



**MINUTES**

West Virginia State University  
December 7, 2016

**ATTENDANCE:**

Amy Pitzer	Concord University
Louis Belt	Bluefield State
Thom Conner	Bridge Valley Community and Technical College
Pamela Shrader	Eastern Community and Technical College
Becky Miller	Fairmont State University
Sherri Goff	Glennville State College
Carol Hurula	Marshall University
Bethany Perry	Mountwest Community and Technical College
Beverly Jones	Pierpont Community and Technical College
Renee Anderson	Potomac State College
Ken Harbaugh	Shepherd University
Carrie Watters (Proxy)	West Virginia Higher Education Policy Commission
Barbara Boyd	WVU-Institute of Technology
Robin Tabor	West Virginia State University
Paul Martinelli	West Virginia University
Melanie Baker	West Virginia Northern Community and Technical College
Michelle Nabers	WVU-Parkersburg

**EXCUSED:**

VACANT	Blue Ridge Community and Technical College
Angie Kerns	Council for Community and Technical College Education
Lori Midkiff	New River Community and Technical College
Teri Wells	Southern WV Community and Technical College
VACANT	WVU Robert C. Byrd Health Sciences Center
Bob Wise	West Liberty State University
Verne Britton	West Virginia Network for Educational Telecomputing
Belinda Evans	West Virginia School of Osteopathic Medicine

**GUESTS:**

Mr. Thomas Bennett	Chief of Staff and V.P. for Legislative Affairs
Barbara Ladner	Faculty / Advisory Council Faculty
Daisy Squirts	Classified Staff Board of Governors Representative

Chair, Amy Pitzer called the meeting to order at 9:10am. A quorum was established.

**GREETINGS**

Mr. Thomas Bennett welcoming remarks to ACCE representatives. Provided a very thorough overview of West Virginia State on the subjects of;

- Legislative reduction at the state and federal level
- How the mid-year 2% reduction impacts WVSU
- How tuition increases impacts enrollment as well
- Economy of the State
- Protecting the branding of WVSU



Partnership with China University and possible growth in that market with other universities  
Growth in ESL program  
Student affairs initiative on student retention  
Increase in research dollars  
PEER – Promoting Excellence in Education through Research  
Total of 4 fully online programs  
Center for Online Learning to support online programs  
National Accreditation due to quality of faculty & staff

ACCE member: Are institutions hiring a lobbyist? And what is the agenda?

Reply: Yes, Council of President's hired a lobbyist to focus on regional issues. Number one item is budget. Asking if we can move to more of an informational agenda to converse with the legislative offices.

ACCE member: Since WVSU is the second land grant institution in the state, will President Jenkins be collaborating with WVU on grants?

Reply: Yes, they are working with WVU on extension service grants with the counties.

ACCE Member: HEPC personnel report of reduction in force and outsourcing. There were thirty-three positions at WVSU cut. Are we not as taxpayers paying more when outsourcing to a vendor who then pay these people less when you take into account the social and economic resources that then have to assist these persons?

Reply: Yes, had not thought of how it impacts those areas, which then need more resources, which is a drain on the already tight budget.

Michelle Nabers made motion to table minutes on agenda, Ken Harbaugh second the motion, motion carried.

**LIAISON REPORT - Legal Counsel Bruce Walker, VCHR Trish Clay and Director of Class & Comp Bruce Cottrill**

*RIF / Furlough / Layoff*

ACCE member: Are institutions or HEPC looking at policies on RIF? As we understand, half the schools have policies or are working on them, the other half do not. Will there be a policy at HEPC or direction to the institutions on furlough?

HEPC has met with Senior Leadership on options and provided guidance.

Recommend no furlough but recommends eliminating position or reduction in FTE.

CHROs are advised to contact HEPC for guidance.

HEPC is working on furlough language change in state code for the upcoming legislative session as currently written it does not match the definition of furlough.

Mr. Bruce Walker provided historical data on layoff proposal rule that took place in 1994 and again sometime in 2000 and both proposals were tabled by LOCEA.

Issue is, no one wants a rule as someone loses, no matter how written.

Non-classified positions can change at any time.

Reducing classified staff and faculty are different.

Faculty you can reduce release time, reference Series 9, can lay-off even tenure-track but has to



be with financial exigency.

Financial exigency is not defined in state code.

Grant funded if on state payroll classified staff have bumping rights.

Spoke of job sharing when reducing FTE.

Severance package initiatives.

ACCE member: Faculty argument on salary reduction is that they are not paid based on hours but on SCH (student credit hour). Therefore you would have to reduce SCH to reduce salary. Is there a difference in how you treat exempt and non-exempt classified staff?

Mr. Walker comment is BOG can advise how they want to reduce FTE but it would be crazy to reduce FTE of exempt staff as there is no hours limit.

Ms. Clay doesn't recommend reducing FTE but maintain same hours. Mr. Walker commented that you can't expect same production when reducing FTE.

#### **LEGISLATIVE ISSUES DISCUSSION**

ACCE member noted that they see 18B being open for WV Osteopathic School, assume Senator Sypholt to introduce similar bill as last year.

Mr. Walker noted that WVU has already stated they want control of personnel. (Reference news articles).

Possibly see more Right to Work type proposals.

Gun legislature.

Classified to non-classified ratio.

Should we consolidate institutions? (Reference news articles).

Furlough language change.

Could we consolidate services, i.e. Physical Plants cover a couple institutions?

Chancellor Hill has been meeting regularly with leadership, in particular Senator Carmichael.

Feels senate education leadership will change and this usually happens with change in leadership.

Does not see a change in house education leadership.

Chancellor has said he would give up personnel to gain control of academic program reviews.

Mr. Walker commented – HEPC has authority to request information but what about if the institution does not provide. What to do?

ACCE member commented, what authority does HEPC want?

Mr. Walker replied, we want authority to do what you want us to do.

*Transition team for Governor.*

HEPC is not on transition team but MU & WVU are.

Are there guidelines federal or state on what jobs students can be given? Mr. Walker indicated child labor laws for anyone under 18 but nothing more. Institution needs to understand liability and pay into workers compensation. Mentioned that MU & WVU have graduate assistant programs which enable the transition of new workers with experience.



*Market Study:*

New compensation program will allow for more flexibility for the institutions.  
Ms. Clay has a draft and the commission is meeting tomorrow to draft a report.  
Friday 12/9/16 they have a temp employee (MU grad student) hired to assist with data.  
They will begin drafting guidelines for moving forward.  
They have met with WVNET on ePRISM software and will be moving forward.  
Proposed implementation by July which will give flexibility to institution to do compensation whether they have funding to change compensation or not.  
Mr. Cottrill will start pulling people together to start reviewing and begin drafting guidelines and rules.  
Will invite JCC and others to review.  
Not official policy (draft) but keep ACEC informed as requested.

*FLSA Update:*

FLSA on hold but some institutions went ahead as they had already done the work.  
Some employees moved from exempt to non-exempt and now tracking hours.

**ACCE Members Further Discussion:**

Provided update on HEPC presentation, CCTC presentation is Thursday, December 8<sup>th</sup>  
Couple of HEPC Board Members did show concern on information provided on slide.

LOCEA presentation well received. No particular questions from members. Board of Education Superintendent presented similar presentation.  
Pretty much everyone's message the same. Issue is funding.

HEPC not taking stand on how institutions administer budget cuts, especially personnel. They recommend three things. Reduce FTE, Reduce Salary or Layoff.

**ACCE CAMPUS ISSUES / OTHER:**

Being asked to do more when vacancy not filled.  
Discussion on PIQ's not being reviewed – waiting on Market study.  
Budget reductions and how it impacts each institution. Round table discussion by each ACCE member.  
Various other campus concerns on hiring, classification and holiday pay.

Michelle Nabers made motion to adjourn, Robin Tabor second motion. Motion carried.  
Meeting adjourned at 3:25pm.

**UPCOMING MEETINGS**

January 25, 2017 – ACCE meeting at Pierpont Community & Technical College  
February 16, 2017 – ACCE meeting at Marshall University

Thanks to Robin Tabor and West Virginia State employees for their kind hospitality and accommodations.

Respectfully submitted,  
Carol Hurula, Substituting for the ACCE Secretary