

August 29, 2023

Dear Deans Coben, Woodrum, and Carlton:

In accordance with the provisions of [Board of Governors Rule 2.2](#), the Program Review Appeal Hearing for the School of Public Health was held on August 25, 2023, at 9:00 a.m.

The Appeal was of the following Preliminary Recommendation(s):

- A proposed reduction in the number of faculty positions in the unit by 14 FTE.

The members of the Program Review Appeal Committee for this unit were:

- Paul Kreider, Vice Provost
- Lou Slimak, Associate Provost for Curriculum and Assessment
- Richard Thomas, Associate Provost for Graduate Affairs
- Kimberly Barnes, Associate Dean, Davis College
- Valerie Lastinger, Associate Dean, Eberly College
- Keith Zullig, Chairperson, Department of Social and Behavioral Health
- Scott Wayne, Faculty Senate representative

The following individuals participated in the presentation of the Appeal for the unit: Erik Carlton. Christiaan Abildso also presented an alternative plan. These individuals and/or unit submitted additional documentation and information in advance of the Hearing.

### ***Result of the Program Review Appeal***

Taking the information presented into consideration, the Committee has made the following determinations:

- Grant the appeal to adjust the proposed reduction in faculty for the unit by a vote of 4 to 3.

The key components that led to the Committee's determination(s) include the following:

- The School of Public Health's self-study had originally proposed a plan to reduce School faculty by 13 FTE, and its appeal adjusted the FTE reduction to 11.
- The adjustment to a reduction of 11 FTE would permit the School to maintain the accreditation for and operation of its current academic programs.

### ***Review by the WVU Board of Governors***

As a result of the [Board of Governors Rule 2.2](#), the Program Review Process and Appeal Hearing, the following Provost's Office Final Recommendation(s) will be placed on the Public Agenda for the September 15, 2023, Board of Governors meeting for a vote by the Board.

- As a result of this appeal, the Provost's Office has determined that the number of faculty positions in the unit should be reduced by 11 FTE.

The following recommendations were not appealed and will also be presented to the Board of Governors as they are listed below:

- BS Public Health: Development of a Cooperative Program
  - Reduce the number of faculty positions associated with this program.
  - This program will be discontinued and merged with the BS in Health Services Management and Leadership.
- MPH Public Health: Continue at the Current Level of Activity with Specific Action
  - Reduce the number of faculty positions associated with this program.
- MHA Health Administration: Continue at the Current Level of Activity with Specific Action
  - Reduce the number of faculty positions associated with this program.
- MS Biostatistics: Continue at the Current Level of Activity with Specific Action
  - Reduce the number of faculty positions associated with this program.
- PhD Occupational and Environmental Health Sciences: Discontinuance
  - The Provost's Office supports the unit's recommendation to discontinue this program despite its research exemption.

### ***Reduction of Faculty Positions***

Through this process and as a result of the Appeal decision(s), the Provost's Office has determined that the number of faculty positions in the unit should be reduced from its current number by 11.

If this recommendation is approved by the Board of Governors, the Provost's Office, in consultation with the dean's office and the chair (where applicable), will develop the Reduction in Force Plan, which will determine the specific faculty members who will be retained or subject to a reduction in force / non-renewals for this unit. Additionally, that process will include discussion of which faculty positions can be eliminated as of May 9, 2024, and which positions may be needed for one or two years beyond May 9, 2024, for teach-out programming. Faculty will learn on or around October 16, 2023, whether their positions will be eliminated or retained, or if they will be asked to stay on for a longer period of time to complete teach-out programming.

### ***Providing Comments to WVU Board of Governors***

Individuals have two opportunities to provide comments to the Board of Governors in advance of the September 15 vote. First, they can provide a written comment about a Provost's Office Final Recommendation or about WVU Transformation generally by completing this [comment form](#). To ensure that the Board members have appropriate time to review any comments received, we ask that they please submit comments at least two days in advance of September 14.

Second, if they wish to sign up to speak at a Board meeting, they may do so by completing [this form](#). If possible, individuals should try to submit their request to speak at least two days in advance of September 14. However, they will still be able to sign up in-person in advance of the start of the September 14 meeting. Depending on the number of individuals that sign up to speak, the Board

may limit the number of speakers who may address a particular topic. The time that each speaker can speak will also be limited based upon the number of speakers.

### ***Notifying Your Faculty and Staff***

You must notify the faculty and appropriate staff within this unit of the Provost Office's Final Recommendations by forwarding this email and CCing Associate Provost for Curriculum and Assessment Lou Slimak ([Louis.slimak@mail.wvu.edu](mailto:Louis.slimak@mail.wvu.edu)). This notification should occur **immediately after receiving this letter.**

### ***Additional Resources***

The Provost's Office is currently working toward securing services with a career outplacement organization to assist faculty and staff who are affected by the current non-renewal or reduction in force processes. Specific details about this service and how to participate will be forthcoming.

Additionally, the WVU Faculty and Staff Assistance Program (FSAP) is a free, confidential resource for all active and retired faculty, staff and their dependents (i.e., spouse or child). It is a safe place where employees can talk about any struggles or concerns they are facing and determine the best way to address them. To utilize FSAP, call their office at [304-293-5590](tel:304-293-5590) or email [fsap@hsc.wvu.edu](mailto:fsap@hsc.wvu.edu) to schedule a free appointment with a counselor.

Finally, information on the process and timeline is available at: <https://transformation.wvu.edu/resources>.

Sincerely,

WVU Office of the Provost