



Meeting Minutes
December 12, 2019
BridgeValley Community & Technical
College, Advanced Technology Center
9:00 a.m.

MEMBERS PRESENT

Jane Fouty	BridgeValley Community & Technical 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
Chris Gray	Southern WV Community & Technical College
Dawn Swiger	West Liberty University
Carrie Watters	WVHEPC
Verne Britton	WVNET
Barbara Sanders	WV School of Osteopathic Medicine
Shirley Robinson	West Virginia University
Melissa Hoag	West Virginia University Institute of Technology
Kim McFee	West Virginia University - Parkersburg

MEMBERS ABSENT
(EXCUSED)

Tabitha Parker	New River Community & Technical College
Deidre Guyton	Bluefield State College
LeeAnn Shreve	Eastern WV Community & Technical College
Jenna Derrico	WV Northern Community College
David Hays	West Virginia State University

(UNEXCUSED)

Angie Kerns	CTCSWV
Taylor Miltenberger	West Virginia University Potomac State College

GUESTS

Robert E. Long	Emeritus
Ken Harbaugh	Emeritus
Dr. Eunice Bellinger	President, BridgeValley Community & Technical College
Matt Turner	Executive Vice Chancellor for Administration, HEPC

1. Call To Order & Establish Quorum

1. Quorum was established
2. Chair Amy Pitzer called the meeting to order at 9:11 am.

2. Introductions / Guests.

1. President Eunice Bellinger
 - a. BridgeValley enrollment up 5.6% in the fall and expecting that to continue in the spring.
 - b. Intentions are to move from Tech Park into downtown Charleston. President Bellinger is looking into purchasing the former Stone and Thomas building. The City of Charleston has designated 350 parking spaces downtown, if BridgeValley moves into the former Stone and Thomas building. BridgeValley would eventually like to get the city to build a parking garage. President Bellinger knows that there are issues such as parking, lighting and safety that have to be addressed. BridgeValley is not asking the state for additional funds for the move. BridgeValley is looking at grants and tax credit to fund the move and renovation of a new location. BridgeValley's current lease at the Tech Park has four more years. According to President Bellinger, BridgeValley is running out of room to house programs at its current location.
 - c. Part of the reason that Dr. Bellinger is looking at relocating came from a conversation during a HLC visitation meeting. The visiting team chair asked "why are you located in this location?" She feels the locations hurts BridgeValley by not serving the community.
 - d. President Bellinger had a meeting with Monty Warner. Most community colleges do not have large amounts of money like in foundations and the community college system and several of the community colleges are relatively new. BridgeValley struggles with their service population because many are disadvantaged in one or many ways. WV Invest grant program provided a small boost to BridgeValley enrollment. The challenge is to inform everyone what the role of community and technical colleges is.
 - e. She met with the Vice Chair of the House Education committee Josh Higginbotham.
 - f. She said ACCE needs to have a concrete plan when talking to the legislators.
 - g. The state needs to diversify the economy and not depend on a single mineral extraction economy.
 - h. She suggested working with the other groups to come up with talking points and unity agenda. It was pointed out that ACCE has tried to work with other groups to develop a unity agenda in the past.
 - i. She suggested hosting an event for the legislators. This event should be in the evening during the session. She suggested that there should be some sort of food served. She offering to let us use the Advanced Technology Center as a venue.

2. Amy Pitzer, ACCE Chair thanked President Bellinger, BridgeValley and Jane Fouty for hosting the ACCE meeting.

3. Approval of November Minutes

1. Carrie Watters moved to accept minutes with corrections. Jane Fouty seconded the motion. The motion to approve the minutes as corrected was approved.

4. Executive Vice Chancellor for Administration, Matt Turner

1. Discussion of exempt status for higher education institutions
 - a. Only schools that have exempt status are the three in State Code (WVU, Marshall, WVSOM). There is no definition of exemption. The legislature has struggled with defining "what is an exempt institution". The legislature believes that if an institution receives state funds then it must be accountable. The three exempt schools are different and have a different mission from the other institutions. The HEPC has very little oversight but has more coordination function.
 - b. Is Matt aware of any legislation being drafted that would extend exemption status to other institutions? Matt responded that he is not aware and the central office has no plans to introduce any such legislation.
2. Discussion of duties that could be removed that would help the HEPC in its mission
 - a. HEPC has been asked to look at the duties that should remain with the HEPC.
 - b. Program review and approval needs to stay with the HEPC.
 - c. Classification and compensation.
 - d. Reauthorization
 - e. Exemption status of institutions.
 - f. In response to reporting complaints from institution Presidents, the HEPC eliminated the Master Plans/Compacts.
 - g. Legislators are frustrated with the lack of a funding model. The way we fund institutions does not make sense. Current way is based somewhat on FTE. Strong legislative delegations from the eastern panhandle have gotten more funding for the eastern panhandle institutions.
 - h. No defined definition for exempt institution.
 - i. HEPC has not denied any program but there is a big time crunch to review and approve new programs.
 - j. Any of the models proposed by the HEPC for a funding model would not cut institutions' current funding. Develop a model that would provide incentives to develop and offer in-demand programs.
 - k. Is the Blue Ribbon Commission dead? There has not been any communication from it in months. Only some of the equalization funding was implemented from the report.
 - l. HEPC confirm the presidential appointments.
 - m. HEPC is looking at policies to help with the nursing shortage.

- n. Looking at in demand programs, but having to factor in duplication of programs.
- 3. Flexibility
 - a. Look at how institutions are using flexibility.
- 4. Senior management team is planning to meet with the auditor's office about issues such as travel reimbursement.
- 5. Need to look at how the non-classified staff are represented. Need to look at other shared governance issues. Institutions are ignoring the grandfather clause in code about being a classified employee. Some schools are trying to bend the federal law to move positions from non-exempt to exempt even though the job does not meet the exemption requirement.
- 6. ACCE needs to have a liaison from the HEPC to attend our meeting. It's been over a year since the HEPC liaison has attended an ACCE meeting.
- 7. Enrollment concerns
- 8. Financial exigency for Bluefield State College
 - a. President has not officially declared exigency. They are having enrollment issues. The commission specifically asked why the President said he was declaring it in an employee meeting. Bluefield is not in financial exigency and not close to it. Bluefield is having financial and low enrollment problems in some programs.
- 9. Possible mid-year cuts
 - a. State revenue is up. There does not look like there will be a mid-year cut based current on state revenues.
- 5. **Implementing the new salary schedule**

During roundtable discussion about implementing the new salary schedule on campuses, the following issues/concerns were identified:

 - 1. WVU-Parkersburg -- New employees are being hired at the new system but existing employees are on the old schedule. When did new hires start getting hired on the new salary schedule? Maintenance employees were brought up to minimum on the new salary schedule, but not all incumbants have moved to the new schedule. Classification and Compensation policy was last approved in 2012.
 - 2. WVNET -- not on the new salary schedule
 - 3. Everyone needs to look at their institutional policies on Classification and Compensation or something that says the institution will follow the Council or Commission policy on Classification and Compensation.
 - 4. WVU -- what is being used to place employees ~~for~~ at salary. WVU may have created their own salary schedule.
 - 5. Most of the institutions have moved to the new salary system/schedule.
- 7. **Complete list of ACCE Concerns/Examples for Chancellor Tucker and Chairman Farrell**
 - 1. Meeting would be with the two Chairman (Council and Commission) and the Chancellor
 - 2. List of Issues
 - a. Pierpont
 - i. lack of communication

3. Everyone needs to understand the that the "grandfather" clause only applies non-exempt employees
4. Ken Harbaugh suggested that Amy send an email to the representatives not at the meeting to get input on issues that they may be dealing with at their institution.
5. WVSOM had posted employee salaries on their website. Since 2019, WVSOM has stopped posting salary information. No one can confirm if people are paid differently from what the positions were advertised.
6. Institutions are still manipulating the salary system by changing job titles to give certain people higher pay without changing job duties or responsibilities.
7. We need to build a matrix/list of information and data that we need. Data that we were able to easily obtain in the past.

8. Reacting to Proposed Legislation / Getting Campus Involvement

1. ACCE may have a short period of time to react to any proposed legislation.
2. Representatives needs to report back to their Staff Councils and get their Councils active/involved in legislative issues. Need to establish a good relationship with our local legislators.
3. Consider having two members of the CSC to review the weekly legislative bill tracking. Look for bills that impacts higher education.
4. Recruit other employees to work on projects and sub-committees.
5. Carrie Watters is working to set up meetings with Legislators in the evening after our January 27, 2020 meeting. She will send out information to the ACCE group as she gets the meetings setup. Carrie would like to ask ACCE members who have the time, to stay after the meeting to attend these meeting with legislators.

9. Continuation of "Understanding state code" (as time permits)

1. Carrie Watters motioned to move this item to a future meeting. Dee Preston seconded the motion. Motion passed.

10. Campus Concerns

1. WVNET -- how to modify by-laws to allow non-classified to be on the CSC but not the high level administrators
2. Mountwest -- loss of employees with a large knowledge base
3. Marshall -- combined ombudsman/community engagement position. Supposed to be for one year. There is concern that with the ombudsman position combined with Community Engagement that employees will not feel comfortable about discussing issues with the Ombudsman.

11. Upcoming Meetings:

1. ACCE Meeting – January 27, 2020 at HEPC Office
2. HEPC Meeting – February 7, 2020
3. CCTCE Meeting – January 23, 2020

12. Adjourn

Motion to adjourn made by Carrie Watters, seconded by Dee Preston. Voting all in favor.
Motion carried. Meeting adjourned at 4:12 p.m.

Submitted by,
Chris Gray,
ACCE Secretary