

BE IT FURTHER RESOLVED THAT the Board delegates temporarily to the president of the university the authority to institute furloughs and/or temporary base salary reductions affecting faculty and university staff for the timeframe specified in the final paragraph below based on employment category in a sum not to exceed 20 percent of base salary, achieved through salary reduction or furlough or a combination of both; and

BE IT FURTHER RESOLVED THAT the Board requires that the president consult with the Rector and share with the Board a plan for enacting this authority before the delegation of authority can take effect; and

BE IT FURTHER RESOLVED THAT said plan for furloughs or temporary base salary reductions be included as a potential one-time mitigating strategy that would be a component of the comprehensive budget planning process that will also include any necessary permanent base budget reductions to personnel and operating expenditures for the university to respond to reductions in university resources; and

BE IT FURTHER RESOLVED THAT such plan shall incorporate key guiding principles that reflect the university's commitments to the health and safety of personnel and students, and to teaching, research, and outreach, such that when implemented, the plan is transparent and shared with the broader university community; and

BE IT FURTHER RESOLVED THAT such furloughs or salary reductions shall not be considered grievable issues under the grievance procedures for faculty and university staff; and

BE IT FURTHER RESOLVED THAT should the General Assembly or the Governor of Virginia subsequently issue any orders that affect the workforce of Virginia Tech, the plan referenced in the previous paragraphs will be reviewed and revised by the president to ensure compliance with said direction, and actions already taken by the university will be reviewed to determine if adjustments are warranted; and

BE IT FURTHER RESOLVED THAT the university will provide to the Board a report at least quarterly on the actions taken and corresponding financial and programmatic impacts; and

LASTLY, BE IT RESOLVED THAT this delegation of authority and any temporary actions implemented in accordance with this delegation of authority will expire no later than June 30, 2021.

RECOMMENDATION:

That the resolution delegating special time-limited authority to the president of the university to address the fiscal impacts of the COVID-19 pandemic be approved, to become effective at the time specified within the resolution.

May 29, 2020