



Meeting Minutes
September 26, 2019
Pierpont Community & Technical College
Advanced Technology Center
9:00 a.m.

MEMBERS PRESENT

Deirdre Guyton	Bluefield State College
Amy Pitzer	Concord University
Clark Kendall	Fairmont State University
Michele Lang	Glenville State College
Teresa Meddings	Marshall University
Dee Preston	Mountwest Community & Technical College
Beverly Jones	Pierpont Community & Technical College
Sherry Donovan	Shepherd University
Dawn Swiger	West Liberty University
Verne Britton	WVNET
Jenna Derrico	West Virginia Northern Community College
Barbara Sanders	West Virginia School of Osteopathic Medicine
David Hays	West Virginia State University
Shirley Robinson	West Virginia University
Melissa Hoag	West Virginia University Institute of Technology
Kim McFee	West Virginia University – Parkersburg

MEMBERS ABSENT
(EXCUSED)

Jane Fouty	BridgeValley Community & Technical College
LeeAnn Shreve	Eastern West Virginia Community & Technical College
Chris Gray	Southern West Virginia Community & Technical College
Tabatha Parker	New River Community & Technical College
Carrie Watters	West Virginia Higher Education Policy Commission

(UNEXCUSED)

Angie Kerns	Community & Technical College System of West Virginia
Taylor Miltenberger	West Virginia University Potomac State College

GUESTS

Bob Beach	Senator (D, Monongalia)
Ken Harbaugh	Emeritus
Steve Leach	Vice President of Organization & Development, Pierpont Community & Technical College
Bob Long	Emeritus
Linda Longstreth	Delegate (D, Marion)

I. Call to Order and Establish Quorum

Amy Pitzer called the meeting to order at 9:16 a.m. and thanked Beverly Jones for hosting the meeting.

II. Introductions

Beverly Jones introduced Steve Leach, Vice President of Organization & Development at Pierpont Community & Technical College. Mr. Leach welcomed the group to the Advanced Technology Center and spoke of Pierpont's programs and legislative priorities.

Beverly Jones introduced special guests Senator Bob Beach and Delegate Linda Longstreth.

III. Discussions with Special Guests, Senator Bob Beach and Delegate Linda Longstreth.

- a. Senator Beach and Delegate Longstreth said that the Legislature will be looking to cut the budget by about 4%. Education is a large part of the budget and is low-hanging fruit.
- b. Bob Long asked about turnover in House and Senate Education Committees. New members and leadership of Education committees are not open to staff input and do not have backgrounds in higher ed. LOCEA only has one member with education experience. Most legislation is coming from out of state. Senator Beach urged the group not to give up and emphasized that building new connections and educating the new members of the Education Committees is a very slow process.
- c. Senator Beach thinks the legislative session may address restructuring of the Higher Education Policy Commission as a way to save money. This could include mild changes or a complete abolishment. Over time, many pieces of legislation weakened the HEPC, which has led to a lack of state-wide oversight, individual schools functioning inconsistently, and a lack of accountability. Ken Harbaugh mentioned the need for the legislation coming out to have very clear legislative intent.
- d. More schools may be considering asking for exemption from HEPC rules. Amy Pitzer mentioned that of the three schools who claimed exemption so far, only one has used that flexibility to make significant changes. Some schools that haven't asked to be exempt are acting like they have.
- e. Verne Britton said that the HEPC/CCTCE structure allows for unbiased third-party data which the legislature and schools can use to make evidenced-based decisions. Self-reported data is not consistent or comparable.
- f. Ken Harbaugh said that the concept of shared governance is under attack if ACCE members are not allowed to participate in meetings. Steve Leach mentioned that employees no longer have the security and support from Charleston they once had, even with many years of valuable experience. Vulnerable employees are less free to share ideas, travel, and meaningfully communicate with legislators.

- g. Steve Leach also remarked that the news about the budget over the last year was glowing, and yet the state plans to cut Higher Ed again when the system hasn't recovered yet from prior cuts. These cuts endanger the schools' ability to meet the needs of the state. Senator Beach says he doesn't agree with the mentality that everything needs to be run as a business and instead thinks you have to pay what it costs sometimes for the outcomes that you need.
- h. Dawn Swiger said that legislators need to understand that funding Higher Ed also fuels local economies as well as the entire state economy. Jenna Derrico mentioned that there is not one problem the state of WV is facing that is not improved through Higher Education – health issues, drug use, incarceration, unemployment and underemployment, lack of industry diversity, the loss of young educated residents, etc. Investing in Higher Ed is a unified way to fight several fires at once.
- i. Ken Harbaugh mentioned that outsourcing diminishes the voice of employees, leads to corner-cutting and low wages, and increases the number of residents on government aid. Cuts to Higher Ed can cost the state more in government aid as the institutions seek to move the financial burden off of themselves. Amy Pitzer mentioned that state code specifically orders that the effects of outsourcing be studied but it wasn't. Delegate Longstreth said this is a common problem in the legislature.
- j. Beverly Jones mentioned the Fairmont/Pierpont split and possible consolidation again. Delegate Longstreth said a consultant may be brought in to determine if the institutions can stand on their own, including their own bond debt and facility costs. Senator Beach mentioned that the Legislature made the relationship between the two institutions worse in 2015 when they eliminated the possibility of dual-enrollment.
- k. Amy Pitzer raised the issue of institutions using money the governor or legislature provides for salary increases in inconsistent or unfair ways. Some gave no raises at all even though they received funds for that purpose. Because Higher Ed employees are not all paid from state appropriations, it complicates how the funds are distributed. Verne Britton suggested that more specificity from the Legislature or the Governor's Office on how the money is to be used could address this.
- l. Amy Pitzer told the Legislators that ACCE was not allowed to address LOCEA. LOCEA is only getting input from individual Presidents rather than from sources that represent all of Higher Ed.
- m. Delegate Longstreth and Senator Beach asked ACCE to put needs into black and white language so that they have something to advocate for. Legislators may be more willing to listen during this election year. Amy Pitzer asked that the legislators use ACCE as a resource for any information they need to make good decisions.
- n. Senator Beach and Delegate Longstreth left the meeting and the Council discussed legislative items further.

- IV. Discussion for presentation to HEPC/CCTCE
- a. Job Classification Committee as defined in 18B-9A-4 has not met since October 2018 even though there is relevant business to discuss.
 - b. Compensation Review Committee as defined in 18B-9A-5(e) has never met because the Chancellor's designee, the Vice Chancellor of Human Resources Trish Humphries, doesn't agree with their charge.
 - c. 18B-9A-6(d) Commission and Council jointly are to use readily available Workforce Compensation data from nationally recognized sources to establish appropriate external markets, adjust the number of pay grades, adjust paygrade midpoints, and adjust the range spread for any paygrade.
 - d. Staff employees are losing a voice at the institutional and state levels, and face the possibility of retaliation including dismissal from employment for filing grievances and otherwise participating in shared governance. ACCE was denied the chance to make a yearly presentation to LOCEA. House and Senate Education Committee Chairs are not accepting staff input on Higher Education bills. Institutions are denying ACCE reps the permission and funding to attend meetings or are not holding elections. The non-classified expansion leaves more staff vulnerable. The Commission and Council should carry our message to the presidents and the Legislature.
 - e. The institutions and legislature need consistent and comparable data to support data-driven decisions. This is a valuable function of the Commission and Council.
 - f. ACCE members shared stories that illustrate these problems: Some schools not advertising positions anymore. An employee promoted by 2 paygrades got a raise under \$50 a year; the Compensation Review and Planning Committee should be reviewing if the institution's compensation policies aren't properly recognizing the experience that was previously reflected in the years of service step increase. A college President provided new by-laws to staff saying a Staff Council will only exist as long as the legislature recognizes it. Higher Learning Commission criteria for accreditation includes input from staff, faculty, and students, so this decision puts the school's accreditation at risk.
- V. Review & Approval of Minutes
- a. Clarification that at the July retreat, Beverly Jones indicated that Pierpont had not yet heard anything about raises for the year. At the September meeting, she clarified that Pierpont had gotten word that there would be a 5% increase across the board effective in July.
 - b. David Hays motioned to accept the minutes as amended. Deirdre Guyton seconded the motion. Motion carried.
 - c. David Hays motioned that the ACCE secretary be allowed to make grammatical corrections to minutes after the minutes are approved without putting the change to the full Council. The motion was not seconded. David Hays withdrew the motion.

VI. Campus Concerns

- a. Verne Britton announced that the ACCE meeting at WVNET has been moved from Monday March 16th to Tuesday March 17th. He also announced that WVNET has hired a new Director, Dr. Carl Powell, who reports to Matt Turner.

VII. Upcoming Meetings

- a. ACCE Meeting - October 25 at Shepherd University
- b. HEPC Meeting – September 27 and December 13
- c. CCTCE Meeting – October 17 and December 5

VIII. Adjourn

- a. ACCE thanked Pierpont for hosting the meeting and for their excellent hospitality.
- b. Jenna Derrico moved to adjourn the meeting. Dee Preston seconded the motion. The motion carried. The meeting adjourned at 3:57 p.m.

Submitted by,
Jenna Derrico