



Minutes
February 16, 2024
West Virginia State University (and Zoom)
Ferrell Hall – Room 113
9:00 a.m.

MEMBERS PRESENT

Rebekah Hatch	Bluefield State University
Jane Fouty	BridgeValley Community and Technical College
Amy Pitzer	Concord University
Justine Bohon	Fairmont State University
Jenny Boggs	Glenville State University
Carleen O'Neill (proxy)	Marshall University for Theresa Meddings
Dee Preston	Mountwest 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

MEMBERS ABSENT (Excused)

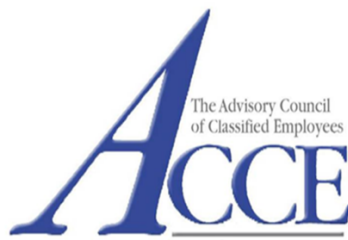
Vacant	Community and Technical College System of WV
Vacant	Eastern WV Community and Technical College
Vacant	West Virginia Higher Education Policy Commission
Vacant	West Virginia University Potomac State College
Erin Trump	New River Community and Technical College
Melissa Graham	West Virginia University Parkersburg

MEMBERS ABSENT (Unexcused)

Eric Unger	Blue Ridge Community and Technical College
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GUESTS

Ken Harbaugh	ACCE Emeritus
Bob Long	ACCE Emeritus
M. Ericke S. Cage	President, WVSU



1) The Chair will determine that a quorum is present.

Jenna Derrico called the ACCE meeting to order at 9:03am. Chairperson Derrico appointed Jodi Vincent to take the minutes until an election for Secretary could be held.

Present to speak with members was the President of WV State University, M. Ericke S. Cage, who spoke regarding WVSU and all university challenges and staff challenges. Some items WVSU is trying to do to support employees: The biggest issue is compensation – and it is a recurring issue. President Cage wishes they could address this better but thin margins are not unique to WVSU. So, to counteract this, WVSU rolled out some other initiatives.

a. Any full-time employee who has been employed for one year – WVSU will cover bachelor and graduate degrees cost for employees in full except for books.

b. Piloting a program because staff council says staff wants more flexibility in how they work. Piloting will be beginning this summer with as many staff members as possible for it to transition to a full program in the fall semester. Challenge is that not everyone will be able to participate in this project; committee which includes CFO, Staff Council President, etc.... to address ways for more employees to be able to participate – such as possible 4-day work weeks.

c. Instituting a formal employee evaluation for staff members. Put together an instrument with staff input. Also provides a way for the staff member to provide feedback to the manager. This is something that hasn't been happening on a regular basis.

Jane Fouty asked President Cage to provide more information regarding the launch of the doctoral degree. He said it is an EdD in Leadership Studies, completely online. It is geared to people looking to move or moving to the next career level. This degree will give WVSU a national footprint. This is going to be rigorous program with a practical dissertation.

Bob Long advocated for a Unity Agenda that includes all constituent groups. How do you ask for more money when you are always asked to do more with less? President Cage stated that legislators seem to be focusing on funding projects which can show progress and he was not opposed to joining ACCE at the table with HEPC and the legislature.

ACCE Chairperson Jenna Derrico said ACCE would like to conduct a survey of staff across the state. Would you and WVSU be supportive of taking the temperature of your staff? To which WVSU President Cage replied 'Sure. We have done our own, but I would definitely be supportive of something like that.'

2) ACCE Secretary Position Election

Jane Fouty and Michael Casey served as election tellers from the 2-year and 4-year schools. The election was opened for nominations. Jenny Boggs nominated Jodi Vincent for Secretary of ACCE, Sheldon Mullens seconded the motion. Nominations closed. The entire ACCE voted unanimously for Jodi Vincent as Secretary of ACCE.



3) Review of Minutes

Minutes from the December 2023 meeting were reviewed and corrected. Motion was made to approve the corrected minutes by Jenny Boggs and seconded by Michael Casey. Minutes were updated and approved.

4) Updates from the Commission and Council - Next step is that they hear us on the market study question and hear us on the staff survey.

Please be sure to share the email updates of what is happening in Charleston with the proposed legislation with your universities/colleges as much as possible. SB547 is a bill reauthorizing HEPC legislative rules.

HB5027 would require in state food sourcing to increase from 5% to 10%. Punishment for non-compliance would be 10% decrease in appropriations.

5) Committee Updates

Benefits –

Mountaineer Flex Benefit Plan – sending people to each campus to help with benefit enrollment.

Jodi Vincent mentioned that PEIA and WVU are working to come up with a solution to help alleviate burden of premium increases. Senator Caputo has advocated of legalizing marijuana to support PEIA deficit.

Communications – ACCE reviewed the staff engagement survey questions. The Executive Committee will propose a discussion with the Chancellor to discuss the survey.

Legislative – Amy Pitzer and Bob Long met with Senator Boley, a member of the Senate Education and Finance Committee on February 1. They addressed the issues of market study, raise issues, PEIA concerns, and the ability to present to LOCEA. Senator Boley seemed to be unaware that classified employee raises are specified in different section of code than employees in other state agencies. After attentively listening to our issues, she advised us that she would present our issues to her caucus the next day. She recommended that we place our issues in writing and distribute the information to the Chairs of the House and Senate of Education and Finance Committees and to other influential members of the legislature. ACCE needs to plan on what we will do to build our relationships. The Legislative Committee is developing a brochure about these issues.

Executive – Meeting with the Chancellor

Sarah Cross from WVU Potomac State College had reached out to ACCE. Dara Massey stated she had provided information regarding ACCE to Sarah as of the time of the meeting.



Here is the proposed revision to the bylaws which we reviewed today. You can find the existing version of the bylaws here: <https://wvacce.org/wp-content/uploads/ACCE-Bylaws-2023-May19.pdf>

The proposed changes are:

Page 1, first paragraph. Changed "Series 53" to "Series 55"

Article IV, section 2b under MEMBERSHIP, changed "A member" to "An ACCE member"

Article VIII, section 5. Added this sentence: "A proxy shall be a classified staff member except in situations where no classified employees exist at an institution or no classified staff members are willing to serve as proxy."

The officers at the bottom of the page have been updated to our current officers, and if changes are approved we will add in a new date at the bottom. At our next meeting, the changes in by-laws will be on our next agenda and we will have 2nd reading and vote.

Chair Derrico stopped discussion and shared the new by-laws via e-mail with everyone to read before the next meeting.

6) Adjourn

ACCE thanked WVSU for their hospitality. A motion was made for adjournment by Jane Fouty; seconded by Jenny Boggs. Chairman Derrico called the meeting to close at 3:34pm.

Minutes submitted by:

Jodi Vincent

ACCE Secretary