

Minutes  
January 19, 2012  
Marshall University Graduate College  
Charleston, WV

ATTENDANCE:

Members in attendance:

Mike Dunn, Marshall University  
Amy Pitzer, Concord University  
Mary Igo, New River Community and Technical College  
Ken Harbaugh, Shepherd University  
Robert Long, WV Higher Education Policy Commission  
Timothy Beardsley, WVU at Parkersburg  
Mary Alltop, Glenville State College  
Verne Britton, WV Network for Educational Telecomputing  
Natasha Robinson, Mountwest Community and Technical College  
William Porterfield, West Virginia State University  
Paul Martinelli, West Virginia University  
Lee Ann Porterfield, Kanawha Valley Community and Technical College  
Fred Hardee, Bluefield State College  
Dixie Heavener, Potomac State College of WVU  
Johnna Beane, WVU Health Sciences Center – Charleston Division  
Teri Wells, Southern West Virginia Community and Technical College  
Tricia Hoover, West Virginia School of Osteopathic Medicine  
Deborah Harvey, West Virginia School of Osteopathic Medicine

Excused:

Melanie Whittington, Bridgemont Community and Technical College  
Barbara Boyd, WVU Institute of Technology  
Melanie Eberhart, West Virginia Northern Community College  
Mary Ann Edwards, West Liberty University  
Anne Wilmoth, Blue Ridge Community and Technical College  
Chris Daniels, Fairmont State University  
Lacey Koontz, Eastern West Virginia Community and Technical College  
Beverly Jones, Pierpont Community and Technical College  
Janene Seacrest, Council for Community and Technical College Education

## **CALL TO ORDER**

Committee meetings were started at 9:00 a.m. Chairperson Mike Dunn called the meeting to order at 9:40 a.m. and a quorum was established.

Mike Dunn welcomed everyone.

## **JAG REPORT**

Mike Dunn gave a report on the conference call January 10, 2012. The meeting was primarily a status update. Dr. Brokenburr gave updates on the following: timelines, RFP for Market Study, Joint Legislative Rules, PIQ revision, RIF Policy and recommendations and performance management. There was also a discussion on the conference call about pay for performance versus an overall pay philosophy. Discussion ensued about the ACCE response to the conference call. Bill Porterfield made a motion that a draft letter provided by Chairman Dunn, based on classified JAG member correspondences, be sent in response to the call. The motion was seconded by Fred Hardee. Johnna Beane asked that the format of the response be changed, Amy Pitzer however wanted to leave it as is, but add a cover letter explaining the document. After this discussion, Bill Porterfield withdrew his motion. Ken Harbaugh then moved that the chair of ACCE should send a response to the last JAG conference call and that the executive committee and the JAG committee should draft the letter to accompany the response. Tim Beardsley seconded. The motion was passed unanimously.

## **DR. BRUCE BERRY, VICE CHAIRMAN OF THE WVHEPC AND ROB ANDERSON, INTERIM EXECUTIVE VICE CHANCELLOR FOR ADMINISTRATION**

- Dr. Berry said he was committed to movement being made on SB330 initiatives.
- Rob Anderson mentioned the fact that ACCE has been asked to attend every Commission and Council meeting to give responses, updates and feedback; so there is transparency in the process.
- Paul Martinelli brought up that it is difficult for staff to attend the meetings that they need to and he would like to see arrangements made or administrations encouraged to allow ACCE members and key staff council reps to attend and participate. Discussion ensued about possibilities to help those staff.
- Mike Dunn asked about the bill that alters the timelines from SB330. He wanted to know why ACCE wasn't given any notice of those new deadlines. Rob Anderson gave an update on the progress of the bill. Dunn reiterated that ACCE would like to have known ahead of time what they were presenting. Anderson said that he agreed that in hind-sight it was not as transparent as it should have been and he hopes to move forward in a more transparent manner.
- Mike Dunn said that ACCE would like to be involved in the selection process of the vendors that respond to the RFP. Amy Pitzer brought up that ACCE was not included in the drafting of the RFP. She noted that one of the key issues is that the RFP states that WV Higher Education is moving toward a pay for performance structure which is contradictory to SB330.
- Ken Harbaugh further explained why he thought the pay for performance issue was so important and why we must get salaries closer to market.

- Dr. Berry said that with everyone working together maybe we can be the squeaky wheel and get greased faster.
- Bill Porterfield brought up that SB330 was to supposed bring about a culture change, but given WVSU's current financial situation and potential layoffs the various constituency groups still have not been included in discussions.
- Robert Long mentioned that regardless of the new deadlines, nothing precludes the Commission and the Council from encouraging work to be done and initiatives be met prior to deadlines.
- Dr. Berry said we need to be seen as a collective group working toward the greater good and not seen as separate entities.
- Amy Pitzer brought up that this is about more than just salary increases. That culture change needs to happen in order to have fair policies, fair treatment, accountability and a systematic approach to personnel.
- Paul Martinelli said that the individual Boards of Governors are not aware of how important these staff issues are, but that having correct data to present could help that situation.
- Discussion ensued about drafting and passage of the emergency rule and committee structure, as well as discussion about other committees and the fact that they haven't met. Bob Long brought up that there has been a lot of work done already and there was a lot of expertise sitting on the past committees and a lot of expertise on the current committees and that consensus from those groups needs to be met.
- Rob Anderson and Dr. Berry both reiterated they were committed to progress and initiatives being met and issues being handled.

## **APPROVAL OF MINUTES**

Mary Igo presented November minutes in draft form. Ken Harbaugh made a motion to approve the minutes, Tim Beardsley seconded the motion. Johnna Beane asked that a change be made in the attachment on page 3 referring to the attachment, a consensus was agreed to with her stated changes. The minutes were unanimously approved.

Bob Long presented the December minutes with changes suggested via email. Paul Martinelli moved to approve the minutes and Tim Beardsley accepted. Motion unanimously approved. Paul Martinelli made a motion that the chair distribute minutes to WVHEPC and WVCTCE council members. Tim Beardsley seconded the motion. Motion unanimously approved.

Teri Wells made a motion to send a thank-you letter to Dr. Berry to thank him for his commitment to classified staff and for meeting with ACCE. The motion was seconded by Dixie Heavener. Motion passed unanimously.

Respectfully Submitted

Mary M. Igo, Secretary