

**RADFORD UNIVERSITY BOARD OF VISITORS  
RESOLUTION  
JUNE 12, 2020**

**WHEREAS**, Governor Northam issued Executive Order 51 on March 12, 2020 declaring a state of emergency in the Commonwealth of Virginia in response to the continued spread of novel coronavirus, or COVID-19; and

**WHEREAS**, the economic impact of the COVID-19 pandemic is severe and pervasive, creating budget shortfalls in both the current fiscal year and the upcoming biennial state budget; and

**WHEREAS**, in an April 2, 2020 memorandum, Governor Northam's Chief of Staff advised all Executive Branch agencies, including institutions of higher education, to prepare immediately for budget reductions in the coming biennium from July 1, 2020 through June 30, 2022; and

**WHEREAS**, the Chief of Staff's memorandum directed each agency to develop a budget reduction plan that includes identification of underperforming activities, and actions that provide ongoing long term reductions, rather than one-time savings; and

**WHEREAS**, the Commonwealth will begin general fund budget reductions in Fiscal Year 2021, which begins on July 1, 2020, requiring immediate action by the Board to address the impact on the University's budget; and

**WHEREAS**, a significant reduction in state general funds to the University is anticipated, requiring cost reductions in every operational area of the University and cannot be accomplished through ordinary budgeting practices or the reduction in specific services; and

**WHEREAS**, the Governor appoints the Board of Visitors; and

**WHEREAS**, the Code of Virginia imposes upon the Rector and the Visitors the fiduciary duty for the financial affairs of the University; and

**WHEREAS**, the Board anticipates a reduction in force may be required due to personnel costs constituting 79.5 percent of the E&G funds appropriation to the University; and

**WHEREAS**, the Governor has directed all state agencies, including the University, to make adjustments to budgets and operations, the Board, in executing its fiduciary responsibility, is authorizing the President to implement budget reduction strategies for Fiscal Year 2021 and Fiscal Year 2022 in order to ensure the long term fiscal health of Radford University; and

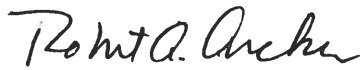
**WHEREAS**, there is an urgent need for the Board to take quick and decisive action, and that need cannot be met while adhering to the fiscal exigency section of the Teaching and Research Faculty Handbook; and

**WHEREAS**, the Board wishes to maintain the current Handbook process, but cannot comply with that process and simultaneously ensure the long term financial health of the University during the current statewide fiscal crisis; and

**NOW, THEREFORE, BE IT RESOLVED:**

1. The Rector and Visitors do hereby authorize the President to finalize and submit to the Board budget reduction strategies that respond to the fiscal impact created by the response to the COVID-19 outbreak; and
2. Sections 1.8, 1.9, 1.15, and 1.16 of the Teaching and Research Faculty Handbook shall not apply to the budget reduction strategies and the subsequent Board actions and resolutions made in furtherance of this resolution; and
3. Sections 1.8, 1.9, 1.15, and 1.16 of the Teaching and Research Faculty Handbook shall not apply to any reduction in force in teaching and research faculty or program restructuring resulting from implementation of the adopted budget or other Board directives, resolutions or recommendations adopted in furtherance of this resolution; and
4. Nothing in this resolution or the budget reduction strategies shall interfere with any Radford employee's eligibility for transitional severance benefits or the retirement program provided in accordance with the Workforce Transition Act of 1995, Virginia Code § 2.2-3200, *et seq.*; and
5. This resolution shall take effect immediately and remain in effect until June 2022.

Adopted: June 12, 2020



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Robert A. Archer  
Rector  
Radford University Board of Visitors



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Karen Castele  
Secretary to the Board of Visitors  
Radford University