



**MINUTES**

November 19, 2015, 9:00 a.m.

Room 201

New River Community and Technical College  
280 University Drive, Beaver, WV

**ATTENDANCE:**

Louis Belt	Bluefield State College
Lindsay Silbernagel	Bridge Valley Community and Technical College
Amy Pitzer	Concord University
Sherry Mitchell	Fairmont State University
Lori Midkiff	New River Community and Technical College
Ken Harbaugh	Shepherd University
Robin Tabor	West Virginia State University
Barbara Boyd	WVU-Institute of Technology
Connie Blevins-Bailey	Glenville State College
Paul Martinelli	West Virginia University
Melanie Baker	West Virginia Northern Community and Technical College
Belinda Evans	West Virginia School of Osteopathic Medicine
Bethany Perry	Mountwest Community and Technical College

**EXCUSED:**

VACANT	Blue Ridge Community and Technical College
Renee Anderson	Potomac State College
Bob Wise	West Liberty State University
VACANT	WVU Robert C. Byrd Health Sciences Center
Pamela Shrader	Eastern WV Community and Technical College
Teri Wells	Southern WV Community and Technical College
Beverly Jones	Pierpont Community and Technical College
Karen Martin	West Virginia Higher Education Policy Commission
Angie Kerns	Council for Community and Technical College Education
Michelle Nabers	WVU-Parkersburg
Verne Britton	West Virginia Network for Educational Telecomputing
Carol Hurula	Marshall University

**GUESTS:**

Bob Long	Retired ACCE member
Susie Atkins	Board of Governors Representative, New River CTC
Janie Smith	Classified Staff Council Member, New River CTC
Melissa Craddock	Classified Staff Council Member, New River CTC
Bob Runion	Classified Staff Chair, New River CTC
L. Marshall Washington	President, New River Community and Technical College

The meeting began at 9:02. ACCE members and guests introduced themselves



Ms. Midkiff introduced Dr. L. Marshall Washington, President of New River Community and Technical College. Dr. Washington welcomed everyone to our new campus.

Ms. Midkiff introduced Mr. Bob Runion, New River's Classified Staff Chair who also welcomed the group to campus.

Mr. Harbaugh moved to table the approval of minutes; Ms. Mitchell seconded the motion. The motion carried.

Chair Pitzer reported on the ACCE presentation to LOCEA. She explained there was low attendance due to other committee meetings occurring during the same time frame. Mr. Long relayed LOCEA usually met monthly, but now meet on a quarterly basis, which reduces everyone's presentation opportunities. Chair Pitzer stated several members met with Legislators after the presentation. She reminded everyone when meeting with their Legislative representatives, PEIA needs to be stressed. Chair Pitzer reminded members there are new representatives who need to be educated about higher education and their constituents. Ms. Mitchell added it was important to be in touch with Legislative representatives to share concerns as they arise.

Mr. Long updated the group on the Market Study. He stated there was discussion on what Mercer would be working on for the next legislative session.

Chair Pitzer reported we do have authority to move forward with the new ACCE website. During the December meeting, there will be time to work on updating the new site. It needs to be updated for the upcoming legislative session.

Chair Pitzer communicated with Ms. Trish Clay, Vice Chancellor for Human Resources. There are no updates regarding OASIS. Any changes concerning pay have been delayed until April 2016. Ms. Clay indicated she would be meeting with the Mercer group today.

Today ACCE members will be working on the HEPC/WVCTCS presentations and preparations for updating the website. Members need to work on both projects today.

The next ACCE meeting will be on December 9, 2016 at the Marshall Graduate College, South Charleston. ACCE will present to the West Virginia Community and Technical College Council on December 10, 2016 at the Advanced Technology Center, South Charleston.

Legislative interims will be January 10-12<sup>th</sup>. The Legislative session begins on January 13<sup>th</sup>.

Campus concerns or announcements:



- Mr. Martinelli brought copies of how WVU's raises are being implemented for those who want to review.
- Ms. Tabor had a question regarding writing PIQ's. Chair Pitzer stated the supervisor usually creates the PIQ. It is recommended the supervisor and employee work on the PIQ together if someone is currently holding the position. If the employee puts something on the PIQ the supervisor does not agree with, it has to stay, but the supervisor can denote they do not agree with it.

Chair Pitzer asked members to share Staff Council issues they currently have at their institution:

- Ken Harbaugh-Shepherd with PEIA for expense relief/what does Mercer have to say about Shepherd.
- Carrie Waters-PEIA and bi-weekly pay. Biggest complaint is the parking policy. Staying on Administration to be accountable to everyone, overall. Pay and classification. Deputy General counsel is Candice Crouse.
- Paul Martinelli-Merit pay (lack to training of supervisors on how evaluations work, not having policies followed.) 40 hour work week. Legislature will approve anything President Gee wants. WVU is facing competition from the area hospitals regarding bringing in people at a higher pay rate than those who are doing that job.
- Barbara Boyd-Having trouble getting Council quorum every month. Apathy with employees. Accountability to get information out to everyone.
- Bethany Perry-Asked for Accountability at the President's level with personnel issues, repercussions for not completing work. Clear expectations and communication.
- Connie Blevins-Bailey-PEIA, OASIS bi-weekly pay, accountability with President and Board of Governors. Staffing problems and retention with students. Default rate with financial aid increasing.
- Melanie Baker-all suggestions are being stalled, morale issues and timeclocks
- Belinda Evans-PEIA and results from the Mercer Study.
- Robin Tabor-PEIA/Mercer study/no more budget cuts
- Louis Belt-Transparency, Accountability with policy and procedures
- Sherry Mitchell-accountability, transparency, important to be proactive with the legislature.
- Lindsay Silbernagel -PEIA/transparency/accountability/concern about the new transfer policies will affect our incoming students, responsibility and accountability of the institution/morale on campus.
- Lori Midkiff-PEIA and biweekly pay

Members in attendance participated in the afternoon working session finishing the HEPC presentation and updating the ACCE website.

Meeting adjourned at 2:00 pm.