

Staff Council Meeting
Minutes for April 20th, 2023

- I. Call to Order-** 1:00 PM
- II. Roll Call:**
 - a. Representatives:** Jenna Derrico, Thomas Queen, Dan McClure, Scott Montgomery, Robert Gibb, Regan Blaha, Hilary Wilson, Dennis Thorn, Stephanie Cunningham
- III. Review of Minutes:** Approved
- IV. Chair Report:** None
- V. Old Business:**
 - a. Election Committee**
 - i. An email was sent out on the week of April 19th for anyone who is interested in running.
 - ii. The survey will be sent out April 24th-May 5th.
 - iii. Results will be announced May 8th, 2023.
 - 1. Robert Gibb announced he will run for New Martinsville Campus Representative.
 - b. On-Boarding Process:**
 - i. IT would like an OZ ticket to be used for requests. Other areas will need to be connected with prior to start date of new employee especially Supervisor who have requests for IT or Maintenance.
 - ii. OZ Ticket system will be updated next month.
 - c. Campus Carry:**
 - i. No new developments
- VI. New Business:**
 - a. PEIA Developments:**
 - i. Jeff Sayre sent an email out with a spreadsheet regarding PEIA Developments.
 - ii. Jenna Derrico appreciated the level of transparency that went into the spreadsheet.
 - iii. Tricia Marker and Hilary Curto Wilson spoke with Jeff prior to the meeting to express our concern and seriousness on this matter. The college is still in an open enrollment period.
- VII. ACCE Report:**
 - a. Discussion with Concord University COO/CHRO, Dr. Dan Fitzpatrick**
 - i. The ACCE met at Concord University on April 14 and were able to speak at length with Concord's COO/CHRO, Dr. Dan Fitzpatrick. Dr. Fitzpatrick said his college was pleased that the legislature didn't reduce higher education's budget allocations this year; however, in effect there was a decrease since 4.3% of the allocation at Concord will be required just to meet PEIA increase. He was also happy that colleges received deferred maintenance funds from the legislature but shared that some of those funds are going to be needed to implement SB 10 (campus carry), an

estimated \$250,000 - \$800,000 for Concord. He said that Chancellor Tucker plans to have an external security expert do a survey to guide the college on what it needs to implement this law. Once the cost is determined, they plan to go back to the legislature to ask for the funds.

- ii. An ACCE rep asked if Concord or other colleges had considered options to incentivize employees to utilize their spouse's insurance and opt out of PEIA, thereby saving the college considerable expense? The college could pass on a portion of those savings to the employee.
- iii. Dr. Fitzpatrick shared some details on Concord's compensation goals and HR processes. Concord's compensation goal is for all employees to be at 80% of their range's midpoint. They have a campus-wide minimum wage of \$15/hour and a long-term goal of devoting a percentage of any tuition increase to salary increases. He said that Concord's HR Office has completed internal equity analyses to make sure they're not hiring anyone at a higher rate than anyone else in the same classification. They have adjusted existing staff compensation when they've had to hire in at a higher rate. Concord gives supervisors leeway to hire employees as salaries up to 90% of the midpoint, and special permission is required for anything above that.

b. Bylaws:

- i. At the May meeting, the ACCE will be voting on proposed bylaw changes to formally recognize non-classified representatives elected at schools with no classified staff. The proposed changes would also allow non-classified staff at schools with both classified and non-classified positions to run for the ACCE providing no classified staff are willing to accept nomination. Several schools have asked for assistance with their bylaws and elections to ensure that non-classified staff are properly represented. The ACCE encourages schools to proactively update their own constitutions/bylaws to include non-classified staff as they choose rather than waiting for administrations to dictate how these issues of representation should be resolved. Keeping the language as close as possible to the language in WV Code about classified staff is a good way to maintain continuity.

c. Retreat:

- i. ACCE is planning for the July retreat and may offer another Zoom session open to all staff. The group welcomes suggestions for topics or guests. Some suggestions so far have been mental health first aid, campus carry implementation, and techniques to engage with legislature.

d. Staff Chair Meeting:

- i. Another classified staff chair meeting will be held on Zoom on April 24, 1 – 2 pm

VIII. BOG Report:

- a. The Chair of the Board of Governors, David Artman, term ends on June 30th. The Board of Governors will name a new chair.
- b. There is a new board member- DJ McGaughlin
- c. The New Martinsville Advisory Board meet recently with new ideas, strategies and solutions for the New Martinsville campus.
- d. Rural Guided Pathways is still on-going with the next meeting in June virtually.
- e. The Nursing Accreditation was completed. There were five standards, and a few were met with concern. The concerns are being delt with and fixed.
- f. Dr. Mosser recently met with WVU Medicine and John D. Rockefeller Career Center.

IX. Sector Reports:

- a. American Flags need replaced badly on the Wheeling campus. Tricia mentioned she had them on hand and would replace them immediately.

X. Motioned to adjourn: 2:00PM motioned by Regan Blaha; seconded by Jenna Derrico.