

August 29, 2023

Dear Dean Dunaway and Dr. Amy Thompson:

In accordance with the provisions of [Board of Governors Rule 2.2](#), the Program Review Appeal Hearing for the Department of World Languages, Literatures, and Linguistics was held on August 25, 2023, at 3:00 p.m.

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

- A proposed reduction in the number of faculty positions in the unit to 0 FTE, which would have eliminated the instruction of all languages at the University in the face-to-face modality.

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
- Gregory Dunaway, Dean, Eberly College
- Joshua Hall, Dean, Chambers College
- Sean Bulger, Associate Dean, College of Applied Human Sciences
- Scott Wayne, Faculty Senate representative

The following individuals participated in the presentation of the Appeal for the unit: Amy Thompson and Clarissa Estep. 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 by a vote of 7 to 0 to adjust the proposed number of faculty to remain in the unit to between 5 and 6; the final number of faculty to be retained was determined by the Provost's Office.

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

- Persistent low and declining student enrollment across the units undergraduate programs;
- A low major-to-FTE faculty ratio;
- The unit's graduate programs are sustained almost entirely by the usage of waivers;
- A decrease in the student credit hours taught by the unit;
- The retention of faculty would provide the ability for the institution to deliver language instruction in Spanish (a high-demand language) and Chinese (a critical need language)

through elective courses and possibly minors, based upon student demand and instructional capacity;

- The retention of faculty to provide language instruction would better support students in the pursuit of prestigious scholarships and membership in honoraries, such as Phi Beta Kappa; and
- The retention of faculty to provide language instruction at the institution would support the curriculum and students in the BA of International Studies.

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 to 5 FTE.
 - The faculty retained should be those who will support the delivery of language instruction in Spanish and Chinese through elective courses and possibly minors, based upon student demand and instructional capacity.
- As a result of this appeal, the department of World Languages, Literatures, and Linguistics will be dissolved, and the remaining faculty will be moved into another unit that is to be determined.

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

- BA Chinese Studies: Discontinuance
- BA French: Discontinuance
- BA German Studies: Discontinuance
- BA Russian Studies: Discontinuance
- BA Spanish: Discontinuance
- MA Linguistics: Discontinuance
- MA TESOL: Discontinuance

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 5.

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](tel: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