

**RESOLUTION REAFFIRMING HUMAN RESOURCES POLICY
FOR CLASSIFIED AND UNIVERSITY STAFF**

FINANCE AND RESOURCE MANAGEMENT COMMITTEE

June 2, 2020

WHEREAS, in the winter of 2020, the novel coronavirus, COVID-19, swiftly swept the globe, prompting Governor Northam to declare a state of emergency for the Commonwealth of Virginia, which was followed by a declaration of emergency for Virginia Polytechnic Institute and State University by President Sands; and

WHEREAS, in the midst of spring semester 2020, along with the vast majority of universities nationwide, the leadership of Virginia Tech made the unprecedented decision of transitioning all classes to on-line delivery after spring break for the remainder of the semester and then extended the on-line-only format through the summer of 2020; and

WHEREAS, the Board also recognizes that the current dramatic impact of the pandemic on the state's economy has the potential to result in reductions in general fund support and other sources of revenues, the president of the university needs multiple strategies to address the financial impact of the pandemic; and

WHEREAS, the Board recognizes the financial strain and other stresses caused by the pandemic on students and their families, which impacts the Board's decision whether and to what extent to increase tuition and fees as a mitigation strategy for potentially significant reductions in revenues;

NOW, THEREFORE, BE IT RESOLVED THAT the Board of Visitors of Virginia Polytechnic Institute and State University is very mindful of the disruption and stress that the pandemic has created in the professional and personal lives of the university's employees and expresses its deep appreciation for the commitment to Ut Prosim exhibited by staff and faculty and their flexibility, adaptability, and tireless efforts to protect the university community and continue to carry out the university's missions in this extraordinary period; and

BE IT FURTHER RESOLVED THAT the Board reaffirms University Policy 4240: Layoff Policy for Staff; and

BE IT FURTHER RESOLVED THAT the potential implementation of Policy 4240 would be considered a mitigating strategy that would be a component of the comprehensive budget planning process that will also include any necessary permanent base budget reductions to operating and personnel expenditures for the university to respond to reductions in university resources, and said implementation would be conducted in a transparent manner; and

LASTLY, BE IT RESOLVED THAT the university will provide to the Board a report at least quarterly through FY2021 on the actions taken under Policy 4240 and corresponding financial and programmatic impacts.

RECOMMENDATION:

That the resolution reaffirming University Policy 4240 be approved.

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