

WVU Staff Council Meeting Minutes

December 18, 2013

8:15 a.m.

Jerry West Lounge – Coliseum

Name	Title	Department	Present
Baldwin, Joan	Nutrition Outreach Instructor	Extension Services	Yes
Baldwin, Larry	Electrical Technician	HSC	No
Bise, Linda	Program Assistant II	HSC	No (excused)
Bolyard, Emmitt	Purchasing Assistant I	Facilities Management	Yes
Bremar, Nancy	Nutrition Outreach Instructor	Extension Services	Yes
Bright, Karen	Nutrition Outreach Instructor	Extension Services	Yes
Campolong, Linda	Housekeeper	RFL	Yes
Campolong, Ron	Trades Specialist	Facilities Management	Yes
Crabtree, Joan	Supervisor Campus Services	Facilities Management	No(excused)
Eddy, Pam	Office Administrator	Student Health	Yes
Edwards, Tiffany	Administrative Secretary	HSC	No
Fletcher, Louise	Traffic Enforcement Officer	Transportation/Parking	Yes
Hammack, Diana	Accounting Clerk	Biology	Yes
Martin, Lisa	Project Coordinator Senior	Event Management	Yes
Martinelli, Dixie	Office Administrator	Extension Services	Yes
Martinelli, Paul	Program Manager	Extension Services	Yes
McCormick, Beth Ann	Admissions Coordinator	School of Medicine	Yes
Morris, Jim	Director	Employee Relations	Yes
Wodzinski, Amy	Program Coordinator	FIS	Yes

Submitted by:

Janelle Squires, Administrative Secretary – Staff Council

Special Guest:

Dr. E. Gordon Gee, President – West Virginia University

Call to Order

Meeting called to order at 8:15 a.m. by the Chair, Lisa Martin, and a quorum was established. Sign in sheet was passed around for members to sign.

First Business

Paul Martinelli had one correction regarding November minutes: Terry Nebel's name had been misspelled. Janelle Squires took note to correct before uploading minutes to website. Approval of November Minutes motioned by Louise Fletcher. Beth Ann McCormick seconded. All approved and motioned was carried.

Treasurer's Report

By Diana Hammack

Diana reported that the balance is \$3543.43 with a charge of \$650.80 for the retreat refreshments. There is a \$22.86 charge and a \$120.57 charge in which she is looking into. The phone bill for the months of September is \$23.05 and the month of October is \$24.43. She further explained one of the charges is from WVU Digital in which Staff Council office was charged for 644 copies in October. However, Janelle has only scanned documents and did not make 644 copies so Lisa said they are looking into it. The other charges were from Shell and Enterprise in which Lisa reported were her's – one should've been coded to her office (University Events) and the other one should've been coded to Narvel Weese's office. Paul inquired if the Staff Council funds weren't spent within the fiscal year if it remains in the Staff Council budget. Lisa confirmed it was. Nancy informed the group that the 2014 Legislative Brochures were going to be taken care of by Vice President of Finance & Administration, Narvel Weese's office. Joan suggested they look at the budget around March.

Karen Bright made the suggestion of Staff Council members wearing a pin or something to make people more aware of Staff Council. Lisa stated she could

make them if needed. Beth Ann suggested the gold, magnetic type pins. Lisa stated they will look more into that in March.

Paul Martinelli stated he would like to encourage Staff Council members to attend a future ACCE meeting institution near WVU if possible to learn how these meetings are conducted. Lisa would like to possibly host an ACCE meeting here in the summer.

Pam Eddy motioned to approve Treasurer's Report. Amy Wodzinski seconded. All in favor and motion was carried.

Chair's Report

By Lisa Martin

Lisa reported the Fox Lawson study pertaining to SB330 was supposed to be completed on December 1st, however, it is still not back. State Senate Chair Plymale was waiting on the results of that before committing to anything such as an amendment, etc. Paul Martinelli reiterated that Senate President Kessler was waiting on the results of the study. Paul also informed the group the report on the classified staff classification and compensation study was completed by Fox Lawson but as far as the faculty and non-classified staff report, nothing is currently being done with that.

Human Resource Representative, Jim Morris, reported the HEPC (Higher Education Policy Commission) hired a consultant, Mercer, to oversee Fox Lawson. He stated some draft rules were presented for discussion: Series 38, regarding leave; Series 55 regarding compensation; and Series 56 regarding reduction of force. He also reported the Common Grounds group met in December although that didn't turn out to be very productive. They are meeting again January 7th. He said Mark Toor (HEPC Vice Chancellor of Human Resources) is under a lot of pressure to get something done, but unfortunately nothing is being determined. Toor is also consulting with Amy Pitzer (Chair of Advisory Council of Classified Employees) on her opinion of it as well.

Lisa reported she has submitted three classified staff names to Chair Dailey (Board of Governor's) for the Presidential Search committee and Monday was the

deadline to submit comments/suggestions for the next President. She doesn't have any updates yet. She said as of now the Presidential Committee consists of three faculty, three classified staff, three students, three Board of Governor's members, ex-officio Paul Hill (Chancellor of HEPC), two community members from Foundation, two from Alumni and two community members from sister institutions to be chosen by Chair Dailey.

ACCE (Advisory Council of Classified Employees) Report

By Paul Martinelli

Paul began by expressing disappointment to have to go through another SB330 process of secrecy again after he was told by Amy Pitzer not to release any information to anyone but other ACCE members had already released information without approval from the HEPC. He said he keeps getting emails and questions on a due date for the Fox Lawson report. He stated he has sent many documents with information to Staff Council via email and one in particular was from Fox Lawson dated January 11, 2010 that he had also sent to ACCE members, in which some new members were unaware of. He also has a report by Roy Nutter of Faculty, which was submitted at a meeting after an ACCE meeting. Five people from ACCE stayed for the two day meeting after attending a regular ACCE meeting. Linda Campolong expressed how can hundreds of thousands of dollars be paid to this consulting firm and WVU employees can't get a 10 cent raise on the hour. And, they still have nothing to show and nothing is being done about it. However, there are high hopes with President Gee who has always been supportive of classified staff and all of the university.

BOG Report

By Dixie Martinelli

The BOG has had many emergency meetings regarding an interim president and after selecting Dr. Gordon Gee by unanimous vote. It is determined he wishes to be addressed as President Gee. He will be the WVU President until a new President is elected later this year. Most meetings lasted over four hours. It

started out with twenty-something people on the list. All attributes were considered for each before a decision was made to hire someone external. Dr. Gee was the youngest WVU President, at 36 years old in 1981, after being Dean of the Law School. Lisa Martin inquired how the temporary list was compiled and Dixie confirmed it was phone calls from people interested and nominations made by others. The search committee will be appointed January 6th and the national distribution will be January 10th. Dixie said she was asked to participate in the graduation ceremonies this year but they wanted to keep it short so she was asked to give remarks concerning President Clements as our President, in which she submitted to WVU News writer, Amy Quigley. Dixie also confirmed they have a board meeting Friday. She is concerned about WV State Code that reads the same classified staff person can be elected to all three positions of Staff Council, Board of Governors, and Advisory Council of Classified Staff. She believes no one person can effectively hold all three positions. Jim Morris will inquire with HR Legal Staff member, Samantha Burwell, about revising the Staff Council bylaws that only one role can be held at a time taking into consideration what the state statute currently says.

Dixie wanted to share what will be read from Classified Staff constituency at the graduation ceremony:

President Clements tenure as WVU President moved too quickly. Classified staff was looking forward to achieving many goals that were often discussed during our monthly Staff Council meetings with the President. One of our favorite quotes from the President was, 'Good Morning. Now let's see what we can do to make our university even better.' We always started the meetings with sharing positive stories about how staff impacted people, students or what milestones have happened to us personally that WVU played a part. He has been supportive of our issues, listened to our concerns and always asked his administrative team to follow up. President Clements proved to be a strong advocate to classified staff and has taken us to a level seldom experienced by classified staff employees. Our days at WVU under your presidency have been blessed by your outstanding leadership. To us, you and Beth will follow the statement made by Pat White several years ago – once a Mountaineer, always a Mountaineer. Thank You.

Guest Speakers

Lisa stated the guest speakers, Brian Jara and/or T. Anne Hawkins who were scheduled to talk with Staff Council today, couldn't be here. Nancy Bremer briefed the group on the proposed LGBTQ (Lesbian, Gay, Bisexual, Transgender or Questioning) office. This would serve as a resource for all of WVU and will be the first of its kind in the state. She believes this office would be located in the office of David Fryson, Chief Diversity Officer, Division of Diversity, Equity and Inclusion or where the Center for Women and Gender Studies is and will include a Director, Assistant Director, a student worker and a classified staff.

President Gee then arrived to meet the group. He shook everyone's hand and spoke of how treasured the work of staff is, who make the university work well. He spoke fondly of WVU, Blaney House and raising his daughter there for several years. He said, 'You can count on me.' He stated that we need to make certain everyone has a voice in this institution. He went around the room to each person and asked what they do and asked how he can make sure all the supervisors understand their role in Staff Council. He values and appreciates everyone.

Lisa then reverted back to the LGBTQ office topic to complete it. Pam Eddy motioned that Staff Council support it. Louise Fletcher seconded. All in favor and motioned was carried.

Lisa stated she would like Brian and/or Ann to speak at a Staff Council meeting but said that Samantha Burwell was coming back in January to talk with the group and Interim Director of Parking & Transportation, Clement Solomon, was coming in February to give another update on campus parking. They are welcome to come in March to provide more information if they're available.

Committee Reports

Compensation Committee

Per Linda Campolong, there is no report at this time.

Legislative Committee

By Nancy Breinar

Nancy reported the committee will hold a meeting after the Staff Council meeting today to discuss contents in the 2014 Legislative Brochure. She's not heard from faculty or students due to finals and graduation but will get with them soon to get their input.

Tuition Assistance

By Beth Ann McCormick

Beth Ann reported that Janelle completed the spreadsheet for the Spring Semester and it was turned over the Brian Hoover. He cannot make any decisions until grades are turned in. Once he gets that info and makes sure everyone meets the GPA requirement, he will send spreadsheet back. The committee will then decide who gets tuition assistance and the agreement letters will be sent out in which they will have seven days to return the signed agreement and send the original. The applications for Scholarship for Dependent Children of Classified Staff will be coming in January. That comes from Foundation and it's the money from the amount of interest earned on that account so the amount varies when distributed.

Welfare Committee

Pam Eddy reported no report at this time because they didn't meet this month but will resume in January.

Amy Wodzinski reported the Blood Drive held on December 16th at the Waterfront Hotel did well with 31 donors, 29 productive. Lisa questioned if they have to pay for refreshments and/or location. Amy stated they do not have to pay for location (Waterfront Place Hotel) but the Red Cross pays for the juice/snacks provided by the hotel. Lisa suggested asking catering if they would consider donating snacks and possibly another location within the university. Joan motioned. Nancy seconded. All in favor and motion was carried.

Athletic Council

By Joan Baldwin

Joan has read statements in the paper, social media, etc. about our football team and she is sure our interim President would agree, that we are One WVU and we need to back our program. Dixie questioned if there will be an increase in the price of in 2014. Joan confirmed not at this time but sales are down.

Parking and Transportation

Louise Fletcher confirmed there is no report at this time.

She did relay that they were pro-rating afternoon shift but gave back their money and took back their permits. Interim Director of Parking & Transportation, Clement Solomon, is due to speak at the meeting in February so it will be addressed then. Lisa added it's important to raise concerns and ask questions but that they need to also offer solutions as well. Joan suggested they send him an email beforehand. Lisa said if anyone has questions for Clement, to please send them to her.

Old Business

Linda Campolong stated she knows in the past Staff Council favored SB 330 but this support is no longer valid. She asked what kind of changes in particular are we asking. She understands we can't do anything until the report from Fox Lawson comes back. She stated she gets questioned from co-workers and she explains they are doing what they can right now. Nancy added when SB330 first came to be, Margie Phillips said it contains merit and if you support it, it could come back to bite you, however, the leader of the institution at the time was supporting it. Linda asked how can Fox Lawson not be held accountable by HEPC, who had paid them to do a job.

Linda Campolong asked Lisa if we have ever received the information requested from PEIA and she confirmed that we have not and it probably won't ever be provided. Joan asked Jim Morris about an email sent to employees regarding

WVU employees and Obamacare. She stated it indicates that if you are an employee and make a certain amount of money, if Medicaid eligible, you would have to go under Obamacare and drop PEIA. Jim said he'd check on it.

New Business

Jim Morris had some information regarding mid-year budget cuts. HEPC Chancellor Paul Hill had sent a memo to the Presidents that instead of mid-year budget cuts, the administration has issued guidelines to the Governor's office restricting traditional hiring and filling of vacancies. It should not apply to higher education institutions. However, it would apply to commissions, such as HEPC.

Dixie suggested they must press the issue of raises. Lisa proposed to resume with Staff Council meeting with WVU President in January 2014, with no meeting scheduled Monday December 23rd because of the WVU holiday. It was unanimous.

President Clements' farewell is Thursday at Erickson Alumni from 5-6:30.

Lisa called the meeting adjourned at 11:30 a.m.