



Minutes
September 25, 2023
Southern WV Community & Technical College
Logan Campus

MEMBERS PRESENT

Shelly Stewart	Southern WV Community and Technical College
Jenna Derrico	West Virginia Northern Community College
Jodi Vincent	West Virginia University
Shelden Mullens	West Virginia School of Osteopathic Medicine
Verne Britton	WVNET
Jane Fouty	BridgeValley Community and Technical College
Jenny Boggs	Glennville State University
Teresa Meddings	Marshall University
Amy Pitzer	Concord University
Justine Bohon	Fairmont State University
Dee Preston	Mountwest Community and Technical College
Yulia Friman	Shepherd University
Marcella Snyder	West Liberty University
Michael Casey	West Virginia State University
Dara Massey	West Virginia University Institute of Technology
Martha Leeson	West Virginia University Parkersburg

MEMBERS ABSENT (Excused)

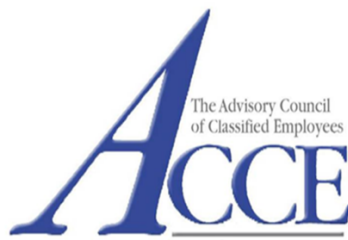
Chip Hawkins	Pierpont Community and Technical College
Vacant	Community and Technical College System of WV
Vacant	Eastern WV Community and Technical College
Vacant	West Virginia Higher Education Policy Commission

MEMBERS ABSENT (Unexcused)

Deirdre Guyton	Bluefield State University
Eric Unger	Blue Ridge Community and Technical College
Erin Trump	New River Community and Technical College
Aaron Smith	West Virginia University Potomac State College

GUESTS

Ken Harbaugh	ACCE Emeritus
Bob Long	ACCE Emeritus
Stacy Dingess	Chief External Affairs Officer, Southern WV Community and Technical College



Chair Derrico called the meeting to order at 9:18 am and determined that a quorum was present.

Introductions

Current and new members, Zoom and in-person, introduced themselves as this is the first regular meeting of the new term held since the July 2023 retreat.

HIGHER EDUCATION POLICY COMMISSION

No one from HEPC was available to provide an update.

Several Board of Governors' (BOG) trainings are scheduled, including a summit to be held in October 2023. Two to three years ago, Matt Turner informed the group that the Governor expelled a BOG member for not attending training but did not specify who or which school. Chair Derrico spoke of the group's training with Kristin Boggs regarding the Open Meetings Act. She feels that all the BOG groups would benefit from a refresher. HEPC should have just met. Chair Derrico will reach out to HEPC to see if there are any updates at all and share with the group if any are provided to her. There is no timeline for the market study.

MINUTES

June 2023 minutes were reviewed, amended, and approved as amended. Sheldon Mullens motioned to approve; Jodi Vincent seconded. Jenna explained the necessity of clear, detailed, and concise minutes. July 2023 minutes were reviewed, amended, and approved as amended. Shelly Stewart motioned to approve; Teresa Meddings seconded.

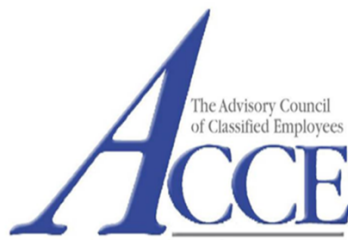
Committee Reports/Discussion

Chair Derrico asked if any ACCE standing committees had met since the July 2023 meeting.

Benefits Committee – Dara Massey and Dee Preston report that no meeting has been held nor any updates that they are aware of. Question was asked if anyone has heard if the pay increases have offset the recent July PEIA increase. Jane Fouty reported that no information is being shared at BridgeValley, while Dara Massey reported that very little information has been shared at WVU Tech. Chair Derrico requested that we all endeavor to get information from our various campuses as we can. Jenny Boggs is working on a report for their BOG meeting to determine who on their campus is paying out more for PEIA since the July increase. Chair Derrico reported that WV Northern sent out a spreadsheet to assist employees in figuring out how PEIA increases will affect their pay. WV Northern has reinstated a committee for analyzing how employees move through their pay ranges.

Salary tiers have changed that determine PEIA premiums.

Chair Derrico asked that any schools having classification and compensation plans share the information with the ACCE LISTSERV.



Legislative Committee – Bob Long reported that the committee did meet. They are planning to meet with influential legislators over the next few months. Interim meetings are to be held in October and November. Margaret Long is reaching out to Senator Boling’s secretary to request a short meeting. Discussions to include:

- Market Study issues – Classified employees are being paid on 2017 data, while faculty and upper administration are being paid on the most recent data.
- Classified vs. Non-Classified – any indication that they may move on this issue in the upcoming sessions – any potential changes to 18B.

ACCE will continue reaching out to local legislators, inviting them to ACCE meetings.

Stacy Dingess, Chief Executive Affairs Officer, Southern WV Community and Technical College

Mr. Dingess attends events/meetings when Southern’s President Alderman is unable to do so. He stated that he was classified staff for many years and appreciates that ACCE is an advocate for not only classified staff but for all staff. He fundraises for the college’s foundation as well as various scholarship programs at the college.

Mr. Dingess shared that from connections he has made during these fundraising events, tomorrow, September 26, 2023, NASA is coming to their campus for a recruitment event. This opportunity came from a new donor (former Logan resident now living in Florida). The donor’s daughter works for NASA and asked if Southern would like to host a recruitment event and all are excited about the opportunity. The first Hatfield-McCoy trail ride sponsored by the college is coming up this weekend. There is much community outreach done from his office.

Mr. Dingess addressed the new campus carry law (SB10) that goes into effect July 2024. They have a state trooper on campus as an adjunct instructor to assist in getting the campus prepared for the law to go into effect across the state. He feels there are pros and cons to this law, and they are approaching it cautiously, as it is an area of great concern. The focus is to prepare as well as they can to protect the staff, faculty, students, and community. When asked if Southern will implement all 13 portions of the bill, Mr. Dingess noted that all institutions have their own unique situations, so no two will have the same plan. Chair Derrico asked if staff are involved in the planning process and what everyone is doing to implement the mandates. When asked if the HEPC has provided any information to them, he responded there is nothing he has been told of, but he hopes that they will. Our final topic of discussion with Mr. Dingess centered around hybrid/remote working. He stated that it is certainly a high priority when recruiting and hiring. Right now, they have no one working entirely remotely, though there may be someone with a medical issue temporarily remote, but none completely remote full time. The group thanked him for his visit and the informative discussion.



Continuing Committee Updates

Web Committee – No update.

Chair Derrico did ask that when the committee does meet, would anyone like to be trained on processes that can be shared.

Student Advocacy Committee – No meeting

Shelden Mullens – WVSOM – a new Master of Biomedical Sciences being instituted at the Osteopathic school, with a goal of at least 10 students in the first cohort.

WVSOM offers five full tuition waivers to qualified West Virginians for the DO program. They are working to make the program more inviting to WV residents to keep them in the state.

Medical schools across the nation are seeing an increase in applications. It is estimated that there will be a shortage of physicians in the next five years. Shelden noted that the previous CFO put them in a good position and the new CFO has much more higher education experience. They plan to expand with two additional faculty dedicated to the new MBS program.

Chair Derrico asked if there are any changes to the demographics of students and are there any notable initiatives for recruitment and retention. Jodi Vincent reported that they are seeing a large uptick of international students who were accepted but couldn't come due to the turmoil in their countries. This is of concern due to the financial aspect of this situation.

The chair asked if anyone knows of daycare solutions for students and the answer is primarily to offer an online option for attendance.

There is not enough technology to loan out for student use.

Shelly Stewart – food banks/food insecurity is a big issue on campus. They have food trucks that come to campus with food giveaways for the students/community.

Retreat Committee – Working on options for the July 2024 retreat.

Bylaws Review Committee – Code reference at the beginning of bylaws needs to be reviewed to verify accuracy.

Chair Derrico reminded group that everyone should participate in at least one committee.

Old Business – none reported.

New Business

Marshall University will conduct an employee engagement survey from September 26, 2023, through October 15, 2023.



Marshall University is in the process of creating a non-classified staff council.

WVSOM recently held an employee engagement survey attempting to:

- Gauge the mindset of staff.
- Ask for feedback on changes staff would like to see.
- What is working well?
- What events would they like to see staff council host? Pickleball?

The survey was 5 questions and 2 open-ended questions.

Verne Britton asked if there was a filter on the survey or will the unedited answers go to the president. Sheldon Mullens reported that all information will be provided to the president, focusing on legitimate concerns.

One item of note is that WVSOM hosts an annual event to boost morale of staff and they would like the opportunity to host more of these events.

Jane Fouty – BridgeValley

The college has focused almost entirely on finances. Some divisions have been divided up across campus.

BridgeValley now has a CDL simulator on campus.

Chair Derrico noted that she has concerns about the ongoing opportunities for CDL holders.

Dara Massey – WVU Tech

They were notified Thursday of the changes coming to Tech.

As of July 1, 2024 – these changes will go into effect.

- Losing administrative support in several departments, with four being closed in her area of Student Life.
- January 2024, announcements will be made as to which faculty will be affected by the changes. They will be employed until 2025, but she is unsure if this will be through their contracted employment or how this change will finish.
- People will be moved to other areas to accommodate need as these changes take effect.
- They were going to hold a staff council election this past August but held off due to the impending changes. They will now move forward with the election to get their council reestablished and operational.
- Anyone close to retirement will save positions. No positions will be reopened. Not necessarily a freeze, but position elimination by attrition.
- The president has been working with other state agencies to help those losing their jobs to find a job somewhere else. They have the rest of this fiscal year to find new employment.



Chair Derrico reported that she was contacted by a reporter asking questions about WVU. She advised that they speak with WVU with their questions.

Jodi Vincent – WVU

President's meeting being held today. President Gee said they will move from 6 colleges to 3 colleges, but no timeline reported.

Bob Long spoke of an article in the Gazette regarding cuts at WVU. The article is called Salaries by the Numbers. More than 500 non-academic positions cut in the past decade.

Jodi Vincent notes these were cut in the last year. Amy Pitzer reminded the group that this is why it is so vital that we receive the needed market study data.

ACCE extends their appreciation to Southern WV Community and Technical College for their hospitality for today's meeting.

Adjournment – Shelly Stewart motioned to adjourn; Jane Fouty seconded.

Meeting adjourned at 1:59 p.m.

Submitted by,

Teresa Meddings
ACCE Secretary