



Minutes
October 23, 2023
West Liberty University

MEMBERS PRESENT

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

MEMBERS ABSENT (Excused)

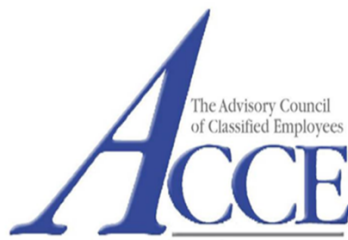
Vacant	Community and Technical College System of WV
Vacant	Eastern WV Community and Technical College
Vacant	West Virginia Higher Education Policy Commission

MEMBERS ABSENT (Unexcused)

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

GUESTS

Ken Harbaugh	ACCE Emeritus
Bob Long	ACCE Emeritus
Dr. Tim Borchers	President, West Liberty University
Jade Irving	Higher Education Policy Commission
Matthew Turner	Higher Education Policy Commission
Taran Wolford	Higher Education Policy Commission



Chair Derrico called the meeting to order at 9:00 am and determined that a quorum was present.

HIGHER EDUCATION POLICY COMMISSION

Matt Turner introduced Jade Irving. Ms. Irving will be inputting all information related to the campus carry law.

Ms. Irving provided a brief update on the information she has received so far from Marshall University and Concord University on where they are with implementation plans for needed measures to address campus carry when it goes into effect July 1, 2024. She has not received information from other institutions. When asked about additional funding being made available and the hiring of a consultant to assist institutions with implementation, Mr. Turner advised that to date there has not been support for additional funding to implement safety measures. After contact with other institutions across the country who currently have campus carry in place, there is no indication that there have been significant issues with implementation, so HEPC will not be hiring a consultant. Chair Derrico noted that WV Northern is working to pass a policy to restrict certain areas of their campus from concealed carrying of firearms, and Mr. Turner agreed that having a policy in place for any situation is favorable and can provide guidance on best practices. Group conversation with Mr. Turner involved questions about interpretation/explanation of certain points in the law and Mr. Turner requested that ACCE put together a list of questions to be addressed and forward to both he and Ms. Irving to address.

Mr. Turner discussed deferred maintenance and where they are in the process of distributing funds. The various institutions worked diligently to provide their lists to HEPC, who in turn provided these lists to the Governor's office for approval. There has been a slight delay in distribution as there was a push to locate matching grant monies for the requests. Distribution should be equivalent across all institutions, and we should start seeing projects begin soon.

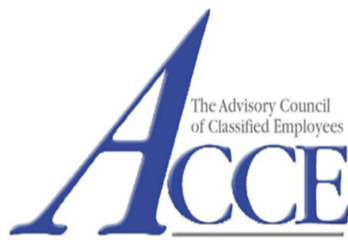
Taran Wolford shared HR updates with the group. As she is still new to HEPC, she is still in the learning and training phase. She was working with a technical consultant on the salary study, but that consultant left, and she is still trying to get with the new consultant on the study. Ms. Wolford has been working on CUPA-HR information and strongly encourages all institutions to gain this information as well.

TIAA – HEPC is bringing in a 3rd party to assist with forced requirement distributions and are working with a consultant to bring in a ROTH option as well.

Ms. Wolford commented that the CFO conference is being held in November 2023 at Fairmont State University, but she is unsure if registration is still open.

Compensation – they are down staff at HEPC, so she has been pulled away from the compensation work for the last six weeks to assist other areas.

Amy Pitzer asked Ms. Wolford about what is being done with the market study to address pay discrepancies. We do not feel that our concerns are being taken seriously at the HEPC. She advised Ms. Wolford that there is a committee in place, that is in WV Code, to assist with job classifications. Trish Humphries has declined to utilize this committee as she states that she disagrees with the committee



function. Ms. Wolford notes that she is trying to be as transparent as possible and since coming into this position, she is working to learn what is happening to be better equipped to speak to the issues and that she understands our concerns. She reiterated that compensation has been placed aside as she is assisting in other areas. Her hope is that the employee she is covering for will be back in a month or so and she can then return her focus to compensation. She understands that there are multiple positions with multiple titles and that more classification consistency is needed. Ms. Pitzer noted it is getting harder and harder to believe there is internal equity as Administrators are paid on current salary schedules, but staff are not. It is getting to the point where it won't be fixable, and we will have to start all over again with the whole process. Chair Derrico noted, this is a system that hasn't been maintained since it was created in 2017. We have been stressing over multiple budget years that the market study would be due at end of FY21, then told it would be by end of calendar year. Funds were to be set aside for the new study but does not appear this was done and now we are being told it is too expensive to hire a consultant to take care of the whole project. ACCE's view is that HEPC is not using available staff resources as it is not a priority that the HEPC is interested in focusing on. Now Ms. Wolford was brought on board and then pulled to other tasks with no focus on this. It is not sustainable in its present form. We are only asking that the HEPC do what policy mandates. Ms. Wolford stated that she does understand our frustration and that information is crucial. She just has not been able to focus on this fully but is trying to ask the right questions to move forward and make progress.

Dr. Tim Borchers, President, West Liberty University

Marcella Snyder introduced Dr. Borchers and noted that he just recently passed his first 100-day mark as West Liberty's President.

Dr. Borchers came from a small hilltop university in Nebraska that is very similar to West Liberty, and he has found everyone to be very welcoming here, as well as those he has met throughout the state. During his first 100 days he completed a listening tour across the campus and met with the HEPC Chancellor. He followed these meetings up with a report to the West Liberty employees and is looking forward to making some updates and changes across their campus. He shared several developments that are upcoming for West Liberty:

- Implementation of their first doctoral – Ed. D program this semester. Will be mostly online, but there will be some on-campus classes.
- Launching an aviation program with Marshall University.
- Working on dual enrollment pathways with local high schools.
- Moving the Student Success Center, physically, but also moving to a more holistic support system for students.
- Enrollment is up.
- Student engagement seems stronger for freshmen this year than in the past. They are attending scheduled events, showing up to their classes, etc. The hope is that this will show in retention numbers.
- The hope is that the deferred maintenance monies will come through soon.



- IT Services - Moving away from current wireless provider to Apogee. Each student will be able to connect 10 devices wirelessly. Building a new aquatic preservation to take care of the animals during construction projects, then put back in natural habitat.
- Campus carry – working to make sure everyone understands that the state passed this law, not just a West Liberty decision as many thought. They are in planning stages but working to put together a spending plan/need for any additional plans.
Marcella Snyder (West Liberty ACCE rep) is on the planning committee. They are pulling a team together from all different areas of campus. They do plan to use as many of the exemptions in the law as possible.
- Athletic Director retired last Friday, and interim is in place currently.
- Women wrestling team is starting up.

Discussion around attracting more students to higher education and Dr. Borchers noted that West Liberty is working to offer more online classes and provide technology and support to these students quickly as possible.

Chair Derrico shared with Dr. Borchers that ACCE is asking that the market study be updated and that we have had ongoing issues with getting updated information. She asked if he is aware of any information on the market study. His background is in collective bargaining, and he understands our concerns. Everyone at West Liberty slotted in paygrade 2 have been moved to the mid-point. He is in the beginning stages of understanding the salary system, etc. Chair Derrico also stated that we no longer receive the yearly “bump” in salary, so we wonder how we stay equitable when bringing new people in and we feel this increase needs to be built into all institutional budgets each year to plan for pay increases to which Dr. Borchers agrees “totally”.

MINUTES

Review of September 2023 minutes tabled. Teresa Meddings will share with the group via email for review.

Committee Reports/Discussion

Chair Derrico reminded the group that we need to get a baseline idea of what each committee will attempt to accomplish during this term.

Benefits Committee

Benefits – if our HR offices are not sending out notices on TIAA, then we should be asking questions. We can make all the changes online without talking to a live person.

Legislative Committee – No meeting since last ACCE meeting in September.

Bob Long reported on the follow-up he was requested to complete. He has communicated with the secretary of Senator Boley to schedule a meeting with her during the December 2023 interim legislative meetings. He is awaiting a call back from the secretary to have this scheduled. Mr. Long will ask the secretary if she has been able to share the House Bill information with the Senator that he requested and report back to ACCE as soon as possible.



Chair Derrico asked if there are any legislators we should invite to our November meeting in Morgantown. Jodi Vincent will reach out to the representatives in and around Morgantown to invite them to join us. Mr. Long suggested we try to meet with other legislators the day we meet with Senator Boley. Chair Derrico suggested that we offer the Zoom meeting option to representatives to make meeting with us more convenient for them.

Web Committee

Verne Britton requested that the ACCE Staff Engagement Survey be added to the agenda. After much discussion, he feels that the survey is not progressing at this time, noting that this is his opinion and not to be considered the view of the committee.

After discussion with the group, it was decided that the survey questions would be reviewed at a later time.

Mr. Britton reported that he is working on uploading several new pictures of the ACCE members as well as removing those who are no longer on the council.

At this time, introductions were made around the room and the virtual room for the benefit of our new member, Maynard "Chip" Hawkins from Pierpont Community & Technical College. Chair Derrico welcomed Chip to the group and invited him to ask any questions he might have as they come up.

Student Advocacy Committee – No updates.

Chair Derrico advised that maybe the committee ask their Student Government Associations what students are feeling/saying about campus carry.

Retreat Committee – Committee did not meet.

Jane Fouty stopped at Chief Logan State Park after our September 25, 2023, meeting at Southern Community & Technical College and spoke with the Events Coordinator. They can match what Canaan Valley has provided to the ACCE in the past and their prices are similar to Pipestem Resort. She is also checking other locations and maybe after the first of the year the group can discuss options for location of the July 2024 retreat.

Bylaws Review Committee

Chair Derrico reported that there are a few adjustments needed to the bylaws. She requested that the committee make these adjustments and share them with the group so that they can be voted on.

These sections of the ACCE bylaws were discussed in the afternoon:

- Authority Section – Amy Pitzer verified that the code reference is correct.
- Only change is on page one, paragraph one – Change Series 53 to Series 55
- Section 2: Membership
 - Paragraph 2 under B
 - Change "a member" to "an ACCE member".



- Proxies
 - Article 8, Section 5 – The Bylaws Committee to introduce a sentence to reference Article 4, Section 2 regarding non-classified employees.

Old Business

Chair Derrico will send out the list of questions for the ACCE survey to the group to be reviewed with an option to vote on how we feel about continuing the project.

New Business

A review of the Campus Carry Law was conducted. Questions were submitted to send to Matt Turner at his request. Chair Derrico will provide the completed list to the group via email before submitting to Mr. Turner.

ACCE extends their appreciation to West Liberty University for their hospitality for today's meeting.

Adjournment – Jenny Boggs motioned to adjourn; Michael Casey seconded.
Meeting adjourned at 3:26 p.m.

Minutes submitted by:

Teresa Meddings
ACCE Secretary