



CONCORD
UNIVERSITY

The Office of Human Resources
1000 Vermillion Street
Marsh Hall, Room 324
Athens, WV 24712
P: (304) 384-5175
cmrowe@concord.edu

January 13, 2026

VIA EMAIL: amy.grady@wvsenate.gov

The Honorable Amy Grady
Co-Chair for the Joint Committee on Education
Chair, WV Senate Education Committee
State Capital Complex

VIA EMAIL: joe.ellington@wvhouse.gov

The Honorable Joe Ellington
Co-Chair for the Joint Committee on Education
Chair, WV House Education Committee
State Capital Complex

RE: SB 474 COMPLIANCE REPORT

Dear Senator Grady and Delegate Ellington,

As you are aware, Senate Bill 474 (SB474) was passed during the 2025 Regular Session of the West Virginia Legislature, effective 90 days from passage (i.e., July 11, 2025). Notwithstanding the effective date, the bill requires the submission of a report to the Joint Committee on Education on July 1, 2025 and each July 1 thereafter, relating to the compliance component of W. Va. Code § 18B-1G-1 et seq. This letter serves as Concord University's fulfillment of the reporting requirement in Article 1G.

Following Governor Morrissey's Executive Order No. 3-25 that was issued on January 14, 2025, University Administration, in collaboration with the Administration at the West Virginia Higher Education Policy Commission (HEPC), diligently gathered and reviewed all potential "DEI" related jobs, activities, procedures, website information, and programs that were currently in operation at that time or had been recently removed from the University. Utilizing "DEI" as it was defined in the Executive Order, University staff compiled the information for submission to HEPC for a more thorough review to ensure compliance with the Order.

Prior to the passing of SB474, now recognized as Article 1G of Chapter 18B of the West Virginia Code, Concord University had taken steps to address and eliminate all aspects of DEI as it was originally defined in the Executive Order and as later defined under Article 1G.



CONCORD
UNIVERSITY

The Office of Human Resources
1000 Vermillion Street
Marsh Hall, Room 324
Athens, WV 24712
P: (304) 384-5175
cmrowe@concord.edu

Examples of compliance include elimination of the Director of DEI position at the beginning of the Spring 2025 semester, restructuring of the Diversity Council - - an organization through Student Affairs that facilitated diversity related events/activities - - to better support our students and campus community, and reorganizing our "Diversity" Programming for our residential students to eliminate all elements of DEI and focus on topics that align to our University's mission.

Administration reviewed the provisions of SB474 with both faculty and staff leaders in May of 2025 and addressed/eliminated all concerns regarding, but not limited to, prohibited employment practices, policy language, academic instruction and program administration, and spending. By the end of the Spring 2025 semester, all aspects of DEI as prohibited in SB474 were addressed, eliminated, and / or removed from our public facing University website and our campus operations.

As charged within the statute, the University will continue its efforts to review institutional operations and ensure compliance with the Code as required. Concord University's President, Dr. Bethany Meighen, and I would be happy to discuss or address any questions you may have now or in the future.

Thank you for your unwavering support of our institutions as we continue to advance higher education in West Virginia.

Sincerely,

Chelsey M. Rowe, JD
Chief Risk Management Officer
Concord University

Cc: Hank Hager via email at hank.hager@wvsenate.gov
Melissa White via email at melissa.white@wvhouse.gov