

**Staff Council Meeting**  
Minutes for October 20<sup>th</sup>, 2022

**Call to Order- 2:00 PM**

**Roll Call:**

**Representatives:** Regan Blaha, Stephanie Cunningham, Tricia Marker, Debbie Bennett, Brianna Hickman, Dennis Thorn, Christopher Corbin, Hilary Wilson,

**Absent:** Jenna Derrico, Scott Montgomery, Thomas McQueen, Dan McClure

**Guest:** Dr. Daniel Mosser, Dr. Pam Sharma, Robert Brak

**September 15<sup>th</sup>, 2022- Approval of the Minutes**

Brianna Hickman motioned; Regan Blaha seconded the minutes.

**Guest Speakers**

**Dr. Daniel Mosser (President):**

- **Align HR:**
  - Zach Abraham will lead this initiative. He will be doing focus groups, attending Staff Council meetings and will look at the data to understand that will help us strategize to fix the issues.
  - **Two areas that will be addressed-**
    - Recruitment and Hiring Process
      - Recruiting cycle will be the first issue to be addressed.
      - Find the bottleneck, identify the issues, and make corrections to fix the issues.
    - Human Capital Needs within the College
      - Class and Compensation
  - Work should begin in late October and should take about six weeks to complete the Recruitment and Hiring Cycle.

**Dr. Pam Sharma (Vice President of Institutional Effectiveness)**

- **Employee Satisfaction Survey**
  - Survey completed anonymous and analyzed by a third party.
  - Survey ran from April 11<sup>th</sup>- May 6<sup>th</sup>, 2022
  - 44% of the 232 invited to the survey.
    - Staff- 50%
    - Faculty- 36%
    - Administrative- 14%

- New employees (1-5 years) and veteran employees were the ones who answered the survey.
- **Four Areas**
  - Campus Culture and Policies
  - Work Environment
  - Institutional Goals
  - Involvement In Planning
- 70 items on the survey and Northern could add up to 29 more additional items selected by the Employee Satisfaction Survey.
- **Workplace Strengths**
  - **Campus Culture**
    - Everyone takes pride in their work and treat their students as the top priority.
  - **Work Environment:**
    - The type of work I do on most days is personally rewarding- the Cohort was higher than how WVNCC rated it.
    - The work I do is valuable to the institution- significant difference on how employees rated it in terms of expectations.
  - **Overall Satisfaction:**
    - WVNCC differs from the Comparison Group.
- **Priorities for Improvement**
  - **Priorities for Improvement:**
    - Large gap in terms of importance and that needed to be addressed for hiring, orienting, training; communications; planning cooperation
    - Little improvement at a time is a success.
  - **Staffing; Fair Pay; Communication; Advancement**
    - This area will be looked at and addressed appropriately.
- **Important Goals:**
  - 8-10 goals that employees were supposed to look over such as employee morale, retention, enrollment and developing more programs.
- **Planning Involvement:**
  - No significant differences from us to the cohort.
- **Open Ended Items:**
  - **Quick/Low cost or Urgent**
    - Increase communication within the departments.
    - Facilitate cross departmental collaboration/communication
    - Address hiring issues
  - **Time and/or \$\$ required**

- Consider suggestions to establish new academic programs to meet specific needs
- Improve new employee orientation and training
- Assess campus culture ... comments regarding low morale

**Robert Brak (Director of Human Resources and Development):**

- Class and Compensation Rule was approved by Board of Governors on January 27<sup>th</sup>, 2022.
- Robert Brak will chair the Class and Compensation Committee and will continue to work with committee.
- May 2021, Tricia Humphries explained Class and Compensation to the Staff Council.
- Supervisors are more involved in the hiring process
  - They are scheduling the interviews, putting together their committees, interviewing etc.
  - Shortened EWD processes

**Old Business:**

N/A

**New Business:**

- Send out Student Loan Debt Relief to our staff to make sure everyone is aware of it.
- Next Meeting, we will talk about Professional Development and how to use it.

**ACCE Report:**

**Presentation on Behavior Health Programs**

At their October 17<sup>th</sup> meeting at WVNCC, the ACCE heard a presentation from Carolyn Canini, the Senior Director of Behavioral Health Programs at the West Virginia Higher Education Policy Commission. Ms. Canini shared information about recent mental health assessments in the state showing an increase in demand for mental health services and increased acuity/severity of cases, worsened in both cases by the COVID pandemic. Some strategies schools are using to meet this need is hiring more staff for mental health, building relationships with providers in the community, allocating more resources, and contracting with mental health vendors. The HEPC is focused on sharing grant opportunities for schools to build their efforts, convening groups for the purpose of confidential peer support and sharing best practices, building the behavioral health workforce, communicating available resources including suicide prevention hotlines, evaluating campus-wide strategic planning, implementing resilience-building programs,

providing mental health trainings, encouraging faculty to acknowledge mental health on their syllabi, advocating and raising awareness.

### **Discussion with WV Delegates Erikka Storch and Shawn Fluharty**

West Virginia Delegates Erikka Storch and Shawn Fluharty joined the group to discuss legislative priorities for West Virginia. Delegate Fluharty stressed that a legislative priority this session will likely be how the state spends its money; he stressed the need for the legislature to use funds to fix the state's problems rather than passing tax cuts. Delegate Storch emphasized the need for everyone to educate their legislators, especially since there will be changes to the membership and leadership due to redistricting and a midterm election. The ACCE asked about the lack of a permanent funding solution for PEIA; PEIA leadership has promised a large increase in premiums each year for several years if there is no infusion of new funding. Delegate Storch mentioned that the legislature may look at cracking down on including spouses on public employees' health plans, and the legislature may also have questions as to why certain positions at colleges are being funded when they are vacant. The group discussed the change in funding model for higher education and why this may not go far enough to cover deferred maintenance, salary raises, and other needs.

### **Shared Governance Survey**

The ACCE has gotten support from the HEPC to conduct a survey on barriers to and best practices for shared governance. The group is working with an HEPC staff member to build the survey in SurveyMonkey and disseminate it to all non-faculty employees in higher education. The group is creating a short description of the survey's purpose and scope to share with all institutional presidents ahead of the dissemination of the survey to enlist their support in facilitating and promoting the survey.

### **BOG Report:**

- Dr. Mosser has announced that New Martinsville has hit their year one goal and will continue to meet year 2 and year 3 goals.
- Pizza with the President went well. Students were positive but also had recommendations. These recommendations went to the appropriate people.

### **Sector Rep Reports:**

N/A

**Motioned to Adjourn:** 3:12pm motioned by Hilary Wilson; Seconded by Brianna Hickman.