2022
Strategic Initiatives
Summer Summary
From the minute the last West Virginia University student packs their bags for the summer and travels away on those country roads, Strategic Initiatives employees get to work preparing our facilities, grounds, technology, resources and employees to serve our campus community for another academic year.

The Strategic Initiatives team supports many non-academic functions at WVU. From creating a beautiful landscape and maintaining campus facilities to equipping students and employees with the top technology and resources, Strategic Initiatives employees provide the support needed to keep our University functioning each and every day.

Throughout the summer months, the entire Strategic Initiatives team works diligently to provide the best possible living, learning and working experience for our students, faculty and staff — and they continue to do so even beyond the summer. While keeping up with regularly scheduled tasks, too, Strategic Initiatives employees go above and beyond the call of duty to complete critical campus projects in just a few months’ time.

Though campus is quiet over the summer, it’s hardly a quiet season for Strategic Initiatives employees. Want to see what we have accomplished in the past few months? Read through our 2022 Strategic Initiatives Summer Summary.
The Facilities Management team is crucial in preparing facilities for a new academic year. It’s no easy task — the Maintenance team worked together to clean 5,000 residence hall spaces, 350 apartments and 600 bathrooms across the following facilities for new residents to move into:

- Bennett Tower
- Boreman Hall
- Braxton Tower
- Brooke Tower
- College Park
- Dadisman Hall
- Honors Hall
- Lincoln Hall
- Oakland Hall
- Seneca Hall
- Stalnaker Hall
- Summit Hall
- University Park
- University Place
- Vandalia Apartments

The Operations team gave new life to our facilities with their work this summer. The team painted more than 2,500 spaces (dishing out more than 1,000 gallons of paint) and waxed the floors in more than 500 spaces. The Operations team also extracted old, worn carpet and brought the shine back to windows in many offices, classrooms, labs, hallways, stairwells and residence hall spaces across all areas of campus.

On top of these preparations, our Maintenance team continued the regular upkeep that campus requires. They upgraded lights, worked on roof replacements, repaired exterior lighting and cleaned and replaced heating, ventilation and air conditioning filters. The Maintenance and Operations teams even attended to some unforeseen incidents as well when disaster struck. The teams spent significant time working to repair the damage done by both the fire in Armstrong Hall and the water break in Marina Tower. Their efforts will ensure these facilities are safe for regular use and can stick around campus for years to come.

The Roads and Grounds team elevated our beautiful campus even further this summer. The team installed a retaining wall and sidewalks on the Health Sciences area of campus to improve pedestrian traffic flow.

The team also gave the Mountainlair a facelift and removed large shrubbery to provide better access to our beloved Mountaineer statue. A greenspace was created in front of the Towers Residential Complex, and a concrete pad and picnic tables were added outside of Café Evansdale. These additions will improve the quality of life for students who seek an outdoor escape. The Student Recreation Center pond area also received enhancements and outdoor furnishings to create a more tranquil space.

Within the Environmental Health and Safety team, the Hazmat group ensured the proper handling and legal disposal of waste by shipping more than 27,000 pounds of regulated and hazardous waste off campus. More than half of that waste came from the Department of Chemistry, which accounts for the cleaning of almost 30 major labs. The Hazmat group also recycled 690 gallons of used oil and almost 30 pounds of mercury-containing devices.
The Environmental group within Environmental Health and Safety collected more than 225 samples from stormwater and wastewater treatment plants for testing. In addition, they continued to complete required inspections of storage tanks, monitored rain gardens and ponds and began mapping the stormwater and sanitary line at WVU Beckley.

Environmental Health and Safety’s Lab Safety group worked to keep campus safe by auditing more than 100 labs, testing more than 1,400 pieces of lab safety equipment and decontaminating and relocating more than 70 pieces of lab equipment. The Fire Control team tested almost 60 fire alarm systems in addition to monthly fire pump churn tests to protect our campus in case of a fire.

In addition to the extensive work the Environmental Health and Safety team completed across campus, they provided training to more than 300 employees and responded to 84 requests for assistance. To cap their work off this summer, the team completed a successful preseason walkthrough of Milan Puskar Stadium with the Fire Marshal’s Office and ensured the facility was suited to support fans this fall.

The Facilities Management team’s critical work isn’t just limited to WVU’s Morgantown campus. Facilities Management completed thorough work on the WVU Keyser and WVU Beckley campuses, too. This summer, teams at WVU Keyser renovated several offices and campus areas and cleaned out 700 residence hall rooms. The team constructed three spaces in existing buildings to better serve students’ needs — a space for the WVU Hub in the Administration Building, a coffee shop in the Student Union and a surgical tech mock operating room and classroom in Catamount Place.

In addition to regular campus maintenance and preparing almost 400 residence halls for new residents, the WVU Beckley team worked on additions and enhancements to campus. The Nursing program is now equipped with a new classroom and two simulation labs, and Business students can utilize the new mock New York Stock Exchange trading room. Teams also upgraded WVU Beckley’s campus technology with the installation of online door locks and cameras in key areas of campus.

Though their work sometimes happens behind the scenes, including essential budget management for all these projects, WVU’s campuses could not function each day without the efforts of the Facilities Management teams.

The Sustainability team kept busy with several campus events to reduce, reuse and recycle. The team hosted the University’s second Lumber Sale, which included pieces of wood from the Elizabeth Moore Hall American sycamore and other trees recently removed from campus. Proceeds will be used toward planting and maintaining campus trees. The Sustainability team also organized the Blue and Gold Mine Sale, which raised more than $25,000 for the United Way and hit a $200,000 fundraising milestone since the event’s inception in 2005.

Through a partnership with the Roads and Grounds team, the Sustainability team built two pollinator gardens — one near the Life Sciences Building and one at the Towers PRT station. Sustainability also transplanted 30 tree saplings from the rain gardens to the Falling Run Greenspace. The team worked to divert 10 tons of surplus goods from landfills and recycled more than a ton of electronics, and they partnered with groups around campus to recycle four tons of books through the biannual Hardback Book Recycling program.

After three years of demolition and construction, the Construction team finished construction on the state-of-the-art Reynolds Hall building in May. The team placed finishing touches on the building during the
summer, installing furniture, audio and visual technology and fitness equipment.

The Planning team helped move the Chambers College of Business and Economics occupants into their new home in July, relocating more than 160 offices in just six days. This swift transition allowed the Scheduling team to develop fall course schedules that incorporated the new classrooms in Reynolds Hall. Students and employees alike are now enjoying the facility and all the features it has to offer.

With the old Business and Economics Building (now Field Hall) vacant, the Planning team began implementing plans to backfill this empty space, which includes a series of moves that will have a domino effect and will impact around 20 different departments. Once complete, the result will improve adjacencies between departments, vacate Arnold Hall and move Eberly College of Arts and Sciences departments out of Knapp Hall to allow Facilities Management teams to perform building updates.

The Planning team also worked on a separate space plan to combine the former College of Education and Human Sciences and former College of Physical Activity and Sport Sciences into the new College of Applied Human Sciences. This plan included relocating the Office of Accessibility Services to the fourth floor of Allen Hall. The Planning team will create a new tiered classroom for the College of Applied Human Sciences, too. These moves opened up the eighth floor of Allen Hall, which will allow the Planning team to use this area to address other space needs on campus.

The Scheduling team expanded the use of the CourseLeaf Section Scheduler (CLSS) and incorporated the new Room Seek feature, which provides schedulers with real-time room availability. To eliminate scheduling challenges for students, the Scheduling team worked with the Scheduling Oversight Committee to bring all Downtown and Evansdale classes on a cohesive time grid. This project allowed the team to schedule courses Downtown with minimal issues despite losing 15 classrooms while Chitwood Hall and Field Hall are offline.

In addition to the Reynolds Hall project, the Construction team made progress on other key projects around campus. The team eliminated some deferred maintenance needs by replacing the roofs on Armstrong Hall and the Chemistry Research Laboratory.

Renovations continued across campus to upgrade existing buildings and classrooms, including a multi-year renovation project for the School of Dentistry at Health Sciences and enhanced amenities for WVU basketball premium seat holders at the Coliseum Courtside Club. The Construction team also partnered with Sodexo to update Summit Café and build out the World of Wings facility on the top floor of Evansdale Crossing.

The Transportation and PRT teams prepared campus transportation to continue serving passengers this academic year. Between the bus services they provided to groups visiting campus, the Transportation team spent the summer conducting thorough cleaning and maintenance on all WVU buses. The team repaired and serviced 25 fleet vehicles as well.

While regular vehicle maintenance continued, the PRT team made upgrades to the vehicle tire pressure monitoring system and replaced more than 5,000 feet of power rail. The team improved the Beechurst station by painting structural steel, enhancing nearby landscaping and replacing aging elevator equipment. At the Towers station, concourse pavers were replaced with concrete, and the stairs on Platform A were refurbished.

The Parking team developed a plan this summer to provide funds for recent enhancements and the ongoing maintenance of the Coliseum parking lot. The plan, which was implemented on the first day of
classes, introduced a $1 parking fee at the Coliseum. This parking fee will be used to pay for a portion of the recent paving of the lot, as well as enhanced lighting in the area that was installed in 2021. The money also will be used for continued upkeep of the lot to ensure a quality parking experience for students, faculty, staff and campus visitors. Beyond this planning, the Parking team used the summer’s quiet time to perform maintenance on other campus parking lots to prepare them for another academic year.

The Procurement Contracting and Payment Services team closed another fiscal year this summer. During the final weeks of FY2022, the team processed more than 9,000 invoices, issued more than 4,000 purchase orders and managed almost 600 requests to register suppliers.

The team also implemented new solutions to improve experiences for students, faculty and staff, including launching the new and improved MyTravel platform, installing Smart Locker banks to allow students to pick up packages at their convenience and introducing the PRT and Warehouse teams to inventory control software to increase accuracy and efficiency.

To keep items out of landfills and find new uses for existing assets, the Procurement team had year-to-date surplus sales of more than $150,000 (an estimate of more than 13,000 pounds) and repurposed 60 pallets of COVID-19 items for use across other WVU campuses and other state agencies.
Corporate Relations

As part of a state-led economic development initiative, the Corporate Relations team assisted on the Choose West Virginia tour to highlight West Virginia as a great place to invest, do business and create job opportunities. This summer, President Gee traveled with Marshall University President Brad Smith, state officials, legislators, legislative staff and corporate partners to California, New York and Washington, D.C. to promote all West Virginia has to offer.

The Corporate Relations team also partnered with the John Chambers College of Business and Economics and the WVU Alumni Association on a series of events in Charlotte, North Carolina, that brought local WVU alumni together with representatives from leading banking and finance companies as well as leadership from the University. These events helped build the John Chambers College of Business and Economics network in one of the nation’s financial capitals.

Corporate and industry engagement related to the University’s energy research portfolio was especially strong, including interest in natural gas, coal, hydrogen, nuclear, battery and rare earth minerals research. As part of this interest, the Corporate Relations team helped pair the Statler College of Engineering and Mineral Resources and the WVU Energy Institute with new corporate partners and projects, including both start-ups and Fortune 500 companies.

To educate students on the process of obtaining and maintain federal security clearance, the Corporate Relations team is holding a series of Secure WVU events throughout the upcoming academic year. These events provide federal and industry partners an opportunity to recruit Mountaineers who meet qualifications for their open roles.
In partnership with Sodexo, WVU Dining Services rolled out several updates and enhancements this summer to further its commitment to providing an exceptional dining experience for our students and guests.

WVU Dining Services completed several significant projects this summer for the Morgantown campus.

In addition to the completion of the Summit Café refresh project, Blissful Bowl, which is located in the Mountainlair, opened in late August and offers vegan and vegetarian bowls packed with whole grains, vegetables and plant proteins.

WOW American Eats, which is located on the fifth floor of Evansdale Crossing, also opened in August and offers wings, award-winning sauces, burgers, wraps and more.

Located in the newly built Reynolds Hall, Einstein Bros. Bagels opened with the new building and offers freshly baked bagels, sandwiches, coffee and more.

At WVU Beckley, a renovation of the Bears Den dining hall was completed this summer, while the Commons dining hall at WVU Keyser also received a refresh. WVU Keyser also added a Jazzmans coffee shop location to their campus.

WVU Dining Services also began adding static window cling labels in dining halls to identify food offerings that are vegan, vegetarian, gluten-free, dairy-free and local. This enhancement is part of a broader initiative to ensure WVU is providing students and guests the services and support they need to accommodate any special dietary needs or restrictions.
Finance

Following the deployment of the 2022 WVU Compensation Program, Payroll adjusted more than 5,000 employee salaries in WVU technology systems to reflect their appropriate pay increases. Payroll also processed more than 5,400 new hire direct deposit forms and more than 3,200 terminations.

The Administrative Financial Planning Office developed the framework for WVU’s institutional COVID-19 expense reporting by category and tracked the monthly financial impact for the University. They also developed proposals and oversaw awards for FEMA Public Assistance Projects for COVID-19 expense reimbursements, totaling approximately $9.4 million. The team also provided recommendations to senior leadership to apply to the Institutional Portion of the Higher Education Emergency Relief Fund, totaling $57.4 million.

Institutional Accounting, Reporting and Analysis successfully implemented a new accounting standard for leases, including the restatement of the prior year’s financial statements and draft footnote disclosures.

The team also continued preliminary work on major new accounting standards on public-private partnerships and subscription-based IT arrangements. These standards will go into effect for FY2023. Interim field work for the external audits of WVU and the WVU Research Corp. was completed this summer, and the mid-year review of the University’s Q2 financial statements was completed with no findings.

In addition to managing federal audits with the National Science Foundation, U.S. Department of Justice, U.S. Department of Transportation and NASA, the Financial Projects and Compliance team managed the Single Audits of Federal Awards for the WVU Research Corp. and the University’s portion of the State of West Virginia audit for FY2022.

The team negotiated a new fringe rate agreement with the U.S. Department of Health and Human Services for use on the University’s sponsored awards. Additionally, Financial Projects and Compliance processed more than 730 fixed asset transactions and issued about 3,100 effort reports to employees who are paid from sponsored awards to remain compliant with regulations.

The Treasury team participated in discussions with the offices of the State Treasurer and the State Auditor to develop a new enterprise resource planning (ERP) software independent of OASIS, which is the State’s ERP. This team also provided oversight on TouchNet e-commerce implementation, worked with financial advisors to develop a Debt Capacity and Affordability Analysis and issued the 2022 Series A Bonds.

To provide better guidance to the University’s departments and units, the Tax Services team created and implemented a Tax Guidance Manual and in-depth Stipend Payment Guidelines, complete with a decision tree flowchart. These materials will prove to be useful to employees across our institution.

The Risk Management team represented WVU when they presented on Clinical Trial Liability coverage at the annual University Risk Management and Insurance Association (URMIA). In addition to participation in outside events, the team worked diligently inside our University — specifically with the Alumni Association and Division of Diversity, Equity and Inclusion teams — to identify areas in which they could save money.
Government Relations

Throughout the summer, members of the Government Relations team continued to engage with elected officials and policymakers and assist with efforts to highlight and enhance the work of our faculty, staff and students. Federal Relations staff worked with U.S. Senators Joe Manchin and Shelly Moore Capito and U.S. Representative David McKinley on funding increases for the University’s priority federal programs and on several WVU infrastructure projects in the FY2023 federal budget cycle.

In June, the group also hosted staff from Senator Capito’s health team and from Senator Manchin’s defense team to discuss key initiatives at the University. In August, the Federal Relations team hosted U.S. Representative Alex Mooney’s staff for health and agriculture-related tours and briefings as well.

The Federal Relations group partnered with Marshall University’s Federal Relations team to successfully advocate for the inclusion of science provisions in the recently enacted CHIPS and Science Act of 2022. The historic increases in the authorized levels for the National Science Foundation’s and Department of Education’s Established Programs to Stimulate Competitive Research (EPSCoR), and other EPSCoR provisions will provide significantly more research opportunities for our University and institutions across the state.

Notably, the State Relations team worked with the West Virginia Legislature to host May interim meetings on the Morgantown campus. State senators and delegates met at the Erickson Alumni Center, toured facilities and programs on the Downtown and Evansdale areas of campus and visited sites in and around Morgantown and Monongalia County. This offered the team a unique opportunity to show the Legislature firsthand how our University is delivering on our land-grant mission and helping to move the state forward.

The Local Relations team continued to work with local and county officials on transportation-related projects, including the expansion of the runway at the Morgantown Municipal Airport, and the team coordinated with officials on engaging in legislative matters which affect the University, Morgantown and Monongalia County.
Information Technology Services

The Information Technology Services team spent time this summer launching new forms, automating processes and implementing new systems to create a more well-regulated technological atmosphere.

Campus community members now can utilize forms to request assistance with WVU+kc, Kuali Build, Argos and ad hoc reports, Banner Document Management System and other research-related services to reduce reliance on email and ensure requests are tracked, prioritized and completed.

The Information Technology Services team also automated the processing of student health enrollment and premium updates for importation into Banner, launched a new student refund system to improve the customer experience and organized thousands of incorrect advisor/advisee records in Banner and built an automated process to end advisor assignments when a student becomes inactive or graduates.

The team moved 74 merchants from the state treasurer’s e-commerce system to the University’s new e-commerce system, TouchNet. This transition created a better online store experience for customers since they can now use mobile devices for payments. For FY2022, these merchants processed 4,922 transactions and collected $2.35 million in payments.

The Information Technology Services team possesses the ability to enhance the student, faculty and staff experience in many ways. One such way is the eCampus experience, which the team elevated when they upgraded eCampus navigation to Blackboard Ultra. The team also improved technology for the University’s prospective student audience.

Information Technology Services also launched Salesforce Marketing Cloud, an automation and communication platform, to help University Relations and Enrollment Management create personalized journeys and messaging to prospective and admitted students. The team completed point-of-sale infrastructure for new facilities on campus, like World of Wings at Evandsdale Crossing and Einstein Bros. Bagels in Reynolds Hall, and upgraded software on point-of-sale devices in existing locations.

With the completion of Reynolds Hall, the Information Technology Services team installed internet, phone and other technology infrastructure for the new building. The team also upgraded connectivity in the WVU Data Center to 100 gigabits per second, improving resiliency and resulting in more capacity for high-speed data transfers.

To strengthen the security of our information, the team began piloting new security measures this summer, including a Microsoft 365 Protection Program that better protects WVU data from unauthorized access, particularly in the case of a lost or stolen phone or tablet.

The Information Technology Services team updated the University’s annual cybersecurity awareness training to highlight risks from ransomware attacks and delivered that training to 242 Information Technology Services employees and other units that handle sensitive data.

To provide further security, Information Technology Services employees also better secured access to Oracle and Banner databases with new VPN and University-owned equipment requirements for employees who have higher-level system privileges. This helps WVU meet federal compliance requirements for institutions that handle financial information, as well as requirements in the University’s cyber liability insurance policy.
Modernization Program

The WVU Modernization Program is in full swing, and the program team worked all summer to keep foundational projects on task and on time. This multi-year initiative will transform the user experience and position the University for future success through optimized systems and practices.

Within the Business Process Optimization project, the Budget Model Redesign team presented the new model to deans this summer and continued building consensus across a variety of groups.

The Chart of Accounts project was completed in July and delivered a prototype that will be used to design and set up the chart of accounts in the University’s next financial system. This prototype continues to capture all needed information but simplifies the experience for end users by limiting the number of segments entered for any transaction.

The Job Family Architecture’s Design Team developed a draft prototype of the redesign and kicked off subject matter expert reviews of job profiles to align with job families and functions identified as part of the new architecture.

The IT/Technical Projects foundational project saw initial progress on the Application Programming Interface (API) and Application Development Platform (ADP) projects as they held initial group meetings to discuss the current state of these tools. The Information Security Strategy project was completed in July with the delivery of a strategic roadmap that will be a vital component of WVU’s long-term strategic planning for the information security program.

The Data Management and Governance foundational project also held their first meeting to look at the scope of the project and finalize the project plan. Across the board, the team is committed to delivering quality outcomes and applying their knowledge and familiarity with their area’s stakeholders, systems and practices to ensure the program’s success.
Shared Services

As the University resumes in-person activities, the Shared Services team has boosted on-site support availability over the summer at all storefront locations at the Mountainlair Student Union, National Research Center for Coal and Energy, Health Sciences Center and One Waterfront Place.

The Customer Care team will continue to support needs related to COVID-19 by answering calls and questions regarding the ongoing pandemic. A specialized team is handling responsibilities related to isolation for residence hall students.

Based on feedback from focus groups held throughout the past year, Shared Services spent a significant amount of time enhancing and expanding the online community forum in the Salesforce Community to create a more user-friendly community site.

In working with the Information Technology Services team, a new community site was designed and launched over the spring term. The Shared Services team now manages a new forms database, which allows for a simpler user experience when searching for forms and processes.

In addition to strengthening the community site, the Shared Services team has also worked to increase the vast knowledge of team members by providing in-depth trainings on procurement, sponsored projects, onboarding, benefits and relevant topics.

The team worked on other projects to create a better experience for students and employees, including the launch of a simpler way to request courtesy positions and a new personal information change form that is housed online.

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Shared Services Center support requests remained steady from May through July:

- Salesforce requests (cases): 20,719
- New/revised Knowledge Articles: 136
- Individuals electronically onboarded: 887
- 2022 COVID-19 isolation cases: 459
Talent and Culture

The 2022 Compensation Program was successfully completed this summer, and Talent and Culture’s Compensation team was hard at work behind the scenes implementing these changes.

The team worked with University leadership to distribute nearly $16 million in merit-based increases to faculty and staff. The program provided significant salary increases to our employees — the average increase was 4.5% for faculty and 4.9% for staff. These increases moved the average compa-ratio from 87% to 90% for faculty and from 99% to 103% for staff. These efforts continue to demonstrate the University’s commitment to recognize, reward and retain top talent.

Further, to aid in recruitment and retention in other areas, the Compensation team worked to increase the minimum hourly entry rate for staff positions to $13 per hour. As part of the 2022 Compensation Program, 238 employees received adjustments to at least $13.25 per hour. Retention programs were also implemented for specific teams, like University Police and the Carruth Center, to help support critical initiatives.

Following the passage of House Bill 2542 in 2017, which gave WVU the freedom to develop HR rules and policies, the Projects and Operations team worked with Matrix Consulting Group and key campus stakeholders to audit these rules and policies. This work was part of a Talent and Culture division-wide effort to fulfill the bill’s requirement to conduct an external audit every five years. External auditors determined that Board of Governors’ Talent and Culture rules, policies and transactions were in full compliance, stating, “The University specifically tailored these policies to meet the unique needs and culture of West Virginia University and in many cases, they provide a much more employee focused and beneficial approach than seen in other organizations.

The overwhelmingly positive results are thanks to a collective five-year effort from the Talent and Culture team to use these freedoms responsibly and appropriately.

Another division-wide effort following the audit, the Project and Operations team led work to review the Board of Governors’ Talent and Culture existing rules with the Office of General Counsel and suggested proposed amendments, which will be presented to the Board of Governors this fall to request final approval.

The team also collaborated with Staff Council, Finance and Student Financial Services to review the WVU Staff Council Tuition Assistance program. This ongoing project includes developing a scholarship approach to the program, exploring funding opportunities and developing a comprehensive web page to assist staff who want to pursue their educational goals.

The Benefits Strategy team processed more than 20,000 student health insurance waivers between June 1 and August 1. The Student Insurance Office made thousands of outgoing emails, phone calls and texts to students during this time to inform them of the waiver and the choices they had for insurance. These teams also collaborated with Information Technology Services and Aeta Student Health Insurance to transition billing and data reporting to an external company. This transition will positively impact the student insurance process.

Throughout the summer, the Benefits Strategy team helped the University send 73 employees off to retirement and welcome 21 babies to the Mountaineer family. The team helped the WVU Research Corp. welcome 69 new benefit-eligible employees and say goodbye to 58 employees. The Benefits Strategy team also partnered with Student Financial Services to award dependent
scholarships to more than 240 employees for the fall semester.

Through a combination of hands-on experience at career fairs and various training exercises, the Talent Strategy team continued to hone their skills over the summer to source candidates for a variety of employee roles at WVU. By automating communications within WVU Hire and creating standard procedures for each step of the employment process, the Talent Strategy team has worked to improve the candidate experience as well. Another improvement to the candidate experience came with a change to the University’s background check vendor. The team completed the RFP process this summer to change their vendor to Sterling. This move will improve the timeliness and accuracy of the background check process.

In alignment with Leadership and Organization Development’s key drivers to impact culture through employee engagement and leadership effectiveness, the Leadership and Organization Development team spent much of the summer preparing for the upcoming WVU Culture and Engagement Survey. The survey is now launching in Spring 2023.

The team designed an interactive leader guide with customizable templates to help people leaders successfully navigate the full survey cycle, created a method for WVU Values Coin recipients to select the survey’s crowdsourced voting question and consulted with key stakeholders to focus on increasing awareness and collaboration.

The Leadership and Organization Development team also prepared for fall leadership and professional development classes by assessing the needs of people leaders and gaining insights from their work within the HR Partner model.

In addition to revising current essential programming for the core Leadership Essentials class, the team created new class topics, which include:

- The Power of Feedback
- Delegation Dynamics
- Communication Styles
- Time Management and Prioritization Skills

The Employee Relations team worked in collaboration with the Office of General Counsel on training focused on BOG Governance Rule 1.6 – Rule Regarding Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Misconduct, Stalking, Retaliation and Relationships, as well as Title IX employee investigations.

This training included the year-over-year number of investigations, timeframes of investigations, process improvements, procedures and processes, as well as the goal of the investigator role. The training was also presented at the Title IX retreat, which included several cross-functional teams, including the Office of Student Rights and Responsibilities, Talent and Culture, University Police and General Counsel, as well as remote campus employees.
While many students are gone, the University Police team spends each summer focused on increased training as they prepare for a new academic year.

This summer, the team introduced a new virtual simulator to their training toolbox – the Apex Officer Virtual Reality Police Training Simulator. This simulator will aid in de-escalation training, immersing officers into realistic situations through customized scenarios, interactions, behaviors and settings. As the first police agency in West Virginia to own this simulator, the University Police team hopes to make this tool available to more peers throughout the upcoming year.

The University Police team also completed extensive on-campus active shooter training to refresh their skills and remain prepared for any situation they may face. The two-day classes were held in Arnold Hall, where officers experienced several scenarios to test their responses, learn techniques and work as a team.

Eight Campus Safety Officers joined the University Police Department. These new employees join the department as crucial support to our campus community, and they will provide every day, nonpolice assistance to students and employees. These duties can include attending campus and community events, performing building checks, providing rides home or walking accompaniments and more.

As first-year students prepared to move to campus, the University Police team led an initiative to welcome them with essential safety information they need during their time on campus.

Through a collaborative effort with the Housing and Facilities teams, these teams created and placed stickers on the back of all residence hall room doors that provide resources and tips on:

- residence hall safety
- pedestrian safety
- mental health
- sexual assault awareness
- medical amnesty
- the WVU Alert system
- the LiveSafe app