



**Meeting Minutes**  
**November 22, 2019**  
**New River Community & Technical**  
**College – Beaver, WV**  
**9:00 am**

**MEMBERS PRESENT**

Deidra Guyton	Bluefield State College
Jane Fouty	BridgeValley Community & Technical College
Amy Pitzer, Chair	Concord University
Michele Lang	Glenville State College
Dee Preston	Mountwest Community & Technical College
Tabatha Parker	New River Community & Technical College
Beverly Jones	Pierpont Community & Technical College
Sherry Donovan	Shepherd University
Chris Gray, Secretary	Southern West Virginia Community & Technical College
Dawn Swiger	West Liberty University
Carrie Watters, Vice Chair	WVHEPC
Verne Britton	WVNET
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

**MEMBERS ABSENT**  
**(EXCUSED)**

LeeAnn Shreve	Eastern West Virginia Community & Technical College
Clark Kendall	Fairmont State University
Teresa Meddings	Marshall University
Jenna Derrico	Northern West Virginia Community College
Kim McFee	West Virginia University – Parkersburg

**(UNEXCUSED)**

Angie Kerns	CTCSWV
Taylor Miltenberger	West Virginia University Potomac State College

**GUESTS**

Dr. Bonny Copenhaver	President, New River Community & Technical College
Ken Harbaugh	Emeritus
Robert Long	Emeritus
Karen Sparks	New River Community & Technical College, CSC Chair

**I. CALL TO ORDER & ESTABLISH QUORUM**

- a. Amy Pitzer called the meeting to order at 9:07 am and thanked Tabatha Parker and New River Community & Technical College for hosting the meeting.

**II. APPROVAL OF MINUTES**

- a. There was discussion on the October 25, 2019 minutes. There was one minor correction. Deidre Guyton motioned to approved the minutes as corrected. Dee Preston seconded the motion. The motion to approve the minutes as corrected were approved.

**III. Presentation to the CCTCE on December 5, 2019**

- a. Both the HEPC and the CCTCE meetings will be on December 5, 2019
- b. CCTCE will meet at 9:30 am at New River Community & Technical College, Beaver, WV.
- c. HEPC will meet at 3:00 pm at the West Virginia School of Osteopathic Medicine, Lewisburg, WV.
- d. Revised the presentation given to the HEPC for the upcoming CCTCE presentation.
- e. JCC has met only once. This one meeting was because of a grievance at Marshall and time was running out. The only agenda item was the Marshall grievance.
- f. Add to PEIA slide
- g. Issues because scheduled procedures now have to have co-pay prepaid (up Front Co-Pays and deductible are impacting access to necessary medical procedures and creating financial hardship)
- h. Slide 2 Concerns
  - i. Compensation Planning and Review Committee -- changed bullet to define the CPRC, specifies its charge and requires quarterly meetings, yet the committee has never met and thus has not fulfilled its mandates.
  - ii. Add an additional bullet to note code requires a joint meeting between the committee annually.
  - iii. Title: Joint Meeting Requirement
  - iv. 18B-9A-5(e)(3) requires the CPRC and JCC to meet annually; this mandatory meeting has never occurred
- i. Added the fact we need a liaison between the Central Office and ACCE that attends our meeting. There is more interaction between the ACF and the Central Office than there is between ACCE and the Central Office.

**IV. Introduction of Guest**

- a. Dr. Copenhagen, President of New River Community & Technical College was introduced to the group by Tabatha Parker. Dr. Copenhagen welcomed ACCE to the Beaver/Raleigh County campus.
- b. New River CTC has 4 four campuses.
- c. Dr. Copenhagen has been at New River almost one year. She moved here from Wisconsin, where she had been VP of Academic Affairs. She is originally

from Johnson City, Tennessee. So, she is somewhat familiar with the culture of Appalachia.

- d. New River CTC is facing challenges in
    - i. Enrollment
    - ii. Funding
    - iii. Ability of students to pay for college
  - e. She has worked in higher education for over 25 years.
  - f. She believes that community colleges have to learn to love the students we have, not the ones we want.
  - g. New River is recovering from some severe financial distress.
  - h. Higher Education is faced with potential budget cuts. New River will try to deal with the cuts in a way that will not impact students.
  - i. Ken asked about the use of alumni. Dr. Copenhaver said community colleges tend to not focus on alumni. When she was at Wisconsin, one campus had developed a good alumni program. Dr. Copenhaver said that New River is working on developing connections to the alumni. It was pointed out that alumni are good sources for fund raising through a college foundation. Dr. Copenhaver pointed out that community college foundations are normally funded by community members that may not be alumni.
  - j. How well has New River worked with 4 year institutions.
    - i. Programs with WV State University, Bluefield State College, Glenville State College, and private institutions.
    - ii. Has started process to develop articulation programs between New River and WVU-Tech.
  - k. Plans to move New River forward
    - i. Dr. Copenhaver has given a challenge to all employees.
      - 1. Meet or exceed 1800 unduplicated headcount enrollment.
      - 2. Being an institution that is focused on being ready for any type of student.
      - 3. Developing a new strategic plan by January 2020. The institution is moving to be more data driven.
  - l. How concerned about budget cuts
    - i. Has planned for a 4.6% reduction
    - ii. Dr. Copenhaver has talked to some legislators and tried to get the point that Colleges are part of the economic driver for the state.
  - m. Bob Long pointed out that Higher Ed has been a cash cow for the legislature because we have an additional revenue streams. Budget situation for the state is always variable because of the dependence on fossil fuels/mineral extraction.
  - n. Campus Carry Bill
    - i. Has New River come up with an official position on Campus Carry? In the past, New River put out that they do not support campus carry.
    - ii. New River conducts active shooter training.
- V. Pierpont President's Council changed its mission statement without consulting the general population. President's Council does not have recorded minutes. Open

meetings are defined in title v administrative procedures act. This includes the BOG, Foundation Board and Research Corporation boards. Included in WV Code 6-9A

#### **VI. List/Examples for HEPC Chairman Mike Ferrell**

- a. Lack of communication from and with the HEPC Liaison.
- b. No meeting of the JCC (Job Classification Committee) except for one.
- c. No meetings of the CPRC (Compensation Planning and Review Committee).
- d. External Market review should happen in 2021
  - i. Need to work to change code so it says the Market Study "shall be done" and not "may be done" every five years.
  - ii. Need to have the appropriate staff who can coordinate the process of the review including the request for proposal.
  - iii. There is supposed to be an annual review of salary schedule including the minimums.
- e. Develop more statewide contracts for various services such as library databases that would help facilitate cost savings to the institutions.
- f. Travel Issues
- g. Issues with institution that have moved to all non-classified
  - i. West Liberty's President does not want there to be an ACCE rep because they no longer have classified employees.
  - ii. West Liberty's Council voted to conduct a new election only 7 months after having an election. because the first was done before the by-laws were completed and approved.
  - iii. Eastern rep is not allowed to travel to ACCE meeting per institution decision.
  - iv. Big issue is if an institution has to lay off employees. How can you lay off an essential or critical employees?
- h. Who has no classified employees
  - i. Fairmont State University
  - ii. WV Northern CC
  - iii. West Liberty University
  - iv. Glenville State College
  - v. WV State University
  - vi. WVSOM
  - vii. Blue Ridge CTC
- i. Members not being allowed to attend ACCE meeting due to adequate office coverage.
- j. Pay inequalities
- k. Lack of review of PIQ or job descriptions
- l. HR Director threatening employee about to not file a grievance

**VII.** Carrie Watters moved that Agenda Item 7 Continuation of "Understanding state code" be moved to December meeting agenda. Barbara Sanders seconded the motion. The motion carried.

#### **VIII. Campus Concerns**

- a. Blue State filing financial exigency
  - i. CFI is -1.84 (composite financial index)

- ii. Has asked to be on the HEPC agenda.
- iii. AAUP has been notified
- iv. No one terminated, some were demoted
  - 1. Everyone in student affairs now reports to academic affairs and the Provost
- v. There are enrollment problems
- b. Possible mid-year budget cut of 4.6%
- c. Possibility of BridgeValley moving to downtown Charleston into the former Stone and Thomas Department store building.
  - i. BridgeValley BOG has given the President permission to explore the possibilities of looking at other locations to move out of the South Charleston Tech Park.
- d. Mountwest has named an interim President. The interim President is Michael Sellards, who was formerly a member of the Marshall University Board of Governors.

### IX. Upcoming Meetings

December 5, 2019 9:30 a.m.	WV Community and Technical College System Meeting, New River Community and Technical College, Beaver, WV
December 5, 2019 3:00 p.m.	WV Higher Education Policy Commission, West Virginia School of Osteopathic Medicine, Lewisburg, WV
December 12, 2019 9:00 a. m.	WV ACCE meeting, hosted by BridgeValley CTC, North Central Advanced Technology Center (ATC)

### X. Adjourn

Motion to adjourn made by David Hays, seconded by Dee Preston. Voting all in favor. The Motion carried. Meeting adjourned at 4:00 pm.

Submitted by,  
J. Christopher Gray,  
ACCE Secretary