3ffileId=603825), which provides a wider scope, helps women expand their leadership skills, and builds strong multidisciplinary networks of WVU professionals. Workshops are tailored for women serving in the academy to address leadership challenges specific to higher education.

The newly established [Women's Resource Center](file:///C:\Users\evidence\viewfile%3ffileId=603822) (WRC) is a physical space for those interested in gender equity to meet, discuss policy, share research, and learn about gender-related resources that WVU offers. The WRC was proposed by the [Council on Women's Concerns](file:///C:\Users\evidence\viewfile%3ffileId=603819) and also addresses issues of racism, classism, xenophobia, and other intersecting topics. The WRC understands gender to include women, transpeople, and men, and welcomes all to participate in their gender-equity events, scholarship series, reading group, and proposed student organization.

In addition, the [Center for Women’s and Gender Studies](https://womensgenderstudies.wvu.edu/) in the Eberly College of Arts and Sciences offers the institution a central location for discourse in the academic field of women’s and gender studies. [Majors, minors, and graduate certificates](http://catalog.wvu.edu/undergraduate/eberlycollegeofartsandsciences/womenstudies/) in the field are offered—including a new BS degree in Gender Inclusive Health and Communities. The center has a large network of interdisciplinary faculty associates who offer [courses](https://womensgenderstudies.wvu.edu/courses-for-2022-23) at all levels. The Center, which is also home to the [Harriet E. Lyon Professorship in WGST](https://eberly.wvu.edu/news-events/eberly-news/2022/09/15/gwen-bergner-named-west-virginia-university-s-second-harriet-e-lyon-professor), also sponsors biannual undergraduate research showcases, faculty research presentations, lunch-and-learn chats, annual lecture series, student [scholarships](https://womensgenderstudies.wvu.edu/scholarships-and-awards), and [awards](https://womensgenderstudies.wvu.edu/scholarships-and-awards) for students and faculty.

**Veterans**

WVU is committed to the postsecondary success of [veterans](https://veterans.wvu.edu/) by providing [support](file:///C:\Users\evidence\viewfile%3ffileId=603838) to its veterans, military personnel, and their [families](file:///C:\Users\evidence\viewfile%3ffileId=603849) currently studying at the institution. WVU Veterans helps this population with the admissions process, orientation, benefit processing, and financial aid. Additional [programs](file:///C:\Users\evidence\viewfile%3ffileId=603839) are also offered, including the successful [Military to Mountaineer Mentor](file:///C:\Users\evidence\viewfile%3ffileId=603840) and annual [Veterans Day Breakfast](file:///C:\Users\evidence\viewfile%3ffileId=603883). Because of these efforts, WVU is recognized as a [military-friendly](file:///C:\Users\evidence\viewfile%3ffileId=603841) university, [19th in the country by the Military Times](https://colleges.militarytimes.com/2022/company/west-virginia-university).

**People with Special Needs**

WVU [complies](file:///C:\Users\evidence\viewfile%3ffileId=603843) with the Americans with Disabilities Act and offers [accommodation](file:///C:\Users\evidence\viewfile%3ffileId=603844), [monitoring](file:///C:\Users\evidence\viewfile%3ffileId=603842), and [grievance](file:///C:\Users\evidence\viewfile%3ffileId=603846) procedures to all faculty, staff, and students. WVU is committed to Section 504 of the Rehabilitation Act, which requires institutions of higher education to provide architectural and programmatic access to persons with special needs. Employee and visitor requests are overseen by an ADA Coordinator, who reports through the Division of Diversity, Equity and Inclusion.

Students with special needs are served at all three major [locations](file:///C:\Users\evidence\viewfile%3ffileId=603845) by the [Office of Accessibility Services](file:///C:\Users\evidence\viewfile%3ffileId=603811). Accommodation and advocacy provided through these offices help students achieve their academic goals regardless of any physical, learning, psychological, sensory, or other documented need.

WVU’s [Center for Excellence in Disabilities](https://cedwvu.org/) offers [the County Roads program](https://countryroads.cedwvu.org/) which is designed to support individuals with intellectual and/or developmental disabilities. It offers academic courses, social engagement, and real-world work experiences. Beginning in fall of 2022, WVU was also approved to offer a comprehensive transition program through this program.

**Nontraditional Students**

WVU encourages the success of [nontraditional students](file:///C:\Users\evidence\viewfile%3ffileId=603851) through [scholarships and loans](file:///C:\Users\evidence\viewfile%3ffileId=603850), as well as [childcare resources and financial support](file:///C:\Users\evidence\viewfile%3ffileId=603852) for students who are parents. WVU’s longstanding [nontraditional student program](file:///C:\Users\evidence\viewfile%3ffileId=603813) serves undergraduate students [over the age of 25](file:///C:\Users\evidence\viewfile%3ffileId=604003) who are starting college for the first time.

**Campus Diversity: Promotion and Support**

WVU has a strong network of [offices and centers](file:///C:\Users\evidence\viewfile%3ffileId=603853), including [International Students and Scholars Services](file:///C:\Users\evidence\viewfile%3ffileId=603860) and the [Center for Black Culture and Research](file:///C:\Users\evidence\viewfile%3ffileId=603859), that support and promote diversity. Students have access to hundreds of [organizations](file:///C:\Users\evidence\viewfile%3ffileId=603858) that allow them to explore their interests and engage in service and learning opportunities. In addition, WVU units across campus sponsor awareness and inclusion [initiatives](file:///C:\Users\evidence\viewfile%3ffileId=603857). The 22-year-old [David C. Hardesty, Jr. Festival of Ideas](file:///C:\Users\evidence\viewfile%3ffileId=603856) and the [Campus Read](file:///C:\Users\evidence\viewfile%3ffileId=603854) , for example, invite the campus community to come together to respectfully exchange a broad range of multifaceted ideas on current topics.

**1.C.2**

**Academics**

The Faculty Senate adopted an [inclusivity statement](file:///C:\Users\evidence\viewfile%3ffileId=603861) in February 2013 that faculty members are strongly encouraged to include on their syllabi. WVU offers over 400 [majors](file:///C:\Users\evidence\viewfile%3ffileId=603865) in an expansive range of academic disciplines. Undergraduate education offers opportunities for [service learning](file:///C:\Users\evidence\viewfile%3ffileId=603866), which allows students to share and receive knowledge and assistance from diverse populations within the larger community. WVU offers [education abroad](file:///C:\Users\evidence\viewfile%3ffileId=603864) programs, as well as a newly created [global competency certificate](file:///C:\Users\evidence\viewfile%3ffileId=603863) to encourage students to build skills that will serve them in today’s global workforce.   WVU supports its graduates living abroad through the WVU Alumni Association and their growing number of [international alumni chapters](file:///C:\Users\evidence\viewfile%3ffileId=603867). See 3.B.4 for more information.

**Enrollment**

Efforts to diversify enrollment have been successful. WVU enrolled 1,458 Black/African American students, 1,063 Hispanic students and 1,178 students reporting two or more races in fall 2017.  These figures represent increases in both the [number](file:///C:\Users\evidence\viewfile%3ffileId=604010) and [percentage share](file:///C:\Users\evidence\viewfile%3ffileId=604009) of underrepresented minority students for the period since 2013.

 WVU’s enrollment practices reflect the institution’s commitment to inclusivity and access to higher education in a state that is below the national average with respect to income, educational attainment, and diversity. Both [Undergraduate](file:///C:\Users\evidence\viewfile%3ffileId=603874) and [Graduate](file:///C:\Users\evidence\viewfile%3ffileId=603875) Admissions work with the [Division of Diversity, Equity and Inclusion](file:///C:\Users\evidence\viewfile%3ffileId=603881) to incorporate diversity outreach and engagement in their recruitment operations, including the annual [Colloquium for Aspiring Underrepresented Doctoral Candidates](file:///C:\Users\evidence\viewfile%3ffileId=603882). In addition, [admissions counselors](file:///C:\Users\evidence\viewfile%3ffileId=603872) are assigned specifically to support local, national, and international applicants. Once a student has been admitted, diversity [scholarships](file:///C:\Users\evidence\viewfile%3ffileId=603879) are available to support them during their time on campus, including the [Chancellor's Scholars Program](file:///C:\Users\evidence\viewfile%3ffileId=603877), [W.E.B. Du Bois Fellowships](file:///C:\Users\evidence\viewfile%3ffileId=603878), and [Southern Regional Education Board Doctoral Scholars Program](file:///C:\Users\evidence\viewfile%3ffileId=603880) for those [enrolled](file:///C:\Users\evidence\viewfile%3ffileId=604008) in graduate and professional programs.

**Division of Diversity, Equity and Inclusion**

WVU’s [Division of Diversity, Equity and Inclusion](file:///C:\Users\evidence\viewfile%3ffileId=603889) (DDEI) connects [compliance](file:///C:\Users\evidence\viewfile%3ffileId=603885) [functions](file:///C:\Users\evidence\viewfile%3ffileId=603886) with broader diversity and inclusion [programming](file:///C:\Users\evidence\viewfile%3ffileId=603887). DDEI is charged with primary responsibility for the institution's compliance with [Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972, and the Americans with Disabilities Act of 1990](file:///C:\Users\evidence\viewfile%3ffileId=603888).

**Title IX**

WVU [complies](file:///C:\Users\evidence\viewfile%3ffileId=603870) with and provides resources regarding [Title IX](file:///C:\Users\evidence\viewfile%3ffileId=603871), addressing complaints thoroughly and in a timely manner to uphold its obligation to ensure an equitable education for all students and to protect all members of the campus community from discrimination. WVU takes immediate steps to address any sex discrimination, sexual harassment, or sexual violence to prevent it from negatively impacting the community. In addition, Title IX training is available to all [faculty](file:///C:\Users\evidence\viewfile%3ffileId=603891), [staff](file:///C:\Users\evidence\viewfile%3ffileId=603891) and [students](file:///C:\Users\evidence\viewfile%3ffileId=603892). BOG Policies [31](file:///C:\Users\evidence\viewfile%3ffileId=603869) and [44](file:///C:\Users\evidence\viewfile%3ffileId=603868) govern compliance with federal Title IX conduct monitoring and reporting.

**Human Resources**

The vision of the Division of Human Resources recognizes the [value](file:///C:\Users\evidence\viewfile%3ffileId=603893) of a diverse workforce. and attains an inclusive community of faculty and staff through its [Division of Human Resources](file:///C:\Users\evidence\viewfile%3ffileId=603894) (HR), which has primary responsibility for overseeing the institution's [affirmative action and equal employment opportunity policy](file:///C:\Users\evidence\viewfile%3ffileId=603898). Day-to-day responsibility for planning and implementation of equitable employment strategies, standards, and practices rests with HR's [Office of Equal Opportunity and Affirmative Action](file:///C:\Users\evidence\viewfile%3ffileId=603897). HR has extended its [employment outreach efforts](file:///C:\Users\evidence\viewfile%3ffileId=603895) into diverse segments of the population. HR works to foster an environment where all can freely pursue their goals and aspirations and has made [harassment and hostile work environment prevention training](file:///C:\Users\evidence\viewfile%3ffileId=603899) a requirement for employment for all WVU employees. WVU has implemented an institution-wide program, [WVUHire](file:///C:\Users\evidence\viewfile%3ffileId=603900), that supports efforts in recruiting a diverse pool of candidates for open positions. [Search guidelines](file:///C:\Users\evidence\viewfile%3ffileId=603901) have been implemented, and WVU explicitly refers to its equal opportunity and affirmative action commitment in employee [recruiting](file:///C:\Users\evidence\viewfile%3ffileId=603902) announcements and advertisements.

**Global Affairs**

The [Office of Global Affairs](file:///C:\Users\evidence\viewfile%3ffileId=603905) offers comprehensive approach to global education, research, international education, and international student recruitment and [enrollment](file:///C:\Users\evidence\viewfile%3ffileId=604005). Through the integration of international students, faculty, and staff, WVU creates a diverse community of ideas, backgrounds, and perspectives that enriches the experience of students, scholars, alumni, and the local community. There are numerous opportunities for faculty and students to have hands-on opportunities abroad, promote international partnerships, and strengthen international ties.

**1.C.3**

WVU’s Inclusive Campus is an umbrella initiative that addresses concerns about racism and racial inequities across the university after the national unrest caused by Geroge Floyd’s murder in 2020. It pulls together actions taking in academics, across the campus environment, and in the community to promote health and well-being, leadership, and the safety of all the entire university community.

The Faculty Justice Network promotes connection, community, and cultural support across WVU’s diverse faculty and partners with the Office of the Provost to offer training to faculty in national trends in higher education, diversity, equity, and inclusion in higher education, and faculty leadership and development more broadly.

Board of Governor’s Governance Rule 1.8 – Freedom of Expression – acknowledges a First Amendment right of free speech and assembly and encourages open dialogue as an opportunity to expand the educational opportunities of WVU’s campus communities.  

One of WVU’s five foundational Values is “Respect” which the institution defines as being respectful, transparent, and inclusive with each other.” As part of the Let’s Talk series, in [September of 2021](https://enews.wvu.edu/articles/2021/09/07/let-s-talk-addresses-respect), Vice President Meshea Poore delivered a talk on how respect supports listening to different points of view and learning about other people’s experiences.

**Send feedback for suggested additions, deletions, and revisions here:** [**https://wvu.qualtrics.com/jfe/form/SV\_6seEoglWUrv3rym**](https://wvu.qualtrics.com/jfe/form/SV_6seEoglWUrv3rym)