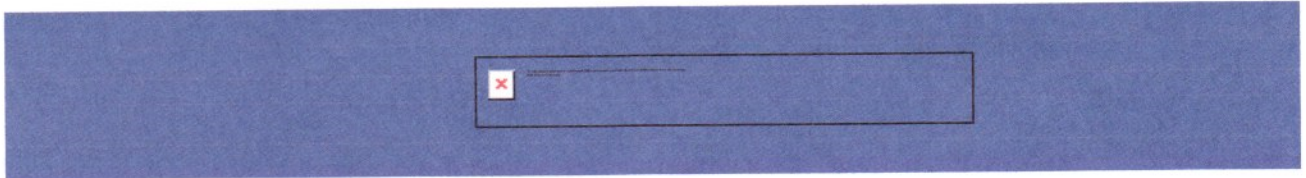


Brad McElhinny

From: Brad McElhinny
Sent: Friday, May 8, 2020 8:53 AM
To: Brad McElhinny
Subject: WVU's Decision to Enact a Temporary Furlough Program

From: WVU Strategic Initiatives <neeley.clelland@MAIL.WVU.EDU>
Date: May 7, 2020 at 4:34:56 PM EDT
To: "<WVU_STRATEGIC_INITIATIVES@LISTSERV.WVU.EDU>"
<WVU_STRATEGIC_INITIATIVES@LISTSERV.WVU.EDU>
Subject: WVU's Decision to Enact a Temporary Furlough Program
Reply-To: CoronavirusHR@MAIL.WVU.EDU



Dear Colleague,

As shared in our recent [Campus Conversation](#), West Virginia University must continue to limit our on-campus operations for the foreseeable future to prevent the potential spread of COVID-19. And while these restrictions absolutely are necessary to protect the health and well-being of our campus community, they also have resulted in the loss of numerous revenue streams at the University.

Throughout the past several weeks, WVU has implemented various measures to prioritize funding to satisfy our financial obligations while also considering the ongoing needs of our students, faculty and staff.

However, after careful consideration, we have determined it is necessary for the University to move forward with a temporary

furlough program for designated staff based on our current financial conditions and operational needs.

A temporary furlough is defined as a temporary reduction in force with an expectation of returning to work. And we fully intend for our fellow Mountaineers who have been identified for temporary furlough to return to their positions later this summer, no later than the end of July.

The temporary furlough will be effective Sunday, May 24, and an impacted employee's return-to-work date will be either Sunday, June 28 or Sunday, July 26, depending on operational needs.

Throughout tomorrow morning, we will be holding a series of conference calls with employees who have been identified for temporary furlough to discuss next steps. Supervisors are encouraged to ask their staff to monitor email in the morning for a potential invitation to join one of these calls.

On behalf of the WVU leadership team, I can assure you we did not take the decision to move forward with a temporary furlough program lightly. We truly believe our people are what sets our University apart, which is why this decision was so difficult.

However, I also am confident this decision is necessary to ensure the financial sustainability of our institution.

We are committed to supporting our fellow Mountaineers throughout the temporary furlough period. Our [Talent and Culture](#) and [Shared Services](#) teams will be assisting employees identified for temporary furlough in applying for unemployment compensation and continuing their WVU benefits.

Thank you for your ongoing leadership, agility and poise during these uncertain times. I remain assured that by continuing to live our shared values and demonstrating our Mountaineer spirit of rugged

determination, we will overcome the challenges we face in the wake of the COVID-19 pandemic.

Sincerely,



Rob Alsop
Vice President for Strategic Initiatives

Strategic Initiatives
West Virginia University
Morgantown, WV 26506

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