

President's Environmental Scan - FEB 2022

Division/Unit	Issue	Status
Academic Affairs	Bluefield State Expansion to area/SB550	Resurfaced
	Inconsistent pay/stipends for chairs/coordinators/etc.	Resolved
	Restructure Division/Organization	Resolved
	Faculty credentials Review	Ongoing
	Accreditation	Ongoing
	Adjunct salary	Resolved
	Rightsizing of personnel to match needs/funds	Unresolved
	Program Reviews	Ongoing
	Course enrollment loads and assignments	Unresolved
	Tenure and Promotion process	Unresolved
	Grades submission after commencement	Ongoing
	Carnegie instructional hours & credits	Unresolved
	Academic Calendar	Unresolved
	Graduate Assistantships	Unresolved
	Sponsored Programs and Grants	Unresolved
Athletics	NCAA Financial Reporting	Resolved
	Equity and Expansions	Ongoing
	MEC Conference Regulations/Testing/Participation	Ongoing
	Tennis Courts Functionality	Unresolved
External Affairs	Highlands Center ROI	Ongoing
	Alumni Affairs Impact	Unresolved
	Enhanced Partnerships	Ongoing
	Marketing and Communications	Unresolved
	Inconsistent signage	Ongoing
DEI/Strategic Initiatives	Devise calendar of events/recognitions	Ongoing
	Strategic planning and review	Ongoing
	Inconsistent data and reporting	Unresolved
	International sense of belong and outreach	Ongoing
Fiscal Affairs	Budget Process/Procedure 10	Ongoing

	Budget oversight by administrators	Ongoing
	Administration of CARES/HEERF Funding	Ongoing
	Lack of cross-training	Ongoing
	Banner consultants	Ongoing
	Budget shortfall	Unresolved
Human Resources	Evaluation system/process	Resolved
	Nepotism concerns	Resolved
	Training	Ongoing
	Employee Satisfaction	Ongoing
Legal Affairs	Bullying Claim	Unresolved
	Discrimination Claims	Unresolved
	Policy updates	Ongoing
	Trademark issue	Ongoing
Operations	Main Hall's leaking	Resolved
	Library's HVAC	Unresolved
	Master Facilities Plan	Ongoing
	West Center	Resolved
	Aquatic Center Plans	Ongoing
	Housekeeping Employees with Outside Vendor	Resolved
	Deferred Maintenance	Ongoing
	Topper Village Completion and Opening	Resolved
Student Affairs/ Enrollment Manage	Recruitment & visitation events	Ongoing
	Continued Enrollment Decline	Unresolved
	Dining hours of operation	Resolved
	Covid and safety restrictions	Ongoing
WLU Foundation	Unused scholarships	Ongoing
	Outreach to potential donors	Ongoing
	Board and Cabinet giving	Ongoing