



Meeting Minutes
September 19, 2022

West Virginia University Potomac State College and 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
Dee Preston	Mountwest Community and Technical College
Erin Trump	New River Community and Technical College
Jayne Angle	Shepherd University (Proxy)
Yodev Ocasio	West Liberty University
Michael Casey	West Virginia State University
Jenna Derrico	West Virginia Northern Community College
Scott Maxwell	West Virginia School of Osteopathic Medicine (proxy)
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 University
Vacant	Community and Technical College System of WV
Vacant	Eastern WV Community and Technical College
J. Christopher Gray	Southern WV Community and Technical College
Vacant	Pierpont Community and Technical College
Dara Massey	West Virginia University Institute of Technology

GUESTS

Ken Harbaugh, ACCE Emeritus
Matthew Turner – Executive Vice Chancellor, WV HEPC
Patricia Humphries – Vice Chancellor of Human Resources, WV HEPC
Elizabeth Manuel – Senior Director of Student Affairs, WV HEPC
Micah Pears – Director of Facilities, WVU Potomac State College
Dr. Chris Gilmer – President, WVU Potomac State College

Several members of the WVU Potomac State College Staff Council also joined the ACCE for lunch.



Chair Morgan called the meeting to order at 9:27 am. The Chair determined that a quorum was present.

MINUTES

Ms. Derrico motioned to approve the July 2022 ACCE Retreat minutes as amended. Ms. Robinson seconded. Minutes were approved.

Ms. Meddings motioned to approve August 2022 minutes as amended. Mr. DeVault seconded. Motion was approved.

HUMAN RESOURCES UPDATES FROM THE HIGHER EDUCATION POLICY COMMISSION

Patricia Humphries shared that the newly implemented SAVI program which will help employees navigate federal student debt regulations, consolidate loans, and apply for student loan forgiveness. SAVI is a free service with the option to pay for additional assistance. Recordings of info sessions about the service are available for those who want to learn more.

The HEPC has met with Mercer to discuss the ongoing salary market study and has also met with Chief Human Resource Officers to discuss how to improve data by using the proper job codes. Vice Chancellor Humphries says the HEPC can perform the majority of the study using MarketPay, such as researching market pricing; purchasing, loading, and matching our system's jobs to those markets; and updating the salary structure. The HEPC would then contract with Mercer to review the data and make adjustments. The HEPC is looking to utilize interns from WVU and Marshall HR Compensation graduate programs for data entry work.

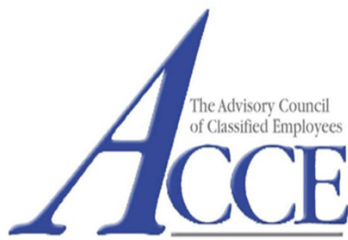
Ms. Pitzer asked why the HEPC was not using the two committees established by the WV legislature to help with this process. Schools are recognizing that the current pay scale is not keeping up with their hiring and retention needs, and without a necessary update soon they may choose not to use the system at all. Vice Chancellor Humphries said the JCC will clean up or clarify job titles and descriptions if necessary, but in a market-based system she does not believe the CPRC is workable. Michelle Stark is working on some training for the JCC and emphasized the HEPC has not used Payscale to its full extent. The HEPC is working with Marshall to create an interface so Marshall data can be included.

GEAR UP PROGRAM

Executive Vice Chancellor Matthew Turner introduced Elizabeth Manuel, Senior Director of Student Affairs at the HEPC, who provided the group with information on the \$24.5 million federal Gear Up grant which includes the following initiatives:

CFWV website – College For West Virginia. Students can start building a portfolio starting in 7th grade and access a scholarship search engine. CFWVConnect provides educators with resources for outreach such as FA 101, Admissions 101, College 101.

Txt 4 Success – Students opt in for texts through 12th grade and into their first year in college to help them with the transition. This service was especially helpful during the pandemic when students had more questions and mental health challenges.



College Application and Exploration Week – elementary schools through high schools as well as adult education centers participate. The event begins October 31 this year.

Statewide FAFSA completion campaign – FAFSA completion is promoted through webinars, FA resource materials at events, and presentation in schools.

College Decision Day – These events celebrate the choice to pursue higher education, similar to signing events for athletes. High schools who hosted these events and either met their college acceptance goals or increased their numbers are designated as Champions of College Access and Success.

WV GEAR UP – This grant is in its 3rd 7-year cycle and focuses on 2 cohorts (7th/8th graders plus 12th graders). 11 counties are included and services are based on need as well as other criteria.

Student Success Summit – Held in Charleston with the WV Dept of Ed.

#celebratefirstgen day is Nov 8. Last year, 17-18 institutions participated; 16 are already signed up for this year. A first gen outreach effort, including identifying how the term is defined.

Virtual Campus visits – 19 institutions participated offered virtual tours to middle and high school students, though the effort now is to bring students back onto campuses. Funding came from GEAR UP grant but it was available statewide.

Student Success Leadership Council – For the past two years and in partnership with the HEPC/CTCS, the Advisory Council of Students worked with high schoolers to share how to be ambassadors for college-going to their peers in their high schools.

Matthew Turner mentioned that even though enrollment is down at 2-year and 4-year schools, there are still markets to extend into, such as first gen students and those with “stranded credits” and no degree. He also mentioned a recent commitment from Marshall University’s president that students in 10 years should be graduating debt-free through a combination of financial aid, paid internships, and finding alternate sources of funding to fill gaps.

SHARED GOVERNANCE SURVEY

Mr. Turner also has approved the ACCE to use the HEPC’s SurveyMonkey account to distribute the survey on shared governance. He suggested each ACCE member talk with their presidents to make sure they’re on board.

DR. CHRIS GILMER – PRESIDENT, WVU POTOMAC STATE

President Gilmer shared that he was a first-generation student and he stressed the need for non-hierarchical governance on campus as much as possible as well as strong communication and transparency. He is in his third month as president at WVU Potomac and was formerly president of WVU Parkersburg, and he’s excited to experience the resources of a Tier 1 research university.



When asked about his approach to the covid pandemic, he said that although protocols are more relaxed now, the college would keep evaluating based on data and he wouldn't hesitate to reintroduce protocols if needed even if the idea is unpopular.

PRESENTATION TO THE HEPC

The ACCE discussed what topics to share at the Oct 11 HEPC meeting. Ms. Derrico shared the ACCE presentations to the HEPC from 2020 and 2021 to review the number of issues brought to the Commission's attention that still have no resolution:

1. There has been no funding fix for PEIA.
2. 5-year external market study is not on track and very little is set to be completed by an outside agency. Changes in commitments/timelines/scope of work are eroding the trust that ACCE has in the HEPC, particularly the HR functions.
3. Benefits are diminishing and the ability to attract and retain staff is suffering.
4. Inflation is eroding any modest salary gains. According to the Bureau of Labor Statistics, the dollar had an average inflation rate of 5.03% per year between 2019 and today, producing a cumulative price increase of 15.85%. One dollar today only buys 86.207% of what it could buy in 2019. The inflation rate in 2019 was 1.76%. The current inflation rate compared to last year is now 8.26%.

The presentation could also include that the ACCE has never denied a non-classified employee from serving if they were duly elected in the absence of classified staff.

Ms. Meddings asked what's stopping the state from pursuing other healthcare plans. Ms. Pitzer said WV is a self-insured state with a board of risk handling claims against universities (like roof collapsing, etc.) and self-insured through PEIA. WVU has talked about trying to get the state legislature to release them from the requirement to participate in PEIA so they can perform an outside bid for a better deal.

CAMPUS CONCERNS

Ms. Derrico shared that COVID protection protocols have fallen off entirely at most schools, but COVID continues to be a large risk for some students, staff, and faculty and their families.

Ms. Pitzer said that when she asked whether the Presidents Council has heard anything from the HEPC regarding the market study, Concord President Boggess said no. The only time the topic is mentioned is when the ACCE Chair has addressed the Commission or Council.

The ACCE extended its gratitude to WVU Potomac State College for their hospitality.

Ms. Fouty motioned to adjourn. Mr. Britton seconded. The meeting adjourned at 2:45 pm.

Respectfully submitted
Jenna Derrico, ACCE Secretary