

Minutes of ACCE Meeting
January 12, 2010
Marshall University Graduate College
South Charleston, West Virginia

ATTENDANCE:

Members in attendance:

Amy Pitzer, Concord University
Mike Dunn, Marshall University
Robert E. Long, West Virginia Higher Education Policy Commission
Natasha Robinson, Marshall Community and Technical College
Deborah Cruse, Potomac State College of West Virginia University
Kenneth Harbaugh, Shepherd University
Mary Ann Edwards, West Liberty University
Verne Britton, West Virginia Network for Educational Telecomputing (WVNET)
William H. Porterfield, West Virginia State University
Paul Martinelli, West Virginia University
Barbara Boyd, West Virginia University Institute of Technology
Johnna Beane, West Virginia University Robert C. Byrd Health Sciences Center Charleston Division

Excused:

Fred Hardee, Bluefield State College
Ellen L. Moore, Blue Ridge Community and Technical College
Cathy Stevenson, Bridgemont Community and Technical College
Lacey Ball, Eastern West Virginia Community and Technical College
Mary Alltop, Glenville State College
Lee Ann Porterfield, Kanawha Valley Community and Technical College
Mary M. Igo, New River Community and Technical College
David G. "Bo" Sellers Jr., Pierpont Community and Technical College
Terri M. Wells, Southern West Virginia Community and Technical College
Pamela Woods, West Virginia Northern Community College
Kenneth Moon, West Virginia School of Osteopathic Medicine
Timothy Beardsley, West Virginia University at Parkersburg

Unexcused:

Janene Seacrist, Council for Community and Technical College Education
Vacant, Fairmont State University

Guests:

James R. Beatty, Human Resources Management and Development
Jerry T. Edge, RMC Consultants, LLC
Jeanne Lawson, staff on Joint Committee on Education
Stephanie A. Neal, Director of Employee Development

CALL TO ORDER

Chairperson, Ms. Amy Pitzer from Concord University, convened the meeting at 9:03 am.

CONSULTANTS REPORT ON HIGHER EDUCATION PERSONNEL

Ms. Pitzer introduced Mr. James R. Beatty, Human Resources Management and Development and Mr. Jerry T. Edge, RMC Consultants, LLC, the consultants hired by the Select Committee on Higher Education Personnel to complete the work on higher education human resources issues that were mandated by Senate Bill 603, passed in the 2005 legislative session. Although much work had been completed by the end of the three-year study period, there was still major areas to be resolved. It was decided that consultants should be hired to finish the job. Mr. Beatty and Mr. Edge presented their final report to the Select Committee on Higher Education Personnel on January 11, 2010. The two individuals were invited to the ACCE meeting to address their findings and recommendations. In presenting their report, they responded to questions that were raised by members. An electronic version of the report was provided to be shared with the membership.

The balance of the meeting involved a discussion of the recommendations so that ACCE members would have a more in-depth understanding of the guiding principles of fairness, accountability, credibility, transparency and systematic, acronym FACTS.

Ms. Pitzer asked the question as to whether the chancellors of both higher education systems were on board with the recommendations and a positive response was given. Given that several institutions have not fully funded the current salary schedule, the question was raised as to a solution to that issue in the interim. One suggestion was to convert to the new schedule but attempt to fund the 2001 schedule for those institutions that are not fully funded. Another thought was to look in both directions so that those institutions that have complied and fully funded the 2001 schedule are not penalized for doing so. Those institutions would have the ability to move forward under the new structure. The general consensus was that a complete "culture" change within the system from top to bottom would be absolutely essential for the success of the new system. An issue was raised as to the funding source or sources for the three recommended new positions that would be housed at the HEPC/CCTCE as well as the specific requirements (qualifications and experience) needed to be considered for those positions. The consultants reported that they had provided job descriptions for the three positions. The funding source(s)

will be addressed as the legislation moves through the process. Mr. Kenneth Harbaugh from Shepherd University encouraged each ACCE member to meet with their President and BOG Chair to discuss the recommendations and seek their support. Other issues raised were the need for centralized control over rules, classification and performance management but compensation remains unclear as to central control and the absolute need for an annual human resource report card. The ratio of non-classified employees to classified employees is likely to be addressed with specific language on the contentious issue of faculty consideration as part of the base. A more definitive description of a non-classified employee was recommended which may result in a number of current non-classified employees being converted to classified positions.

Ms. Pitzer reinforced the comments of Mr. Harbaugh by encouraging ACCE members to meet with their President, BOG members, and members of their local delegation to update those individuals on the Personnel Study and seek support for the forthcoming legislation. Ms. Johnna Beane from West Virginia University Robert C. Byrd Health Sciences Center Charleston Division suggested a fact sheet be devised with the major talking points so that common presentations would occur among ACCE members.

MINUTES

Ms. Pitzer asked Mr. Robert E. Long, Secretary from the West Virginia Higher Education Policy Commission to report on the minutes from the November and December meetings. Mr. Long advised the members that reporting of such minutes would probably be inappropriate considering no normal action could be taken as the meeting failed to attain a quorum. A suggestion was made to carry-forward the minutes from those two meetings for presentation in February.

There being no further business to come before the members Mr. Robert E. Long from the West Virginia higher Education Policy Commission made a motion to adjourn. Mr. Paul Martinelli from West Virginia University seconded the motion. The meeting adjourned at 1:43 pm.

RESPECTFULLY SUBMITTED,

Robert E. Long, Secretary
UNANIMOUSLY APPROVED