



**Meeting Minutes
May 20, 2022
Bluefield State College
Dickason Hall
In-person and via Zoom
9:00 a.m.**

MEMBERS PRESENT

Jenna Derrico	West Virginia Northern Community College
Deirdre Guyton	Bluefield State College
Jane Fouty	BridgeValley Community and Technical College
Amy Pitzer	Concord University
Michele Lang	Glenville State University
Teresa Meddings	Marshall University
Verne Britton	WVNET
Barbara Sanders	West Virginia School of Osteopathic Medicine
Shirley Robinson	West Virginia University
Dee Preston	Mountwest Community and Technical College
Yodev Ocasio	West Liberty University
Michael Casey	West Virginia State University
Dara Massey	West Virginia University Institute of Technology
Jamey Kesner	WVU Potomac State College
Lindsay Morgan	WVU Parkersburg

MEMBERS ABSENT

Erin Trump	New River Community and Technical College
Hope Spriggs	Blue Ridge Community and Technical College
Vacant	Community and Technical College System of WV
Vacant	Eastern Community and Technical College
J. Christopher Gray	Southern WV Community and Technical College
Vacant	Pierpont Community and Technical College
Robin Yeager	Fairmont State University
Vacant	Shepherd University

GUESTS

Ken Harbaugh, ACCE Emeritus
Dr. Ted Lewis, Provost and Vice President of Academic Affairs and Student Affairs, BSC

The Chair determined that a quorum was present. Meeting called to order at 9:11 a.m.

There was discussion about approval of minutes and which ones would be reviewed at this meeting.

The group was joined by Dr. Ted Lewis, Provost and Vice President of Academic Affairs and Student Affairs. He welcomed the ACCE group to the Bluefield State College campus. He gave an overview of the college including their recent change to Bluefield State University. He said that Bluefield State is the fastest growing HBCU in America. The college originally opened to service the children of black coal miners. Last year, BSC had the largest class of color in over 40 years. They will be offering two more masters programs next year and hope to offer their first doctoral program within five years. He spoke about the need of all the schools to be able to respond more quickly and effectively to academic and workforce needs stating that they cannot be as responsive with current processes and HEPC oversight and control of such.

Mr. Britton asked Dr. Lewis if employees could expect salary increases if BSC were to gain additional freedoms. He stated that BSC employees have received \$3000 on average in the last year in increases. They plan to continue as long as BSC continues to grow and thrive. Mr. Harbaugh asked if the financial gains were due to stimulus or covid funding. Dr. Lewis responded that yes, some of it is, but BSC also has had a 10% increase in enrollment last year and they have increased their CFI from 1.96 to over 4 in the last 5 years and that has enabled them to do some things. Dr. Lewis said Bluefield State sees salary increases as an investment in staff (and faculty) and in the institution as well. He also stated on the "exempt status" of some schools that BSC doesn't want to deal with needless layers of bureaucracy, and the state should let them "serve their mission."

Chair Derrico thanked Dr. Lewis for the nice welcome and for the sign on campus welcoming ACCE.

The Chair noted that no HEPC staff confirmed their availability to meet with ACCE on this day, so she did not anticipate any of them joining the meeting. She said she reminded them of the June meeting at the same time she invited them to the May meeting.

A review of minutes to approve took place. The following meeting minutes were then reviewed individually and approved for posting on the website. February, (Moved Ms. Sanders/2nd Ms. Guyton); March (Moved Ms. Guyton, 2nd Ms. Sanders) and April (Moved Ms. Guyton/2nd Mr. Kesner) of 2022 and November (Moved Ms. Sanders/2nd Ms. Robinson) of 2021. All were approved with changes made during the meeting reviews. It was also determined that we still needed to review and approve the December 2021 and January 2022 minutes. The chair will review her notes and determine who actually took minutes for those meetings and work to get them completed.

Mr. Harbaugh announced Mary Beth Myers will no longer be representing Shepherd University on ACCE. Jayne Angle has agreed to represent ACCE via Zoom as much as possible and at least until elections are held in the Spring of 2023.

Chair Derrico announced that Matt Turner had corresponded with her regarding rules considered for revision. The group then reviewed those he named: Series 10, 11, 32, 52 and 55. It was also noted that exempt schools do not have to adhere to some of these rules and may have their own policies. There was much discussion on each of the rules. The chair will report our comments to the HEPC.

The group noted several concerns in particular with Series 11 current language or proposed changes which included duplication of programs as it related to exempted schools. Currently duplication at

the same location by different institutions is not allowed. Exempt schools, however, are not subject to this which allows duplication to occur. As more schools become exempt, this could prove to be a huge issue. Some were concerned that it will lead to privatization of some schools, loss of state funding, lower quality of programs, etc.

Regarding Series 32, the group had some of the same concerns relating to exempt schools not requiring HEPC approval. Example: HEPC does not have to approve tuition/fee increases for online courses. Some asked how the new funding formula will affect this rule?

Series 55 is set to sunset 6/4/23. ACCE does not believe schools are ready for that to happen. ACCE thinks the rule lacks specificity in the scope in 2.1.d. And as for 2.1.g, what does “meaningful accountability” look like without HEPC authority? In 2.1.0, in order to provide reliable data, the HEPC MUST declare what they need to accomplish the mandates in code for staff. ACCE does not agree with or understand their unwillingness to do so. 4.4—temporary employee definition is not being adhered to by some schools. Employees are left in temporary status for several years sometimes. 5.1.c—The definition ignores the full language of the grandfather clause. Unless an employee looks at state code, they won’t even know the grandfather clause exists. 5.1.c.1—Who is actually determining non-classified status? The definition of non-classified is A-D in code. 10.1—some schools refuse to allow employees to “bank” up to 240 or 480 hours of comp time as the law allows. Others only allow comp time and some only allow payment. One school is only offering flex time if overtime hours are needed. Other discussion included probationary period, will and pleasure employees, performance evaluations (or lack of at some schools), lack of any training opportunities for staff at some schools, many no longer have staff development funds for staff, lack of merit policy at the HEPC level. HEPC salary guidelines merely say if you’re not on an improvement plan, you are eligible for merit, all class of employees’ compensation comparison to external market, reasons they the CPRC should continue to exist and be an active committee, what does HEPC do to check for deficiencies in HR practices? It was also noted that the June HEPC meeting agenda had no mention of the market study, confirmed funding of such a study, or any commitment (RFP) to do it. Presidents and HEPC/CCTCE stonewalling due to higher wages and what that means for the external market.

Discussions of the July retreat continued including guests to invite and discussion topics.

ACCE members were asked to send their tax-exempt certificates to Ms. Robinson so she can get them to Canaan. She will also let us know when we can book our rooms. Cost of the meeting room will be shared among the membership in attendance. The contract has been sent to the Chair for signature. The retreat dates are July 24-26 and will be held at Canaan Valley Resort and Conference Center.

Campus Concerns:

Vacancies in ACCE positions were briefly discussed. Several have vacancies and no classified employees to fill them.

Mr. Britton announced two job openings at WVNET as well as their July IT Conference meeting dates.

Ms. Pitzer and Mr. Britton briefly discussed the WVNET legislative audit and that it hinted at the possibility of moving WVNET under another part of state government. We could possibly see legislation in the next session to make that happen. WVNET’s core mission is higher ed, but they

serve many state agencies. The audit implied WVNET could do better with tracking its expenditures and purchases and collections for services rendered.

Mr. Britton asked that the minutes reflect ACCE's gratitude for the hospitality of Bluefield State College for hosting our May meeting and providing a great lunch. ACCE also extended thanks to Deidre Guyton, ACCE representative for BSC for being such a gracious host.

Chair Derrico announced that the June ACCE meeting will be held at Fairmont State University on June 13.

Ms. Guyton made a motion to adjourn the meeting that was seconded by Ms. Robinson. The meeting adjourned at 3:35pm.

Submitted by:

Amy Pitzer, Vice Chair
and Minutes scribe in the absence of our Secretary