



Meeting Minutes
August 26, 2022
Via Zoom

MEMBERS PRESENT

Lindsay Morgan	WVU Parkersburg
Jane Fouty	BridgeValley Community and Technical College
Amy Pitzer	Concord University
John Devault	Fairmont State University
Michele Lang	Glenville State University
Teresa Meddings	Marshall University
Erin Trump	New River Community and Technical College
Michael Casey	West Virginia State University
Jenna Derrico	West Virginia Northern Community College
Dara Massey	West Virginia University Institute of Technology
Barbara Sanders	West Virginia School of Osteopathic Medicine
Shirley Robinson	West Virginia University
Verne Britton	WVNET
Jamey Kesner	WVU Potomac State College

MEMBERS ABSENT

Vacant	Blue Ridge Community and Technical College
Deirdre Guyton	Bluefield State College
Vacant	Community and Technical College System of WV
Vacant	Eastern Community and Technical College
Dee Preston	Mountwest Community and Technical College
J. Christopher Gray	Southern WV Community and Technical College
Vacant	Pierpont Community and Technical College
Vacant	Shepherd University
Yodev Ocasio	West Liberty University

GUESTS

Ken Harbaugh, ACCE Emeritus
Robert Long, ACCE Emeritus
Matthew Turner – Executive Vice Chancellor, West Virginia Higher Education Policy Commission
Patricia Humphries – Vice Chancellor of Human Resources, West Virginia Higher Education Policy Commission
Michelle Stark – Human Resources Specialist Senior, West Virginia Higher Education Policy Commission



Chair Morgan called the meeting to order at 9:09 am. The Chair determined that a quorum was present.

MINUTES

July 2022 minutes were not available for review. Chair Morgan will request these minutes be available for review at the September 2022 meeting.

PLANS FOR SEPTEMBER ACCE MEETING

Jamey Kesner confirmed that Potomac State will be prepared to host the ACCE on September 19. Mr. Kesner will invite WV Delegate Gary Howell (R-Mineral County, Speaker Pro Tempore and member of the House Finance Committee).

HUMAN RESOURCES UPDATES FROM THE HIGHER EDUCATION POLICY COMMISSION

Patricia Humphries and Michelle Stark provided human resources updates. Vice Chancellor Humphries has been working half days throughout August but is returning to the HEPC fulltime on September 1.

Michelle Stark shared news about the salary market study. The HEPC is reviewing economic and fiscal conditions and market salary data to determine how salaries have changed in the external market. Effects of inflation are fully evident. Ms. Stark is looking at workforce compensation data from Workforce WV, Payscale, as well as CUPA information to determine external market conditions. Ms. Stark noted that the ACCE group had been asking for “teacher salaries” to be included in the market, though ACCE has actually stated that all K-12 positions should be included, not just teachers. Based on the changes evident in the data, Ms. Stark expects the salary scale to be revised this year. Salaries have changed dramatically and higher education is even competing with food service for workers in some entry level positions. The HEPC aims to have “external validation and analysis” of this data and has reached out to compensation consultants regarding scope of work. The outcome would likely be an adjustment to the pay ranges to accurately reflect the change of the past five years (not a mandate to give across the board raises) and likely some needed reminders to schools about what compensation flexibility they already have under the current system.

Vice Chancellor Humphries expressed that average wage inflation was 3.5% a year for several years going into 2019-2020, and it’s increased since but typically lags cost inflation. She expressed that the HEPC is trying, at least with this update, to maintain the classification and compensation system for all staff and not just classified staff since schools need support for all positions excluding their most senior staff. Vice Chancellor Humphries also wants to revisit WV state code and “propose cleanup” to clarify what institutions need from the HEPC.

Ms. Pitzer asked Ms. Stark about a timeline for the market study work to be completed – she committed to finishing this work in 2022. Ms. Derrico asked for details to be shared with the group on the RFP including the scope of work to be done by the external vendor, and Ms. Stark agreed to share additional details.



Ms. Stark also shared that TIAA has a partnership with SAVI which is open to higher education employees. The service helps employees to identify and take advantage of public service loan forgiveness opportunities. The free service helps an employee evaluate options, but there is a fee if you want to utilize SAVI's plan. The program is launching in September so everyone should be getting more info from their HR offices.

UPDATE FROM MATTHEW TURNER, HIGHER EDUCATION POLICY COMMISSION

Mr. Turner shared some articles and highlighted the data portal on the HEPC website showing a drop in the college going rate, currently at 45.9% in West Virginia and falling nationwide. The challenge is finding new markets to grow into, so Mr. Turner asked all staff to identify what opportunities our schools are missing and to counter the narrative that college is too expensive and not worth the cost. Adult learners, first generation students, and underrepresented groups could all benefit from increased access to higher education. Mr. Turner spoke with Steve White in the Affiliated Construction Trades about challenges with granting credit for apprenticeships towards AAS degrees; messaging is important to make tradespeople recognize the value in earning credits towards a degree. The HEPC will continue incentivizing adoption of open educational resources as those are making a difference to many students.

Mr. Long shared that first-generation and academically underprepared students need more supportive services, not fewer, and yet funding in higher education is not keeping pace with inflation. The higher education budget in 2012-2013 was \$449 million, which would be \$555 million adjusted for today, yet the budget remains flat. Mr. Turner stated that higher ed must demonstrate its value to legislators, who currently hear messaging that higher education has bloated administration, unsustainable or unnecessary building projects, and high costs. Mr. Turner pointed out that West Virginia is 49 out of 50 for lifespan and that people with higher degrees tend to live longer, be healthier, be more involved in their communities, and require fewer social services resources.

West Virginia also has the lowest labor force participation at 55%. In order to convince students or parents to pay for a college education, the state must also address the lack of good jobs for graduates that would allow them to stay in the area and pay off their student loans. Two-year schools are making strong connections with employers through their workforce development initiatives, but four-year schools have a harder time. There are shortages in health care, teaching, social work, behavioral health, and other skilled professions that require degrees.

Mr. Turner wants to bring more of his staff to ACCE meeting to report on the projects and initiatives they are working on, such as Gear Up and Behavioral Health. The HEPC is also working to survey high school juniors and seniors and to create a workable definition of first-generation student. Cindy Anderson has shared information with the ACCE Chair about some upcoming behavioral health seminars starting next month such as Project Echo; Mr. Turner asked ACCE members to share that info.



SHARED GOVERNANCE SURVEY

Ms. Derrico shared with Mr. Turner the goals for a forthcoming survey of all classified and non-classified staff. The ACCE wants to identify barriers for staff to participate fully in shared governance as well as to share best practices and successful strategies. As this is a survey and not a scientific study or experiment, colleges should not need to run this by Institutional Research Boards. Mr. Turner did not see an issue with allowing this survey to be conducted through the Higher Education Policy Commission's official SurveyMonkey account and would speak with Melanie Baker on his staff about what would be needed to make this happen.

COMMITTEE ASSIGNMENTS

Chair Morgan directed all Committee Chairs to schedule quarterly committee meetings (including the ACCE Chair) and to share findings or accomplishments with the ACCE. Some projects include:

The Benefits Committee will inquire about employees being required to pay up front for medical care in the ER following accidents due to the possibility of litigation. Some employees at Concord were unable to use their PEIA or auto insurance to cover medical care in separate accidents at separate hospital ER rooms. They were informed they had to pay in full up front and seek reimbursement. The ACCE is concerned that this undermines the value of the insurance benefit and puts employees' health and financial wellbeing at risk. Private hospitals in particular may turn people away for even life-saving treatment. The committee can also keep the group apprised of any developments with regard to PEIA funding.

The Bylaws Committee will develop recommended language for three sections of the bylaws: elections, emeritus status, and due process for members with excessive absences or other failure to complete duties. The Committee will present recommendations for the ACCE to consider and vote on by the end of the calendar year. Robert Long suggested that the ACCE should review the election section of the bylaws together immediately following any ACCE election.

The Web/Communications will continue working with Matt Turner and Melanie Baker to conduct the survey regarding participation in shared governance. Mr. Britton will also correct Chair Morgan's email address on the ACCE members page.

NEW BUSINESS

Ms. Sanders shared that she is planning to retire at the end of June. If she is not on campus at the time of the June ACCE Meeting at WVSOM, the newly elected ACCE rep and the Staff Council Chair will host the meeting.

Chair Morgan will ask the HEPC for an ACCE representative to appear on the agenda for the October 11 HEPC meeting.

Ms. Derrico motioned to adjourn. Ms. Massey seconded. The meeting adjourned at 12:07 pm.

Respectfully submitted - Jenna Derrico, ACCE Secretary