



Minutes
February 7, 2025
Glennville State University (and Zoom)

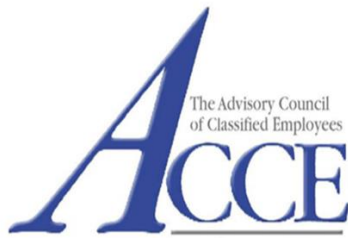
MEMBERS PRESENT

Rebekah Hatch	Bluefield State University
Jane Fouty	BridgeValley Community and Technical College
Amy Pitzer	Concord University
Justine Bohon	Fairmont State University
Jenny Boggs	Glennville State University
Heather Smith	Marshall University
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
Verne Britton	WVNET
Jenna Derrico	West Virginia Northern Community College
Julie Cepec	West Virginia School of Osteopathic Medicine
Michael Casey	West Virginia State University
Jodi Vincent	West Virginia University

MEMBERS ABSENT (Excused)

Marcella Snyder	West Liberty University
Erin Trump	New River 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
Vacant	West Virginia University Institute of Technology
Vacant	West Virginia University Potomac State College
Vacant	Blue Ridge Community and Technical College
Vacant	West Virginia University Parkersburg

MEMBERS ABSENT (Unexcused)



GUESTS

Bob Long	ACCE Emeritus
Dr. Mark Manchin	President, Glenville State University
Jahzeiah Wade	Vice Chair of Advisory Council of Students and GSU's SGA President, and NSLS President, GSU
Eric Marks	Staff Council, Glenville State University
Robin Schimmel	Staff Council, Glenville State University
Jason Phares	Staff Council, Glenville State University
Leslie Mason	Staff Council, Glenville State University
Sherri Goff	Staff Council, Glenville State University

- 1) The Chair determined that a quorum was present at 9:10am.
- 2) There are no minutes from the January meeting due to it being an informal meeting. October and November minutes were reviewed and sent out to ACCE members to read and vote on via email. We received a quorum vote of 11 for passing and zero voting no. Minutes were noted as approved.
Verne motioned to formally approve the minutes from October and November. Julie seconded. Unanimous approval.
- 3) Welcome and Campus Update from Dr. Mark Manchin - President, Glenville State University

President Manchin mentioned GSU's growing health sciences and focus on rural healthcare. GSU received \$20 million from state to build a new Health Science Center. Dr. Manchin believes the closing of federal Dept of Education may be a good thing, and he suggests ACCE members should get more active at the Legislative level. Dr. Manchin thinks we will have better luck working on our own administrations at each university rather than at the state and federal levels.

Talked about a unity agenda with the faculty, staff, students, and President.

- 4) Student Government Association Representative, Jahzeiah Wade
Vice Chair of Advisory Council of Students and GSU's SGA President,
and NSLS President, GSU.

Students at GSU are concerned with showing high school students in West Virginia why college is important. Wade encouraged institutions to



let students know about the resources available to them and to create a marketing pipeline.

Wade explained that the first barrier to students staying in the state is the economy, and he encouraged incentivizing people to stay in state to help grow the state's population and improve conditions for opening and growing businesses. Wade also reminded institutions that their treatment of students is an important determinant in whether they become alumni or just another graduate. It is important to respond quickly to students and to keep departments well-staffed.

Students are also working on the Campus Free Hunger/Mutual Aid Act

5) Open Session with GSA Staff Council

Staff are concerned about increases in PEIA and the additional charges. Staff are also concerned about their low pay and ongoing wage compression. These equity issues are leading to retention issues, and institutions should be budgeting money to fund staff raises and wage compressions.

Eric suggested that we show our institutions that we understand the data, and that it does not suffice to consolidate positions. We should explain to them what we really need. It looks good on paper when institutions pay people more for combined jobs, but this leads to morale issues and burnout.

Money and workload problems are a slow process but needs to be moved forward.

Discussion about the ability to work from home or hybrid positions. Universities should provide merit-based raises to encourage meeting goals.

Discussion about the need for transparency and for meetings with President and BOG to be more of a conversation than an opportunity for staff to listen in.

Concern that there is ongoing undermining of the entire classification system by continuing to allow the growth of non-classified employees.



6) February 14 Presentation to the HEPC

A slide about DEI will be added to the presentation to the HEPC. There was a suggestion to site code on each slide to support the requests of the ACCE. Discussion about HEPC accountability. The presentation will be changed to communicate the most important needs of Classified Employees.

ACCE members had lively conversation regarding how to succeed at the HEPC and state legislature.

7) Committee and Campus Updates

January 2nd Benefit Coordinators should tell classified employees that it is taxable. ACCE members wish to know years of service are needed to retire and what are the rules we have and how is this communicated.

8) Old Business

No updates from the HEPC, even on the Salary Market Study.

HEPC claims they do not maintain the authority to collect data on non-classified staff, but ACCE believes the state code does give them this authority.

Strategic Goal Task Force is meeting their goal to increase enrollment by 5%. There was a 7.4% increase by fall, and overall, there was a 14% increase in enrollment.

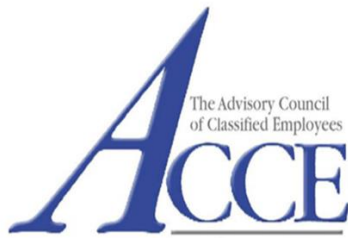
9) New Business

ACCE welcomed new member Heather Smith, Program Manager of the Office of National Fellowships from Marshall University.

Blackwater Falls is in negotiation for the ACCE July meeting. Asking for yay or nay on proceeding with this location. Overwhelming go-ahead to proceed. No objections to Blackwater. Julie motions to have retreat at Blackwater Falls. Dee seconded. Unanimous vote in favor.

Julie brought up that we should be more productive with reviewing minutes.

Amy wishes to know if the Legislative Brochure will need to be updated. Amy states the brochure should be available by next meeting.



10) Thank you, Glenville State University, for providing ACCE with a brilliant location to meet. Thank you, Glenville State University Staff Council for the delicious food provided during our meeting.

11) Adjourn

Motion to adjourn made by Dee. Seconded by Jane. Unanimous to affirm.

Minutes submitted by:

Jodi Vincent
ACCE Secretary