August 29, 2023

Dear Dean Mago and Dr. Anurag Srivastava:

In accordance with the provisions of Board of Governors Rule 2.2, the Program Review Appeal Hearing for the Department of Computer Science and Electrical Engineering was held on August 24, 2023, at 1:00 p.m.

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

- BSBS Biometric Systems Engineering: Discontinuance
  - Unit can work with the Statler College of Engineering and Mineral Resources Dean's Office to deliver this curriculum as a minor and/or Area of Emphasis.
- BSCPE Computer Engineering: Continue at the Current Level of Activity with Specific Action
  - Reduce the number of faculty positions associated with the program.
- BSCS Computer Science: Continue at the Current Level of Activity with Specific Action
  - Reduce the number of faculty positions associated with the program.
- BSEE Electrical Engineering: Continue at the Current Level of Activity with Specific Action
  - Reduce the number of faculty positions associated with the program.
- MSSE Software Engineering: Continue at the Current Level of Activity with Specific Action
  - Reduce the number of faculty positions associated with the program.

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

- Paul Kreider, Vice Provost
- Lou Slimak, Associate Provost for Curriculum and Assessment
- Evan Widders, Associate Provost for Undergraduate Education
- Robin Hissam, Associate Dean, Statler College
- Valerie Lastinger, Associate Dean, Eberly College
- Rebel Smith, Associate Dean, Chambers College
- Diana Davis, Faculty Senate representative

The following individual participated in the presentation of the Appeal for the unit: Anurag Srivastava. This individual and/or unit did not submit 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:

- Deny the appeal of Discontinuance for the BSBS Biometric Systems Engineering by a vote of 7 to 0.

- Deny the appeals of Continuance with Specific Action (reduce the number of faculty positions) for the BSCPE Computer Engineering, the BSCS Computer Science, the BSEE Electrical Engineering, and the MSSE Software Engineering (voted on as a single appeal) by a vote of 5 to 2.

The key components that led to the Committee's determination(s) include the following:
- BSBSE Biometric Systems Engineering has 9 students this fall, 7 of which are seniors.
- Current undergraduate program requirements could be adjusted to reduce course requirements specific to the unit and increase degree flexibility and degree completion.
- Cost reductions to date are primarily through temporary measures and not through permanent reductions to faculty/staff.
- Unit has not addressed faculty workload.
- Unit has not engaged with reducing its unviable program offerings or in focusing its range of curricular offerings.

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.

- BSBS Biometric Systems Engineering: Discontinuance
- BSCPE Computer Engineering: Continue at the Current Level of Activity with Specific Action
  - Reduce the number of faculty positions associated with the program.
- BSCS Computer Science: Continue at the Current Level of Activity with Specific Action
  - Reduce the number of faculty positions associated with the program.
- BSEE Electrical Engineering: Continue at the Current Level of Activity with Specific Action
  - Reduce the number of faculty positions associated with the program.
- MSSE Software Engineering: Continue at the Current Level of Activity with Specific Action
  - Reduce the number of faculty positions associated with the program.

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

- BS Cybersecurity: Continue at the Current Level of Activity
- PhD Computer Engineering: Continue at the Current Level of Activity
- PhD Computer Science: Continue at the Current Level of Activity
- PhD Electrical Engineering: Continue at the Current Level of Activity

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 to 28**.**

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). 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 or email 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