



Meeting Minutes
February 25, 2020
Marshall University Graduate College,
South Charleston
9:00 am

MEMBERS PRESENT

Deidre Guyton	Bluefield State College
Jane Fouty	BridgeValley Community & Technical College
Amy Pitzer	Concord University
Michele Lang	Glenville State College
Teresa Meddings	Marshall University
Dee Preston	Mountwest Community & Technical College
Tabatha Parker	New River Community & Technical College
Beverly Jones	Pierpont Community & Technical College
Chris Gray	Southern West Virginia Community & Technical College
Dawn Swiger	West Liberty University
Carrie Watters	West Virginia Higher Education Policy Commission
Verne Britton	WVNET
Jenna Derrico	West Virginia Northern Community College
Barbara Sander	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 at Parkersburg

MEMBERS ABSENT
(EXCUSED)

Sherry Donovan	Shepherd University
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(UNEXCUSED)

Angie Kerns	CTCSWV
LeeAnn Shreve	Eastern West Virginia Community & Technical College
Clark Kendall	Fairmont State University
Teresa Meddings	Marshall University
Taylor Miltenberger	West Virginia University Potomac State College

GUESTS

The Honorable Robert Plymale	Senator, Cabell County
Sheri Goff	Former Glenville State College ACCE representative
Robert E. Long	Emeritus

1. Call to Order & Establish Quorum
 - a. Quorum was established. The meeting called to order at 9:00 am.
2. Senator Robert "Bob" Plymale
 - a. Amy introduced Senator Plymale to the group.
 - b. Senator Plymale
 - i. There is lack of treating people decently in the legislature.
 - ii. Legislature has been working on a new tax bill that could put funding for Education (K-12 and Higher) in jeopardy.
 - iii. Staff get to participate in the evaluation process of the President (bill is in the Senate to be voted). Under the Senate Flexibility Bill, there needs to be transparency in the presidential evaluation process.
 - iv. Boards of Governors need to be responsive to the staff, faculty, students and the general college population.
 - v. The current system is lacking accountability that was in the original design of the system. There needs to be some form of accountability at the State level and somewhat at the local level. The legislature wants to give flexibility but not have any oversight.
 - vi. Thirty-three to thirty-five percent of our workforce will not have the skills to maintain their job in five years. There is going to be a transition in higher education over the next several years.
 - vii. The state has an old mentality on how to deliver education. Need to upgrade the broadband and other connectivity in state. If we do not, we will not be able to be competitive in economic development. This is a challenge for the state and higher education. E-Rate is the cost for connectivity for the education system. Need to look at E-Rate differently. Broadband connectivity will either help us or will harm us (if we do not get the infrastructure).
 - viii. There possibly will be some institutions that might struggle and not survive because of changing technology and different delivery models.
 - ix. Asked ACCE to provide him with our top five priorities that the legislature should address
 - x. The possible move of WVNET to under the WV Office of Technology. The issue is trying to leverage the new technology and infrastructure to improve and change the model of broadband delivery/connectivity.
 - xi. SB 760 -- is it a major or minor change in the higher ed structure. Currently there lacks accountability in the system because there is no oversight. What is Senator Plymale thoughts on structure changes to higher ed. Looking forward, there will be a funding formula model developed that will be based on the Tennessee model. This model sets aside new money, but Senator Plymale does not see any new money coming into the system. Higher education funding is always the low fruit that can be cut during budget problems. There has been a whittling away of the accountability in higher education.
 - xii. Cost savings by centralizing services, such as in HR.
 - xiii. We are seeing the fracturing the classified staff. The legislation to reduce classified staff and the loss of rights and protections for staff. Senator Plymale is concerned. Senator Plymale feels there is move towards a

- privatization model for the institutions. The grievance system is bad and tends to be stacked against the employee.
- xiv. In state code, there is a provision that protects existing classified staff. There are a lacking of definitions in code such as what is an essential and critical employee.
 - xv. What are the criteria to be an exempt institution? There should be no other exempt institutions. Some of the schools who want exempt status do not have the ability to provide the necessary services such as HR and Financial Aid.
 - xvi. Verne Britton thanked Senator Plymale on the behalf of the group for being a supporter of Classified Staff over the years.
3. Approval of January Minutes (Chris Gray)
 - a. Carrie Watters motioned to approve the minutes as corrected. Dee Preston seconded the motion. The motion passed and the minutes were approved.
 4. ACCE top issues for Senator Plymale
 - a. The criteria for an institution getting exempt status. Institutions need to exceed expectations to qualify for consideration of exempt status. The institution needs to continually exceed expectation to maintain exempt status.
 - b. Lack of accountability and transparency of institutions to the Commission, Council, and Legislature. Institutions should be accountable because they receive state funds. There needs to be communication.
 - c. Market study -- There has been legislation that removed the requirement of an outside organization to review and update the salary schedule. There is a need to have a market study to keep the system current and at market. The market study needs to be mandated in code.
 - d. Fair, equitable, and stable funding model.
 - e. Maintain some sort of voice at the state level. We are a constituent group that represents classified staff. We should be included on the discussion for items affecting higher institution.
 - f. PEIA -- need a stable funding source for PEIA.
 5. Committee Meetings
 - a. Top Issues from committees
 - i. Benefits
 1. Beverly Jones added to the committee.
 2. Open enrollment starts in March.
 3. Two chiropractic session free on top of what we already receive.
 4. Life insurance premium will be increasing some in the upcoming year.
 5. Issues
 - a. Stable funding source for PEIA.
 - b. Maintain our current leave benefits such as sick and annual leave accruals
 - ii. Legislative
 1. Fund model
 - a. Keep an eye on HCR 102
 - b. Accountability

- c. Exemption requirements for institutions both financial and/or administrative.
 - d. How would a funding model be implemented?
 - e. Process of taking funding away after phase in period of model.
 2. Exempt status for other institutions and the criteria for getting and maintaining exempt status.
 3. PEIA
 - a. There needs to be a stable funding source.
 - b. Freeze premiums without loss of benefits.
 4. Maintain representative function (voice at state level).
 5. Personnel
 - a. Look at accountability.
 - b. Keep classification and compensation items in code.
 - c. There needs to be a market study to keep the salary schedule up to date with the market.
 - iii. Web Committee
 1. Chair -- Verne
 2. Keep website up to date
 - a. Group photos
 - b. Committee information and topics
 - c. Have multiple members of the committee have administrative rights to the site. This will allow the site to be more up to date
 3. Idea of revisiting topic of statewide polling
 - a. Polling on specific topics that are affecting staff such as benefits
 4. How to get more staff participation for on-campus ACCE visits
 - iv. Student Advocacy
 1. Add Diedre Guyton as a committee member
 2. Open Resources Issue
 3. Committee members to make contact with their campus SGA's to find out their issues and needs
 4. Marshall has 53 homeless students. These students are living out of their cars.
 5. Financial document issues (Grand-families program)
 - v. Retreat Committee
 1. Diedre added as a committee member
 2. Go back to Canaan Valley
 3. July 19 -21, 2020
 4. Will get the conference room for free
 5. Because of tax issues, those attending need to send Shirley their tax exempt form. Shirley will send them in as a group.
 6. Rate will be \$99 per night
 7. Carrie moved that we have our retreat at Canaan Valley July 19-21, 2020. Dee seconded. Motion carried.
6. Carrie Watters moved that the following be accepted as our top priorities to send to Senator Plymale. Deidre Guyton seconded the motion. The motion passed.

- a. Fair and stable funding model.
 - b. Accountability.
 - c. Maintain a voice at the state level.
 - d. Not allowing exemption status for additional institutions.
 - e. Stable revenue source for PEIA without loss of benefits.
7. Review of Proposed Legislation Affecting Higher Education
- a. HB 4022 -- Qualifications of the Chancellor
 - b. SB 616 -- Grievance procedure for Public Employees
 - c. SB 760 -- Exemption bill (has passed the senate)
 - d. SB 754 -- Establishes matrix for exempt institutions (no movement on this bill)
 - e. HCR 102 -- Relating to Funding Formulas for Higher Education Institution
 - f. SB 730 -- Campus Self Defense Act (Campus Carry)
 - g. SB 127 -- Deals with eliminating faculty tenure
 - h. HB 4729 -- Textbook bill
8. Amy informed the group that Sherry Donovan, Shepherd University, has resigned her position.
9. Job Classification Committee and the Compensation Planning and Review committee
- a. With Bruce leaving, we need to make it known that these two committees are not meeting.
 - b. Job Classification Committee met in September 2019 only to deal with a grievance
 - i. Bob Long requests that these issues be added to our list of issues being sent to Senator Plymale.
10. Amy shared with the group a card that Trish Humphries sent in appreciation of the throw ACCE sent to her son's funeral.
11. Bruce Cottrill last day was February 14, 2020.
12. There was additional discussion on the priority list to be sent to Senator Plymale. We want accountability in HR. To have the accountability that we need, there needs to be a HR expert at the state level. This way people can get information and training. State code says that institutions have to follow best practices. Who is to determine what are best practices? This would be something that should be addressed at the HEPC level by a HR expert.
- a. Jenna Derrico motioned to add to our original priority list points that have recently been discussed by the group. Diedre Guyon seconded the motion. Motion carried.
13. Campus Concerns
- a. Verne does not want WVNET to be legislated out of existence. WVNET provides many services to the institutions. Moving WVNET to the WV Office of Technology may not be in the best interest of higher education.
 - b. Glenville State -- increased lack of money.
 - c. Amy is working with Matt Turner on the issue of Presidents refusing to let ACCE representatives travel to attend ACCE meeting.
 - d. Northern -- CHRO is retiring in March.
 - e. W-4 have changed which could impact taxes be paid.

14. Upcoming Meetings:

- a. HEPC Meeting — 9:00 a.m. on April 17 at the WV Regional Technology Park in South Charleston
- b. CCTCE Meeting — 9:30 a.m. on April 23 at the ATC. South Central WV
- c. ACCE Meeting — 9:00 am on March 17 at WVNET in Morgantown, WV

15. Adjourn

- a. Motion to adjourn made by Carrie Watters, seconded by Kim McFee. Voting all in favor, the motion passed. The meeting adjourned at 3:48 pm.

Submitted by,
J. Christopher Gray,
ACCE Secretary