



WEST LIBERTY UNIVERSITY

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June 26, 2026

Honorable Amy N. Grady
Chair, Senate Education Committee
Room 417M, Building 1
State Capitol Complex
Charleston, WV 25305
amy.grady@wvsenate.gov

Honorable Joe Ellington
Chair, House Education Committee
Room 434M, Building 1
State Capitol Complex
Charleston, WV 25305
joe.ellington@wvhouse.gov

Dear Senator Grady and Delegate Ellington:

Please allow this to serve as West Liberty University's Annual Report to the Joint Committee on Education, pursuant to West Virginia Code Section 18B-1G-4.

Section 18B-1G-4 requires the University's report to discuss "the steps taken by the [University] and its staff, administration, and faculty to comply with" Article 1G. As we reported last year, the University notes that beginning in January and February 2025, the University conducted a comprehensive review of diversity, equity, and inclusion positions, activities, procedures, and programs within the University as a part of the Higher Education Policy Commission's review of such positions, activities, procedures, and programs in response to Governor Morrissey's Executive Order 3-25. While that review was largely conducted in 2025, the University has continued in 2026 to ensure that its activities are in compliance with Article 1G.

First, the University has, in the past, employed a Diversity, Equity, and Inclusion Officer, but that position has not been filled since January 2023 and it continues to be unfilled today. The University has no intention of filling the Diversity, Equity, and Inclusion Officer position. During a review of our website, as a part of an upgrade to the website, we did locate some references to the prior position and have deleted those.

Second, with the assistance of my Cabinet and General Counsel, I have ensured that the University did not: hire or assign an employee of the institution or contract with a third party to perform the duties of a diversity, equity, and inclusion office; compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement or give preferential consideration to any person based on the provision of a diversity, equity, and

inclusion statement; give preference on the basis of diversity, equity, and inclusion to an applicant for employment, an employee, or a participant in any function of the institution; or require as a condition of enrolling at the institution or performing any institution function any person to participate in diversity, equity, and inclusion training, all as prohibited by Section 18B-1G-2.

Third, as we noted last year, in an effort to ensure that the University community is aware of and complies with these provisions, we have undertaken various steps to educate the campus community on them. Of note, during 2025, I had posted information about Senate Bill 474 (among other legislative changes) to the University President's SharePoint site, which remains accessible to all University students, faculty, and staff in 2026, and by email, I have advised the campus community of the availability of that information. I had also shared information about our compliance with Article 1G with certain sectors of the University community through meetings with the Faculty Senate, the President's Council, and in meetings with various student groups. The University's General Counsel included information about Senate Bill 474 in a presentation open to all of the campus community on legislative changes during 2025, as well as a meeting of the Student Government Association. In addition, during the University's return to campus at the beginning of the 2025-26 academic year, our General Counsel included information about Senate Bill 474 in a presentation open to all members of our faculty and staff.

Finally, during the 2025-26 academic year, our Board of Governors undertook a review of its existing Rules 1.13 (Social Justice), 3.2 (Affirmative Action), and 1.5 (Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Misconduct, Stalking Retaliation, and Relationships). Following our shared governance process, at its meeting on April 15, 2026, the Board voted to repeal Rules 1.13 and 3.2 and revise Rule 1.5, in part to reflect the University's obligations under Senate Rule 474.

In short, I believe that West Liberty University is in compliance with Chapter 18B, Article 1G. While the University did not need to make significant changes in order to be in compliance with Article 1G, we have complied and will continue to comply with the Article.

This concludes West Liberty University's report. Should you have any questions or need further information, please feel free to contact me. Thank you for your anticipated consideration.

Sincerely,



Tim Borchers, Ph.D.