

Minutes of ACCE Meeting
February 18, 2010
Marshall University Graduate College
South Charleston, West Virginia

ATTENDANCE:

Members in attendance:

Amy Pitzer, Concord University
Robert E. Long, West Virginia Higher Education Policy Commission
Fred Hardee, Bluefield State College
Ellen L. Moore, Blue Ridge Community and Technical College
Lacey Ball, Eastern West Virginia Community and Technical College
Mary Alltop, Glenville State College
Natasha Robinson, Marshall Community and Technical College
Mary M. Igo, New River Community and Technical College
David G. "Bo" Sellers Jr., Pierpont Community and Technical College
Deborah Cruse, Potomac State College of West Virginia University
Kenneth Harbaugh, Shepherd University
Mary Ann Edwards, West Liberty University
William H. Porterfield, West Virginia State University
Barbara Boyd, West Virginia University Institute of Technology
Johnna Beane, West Virginia University Robert C. Byrd Health Sciences
Center Charleston Division

Excused:

Cathy Stevenson, Bridgemont Community and Technical College
Lee Ann Porterfield, Kanawha Valley Community and Technical College
Mike Dunn, Marshall University
Verne Britton, West Virginia Network for Educational Telecomputing
(WVNET)
Kenneth Moon, West Virginia School of Osteopathic Medicine
Paul Martinelli, West Virginia University
Timothy Beardsley, West Virginia University at Parkersburg

Unexcused:

Janene Seacrist, Council for Community and Technical College Education
Vacant, Fairmont State University
Terri M. Wells, Southern West Virginia Community and Technical
College
Pamela Woods, West Virginia Northern Community College

Guest:

Dr. Kevin Walthers, Vice Chancellor for Administration at HEPC/CCTCE

CALL TO ORDER

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

REPORT FROM DR. KEVIN WALTHERS, VICE CHANCELLOR FOR ADMINISTRATION AT THE HIGHER EDUCATION POLICY COMMISSION/COUNCIL FOR COMMUNITY AND TECHNICAL COLLEGE EDUCATION

Ms. Pitzer introduced Dr. Kevin Walthers, Vice Chancellor for Administration at the Higher Education Policy Commission/Council for Community and Technical College Education. Dr. Walthers advised ACCE members that his previous work took place in the state of Utah but his higher education occurred in the state of Texas. Ms. Pitzer asked ACCE members to introduce themselves and state the educational institution or organization that they represented. After the conclusion of the formalities, she turned the balance of the session over to the Vice Chancellor. Dr. Walthers reported that he had both read the consultants report as well as reviewed the work that had been coordinated by the past Vice Chancellor. He complimented ACCE for their willingness to propose a movement to pay for performance via performance evaluations. Dr. Walthers also expressed support for a system that created equity among the three categories of higher education employees by establishing a common percent of market. Such system would assure all employees would be at the same percentage as it related to each other and to their peers. Mr. Kenneth Harbaugh from Shepherd University stated a need for obtaining salary data from all institutions on the three categories of employees in order to determine where each group stands to each other and to their peers. Such data would be extremely valuable during any discussion on the setting of the minimum threshold level that institutions must adhere to. He asked Dr. Walthers about seeking such data from the institutions.

Dr. Walthers expressed concern over the specificity of language in code in respect to the qualifications for the Associate Vice Chancellor for Human Resources position. He indicated that the three proposed new positions should be coordinating positions and that language had been modified to address his concerns. He reported that one of his duties within the Utah higher education system was to implement a performance evaluation process. His staff consisted of himself and one other professional staff person. Dr. Walthers estimated that the HEPC/CCTCE would need approximately \$212,000 in new funds to cover the salaries and associated costs for the three (3) new positions that are created in SB 480.

Dr. Walthers stated that SB 588, the flexibility bill, will grant the HEPC/CCTCE with authority to approve tuition and fees, operating budgets, construction of new facilities and approval of new programs at their respective institutions. He reported that the Senate Education

Sub-Committee had merged the personnel bill SB 480 and the flexibility bill SB 588 into SB 480. He also reported that he is aware of the need to study such issues as reduction in force and bumping within the year and expects to utilize the expertise of ACCE members in this effort as well as in the implementation of the personnel bill should it pass. Dr Walthers responded to questions on such topics as performance evaluations, human resources report card, establishing realistic minimum salary percentage level and accountability that were raised by ACCE members.

MINUTES

Ms. Pitzer asked Mr. Robert E. Long, Secretary from the West Virginia Higher Education Policy Commission, to report on minutes from the past three meetings. Mr. Long distributed copies of minutes from the meetings that were held during the months of November, December and January. He explained that draft minutes from those meetings had previously been distributed via the ACCE LISTSERV and that the current versions of each set reflected any changes that were submitted by members. The approval process began when Mr. William H. Porterfield from West Virginia State University made a motion to accept the November minutes. Ms. Ellen L. Moore from Blue Ridge Community and Technical College seconded the motion.

MOTION UNANIMOUSLY APPROVED

Mr. Kenneth Harbaugh from Shepherd University made a motion to accept the December minutes. Mr. William H. Porterfield from West Virginia State University seconded the motion.

MOTION UNANIMOUSLY APPROVED

In discussing the January minutes consensus was reached to report two members as being excused rather than unexcused. Mr. Fred Hardee from Bluefield State College made a motion to accept the minutes with the recommended change. Mr. David G “Bo” Sellers Jr. from Pierpont Community and Technical College seconded the motion.

MOTION UNANIMOUSLY APPROVED

Ms. Pitzer reported that she had received a notification from Mr. Kenneth Moon, ACCE representative from the West Virginia School of Osteopathic. In the correspondence Mr. Moon stated that he would be unable to attend the meeting but also submitted his resignation as the college’s ACCE representative.

ACCE DISCUSSION OF SB 480/END OF SESSION PLANS

Ms. Moore reported that it was her understanding that a meeting had been tentatively scheduled for today by Staff Council at Blue Ridge Community and Technical College to discuss their concerns with SB 480. She perceived some internal opposition to the bill based on statements made by some Staff Council members. She stated that she would provide an update once she determines if official action had been taken relative to the bill. Mr. Harbaugh reported that a meeting of his Staff Council had

occurred on Wednesday and that it was his understanding that consensus was reached on support of the bill. The only concern that was mentioned related to the time line for reducing the ratio of classified to non-classified employees from 20 percent to 15 percent.

Mr. Kenneth Harbaugh from Shepherd University made a motion that directed the ACCE Chairperson to send a letter to both ACCE representatives and Staff Council Chairs seeking feedback from the local organizations on SB 480, the Personnel bill. Attached to the communication will be a link to the bill along with a summary of the major sections of the bill. Mr. Fred Hardee from Bluefield State College seconded the motion.

MOTION UNANIMOUSLY APPROVED

Ms. Pitzer reported that ACCE members have been invited to a surprise scheduled function to be held on March 11, 2010 in the office of Senate Education Chair Mr. Robert H. Plymale to recognize two valuable staff in that unit, Ms. Shirley Dyer and Ms. Barbara Thaxton. Ms. Pitzer reminded members of the ACCE meeting that is scheduled for March 12 with the session ending on March 13. Mr. Harbaugh encouraged ACCE members to communicate with delegates in their district(s) who are members of the House and Senate Education and Finance Committees for the purpose of seeking support for SB 480 and SB 588, merged bill into SB 480.

There being no further business to come before the members Mr. Kenneth Harbaugh from Shepherd University made a motion to adjourn. Mr. Robert E. Long from the West Virginia Higher Education policy Commission seconded the motion. The meeting adjourned at 1:00 pm.

RESPECTFULLY SUBMITTED,

Robert E. Long, Secretary
UNANIMOUSLY APPROVED