



Meeting Minutes

May 19, 2021 | 9:00 a.m. | Remote Meeting

**Excused*

Name	Title	Department	Present
Browne, Thea	Administrative Assistant Senior	University Libraries	Yes
Crabtree, Joan	Supervisor Campus Services	Facilities Management	Yes
Dunson, Terrence	Campus Service Worker	HSC Facilities Management	No*
Henderson, Angela	Program Assistant II	A&S World Languages	Yes
Hughes, Tiffany	Residence Life Specialist	SL Housing & Residence Life	No
Martin, Lisa	Special Events Coordinator Senior	Event Management	Yes
Mays, Eva	Library Associate	University Libraries	Yes
Musick, Dana	Administrative Secretary Senior	CEHS	Yes
Nichols, Melanie	Supervisor Campus Services	Facilities Management	Yes
Patrick, Kevin	Project Coordinator	University Registrar	Yes
Robinson, Shirley	Administrative Assistant	Academic Affairs Admin.	Yes
Runyon, Peggy	Campus Police Officer Lead	University Police Department	Yes
Seime, Sarah	Director, HR Partners	T&C, Employee Relations	Yes
Stewart, Dianne	Program Assistant II	Undergraduate Admissions	Yes
Tennant, Amber	Director	T&C, Employee Relations	Yes
Torries, Michael	Academic Lab Manager II	Chemistry	Yes
Villers, Charlene	Nutrition Outreach Instructor	Extension Services	No
Weimer, Brian	Trades Specialist I	HSC Facilities Management	Yes
Walls, Natalie	Assistant Director	T&C, Employee Relations	No*

Also in attendance:

Tammy Blake, *Academic Program Associate*

Nan Cantrell-Byrd, *Program Assistant II*

James Dawson, *Supervisor PRT System Operations*

Submitted By: Janelle Squires, *Administrative Secretary, Staff Council Office*

Call to Order

The meeting was called to order by the chair, Peggy Runyon, at 9:03 a.m. and a quorum was established.

First Business

Approval of April minutes motioned by Lisa. Dianne seconded. All in favor and motion was carried.

Treasurer's Report

By Melanie Nichols, *Secretary/Treasurer*

Melanie reported a beginning balance of \$4,152.43 with one expense for the telephone for \$21.20.

That leaves an ending balance of \$4,131.23. We've spent 10.39% of our original budget (\$4,610.00) YTD.

Approval of the Treasurer's Report motioned by Lisa. Thea seconded. All in favor and motion was carried.

Lisa will purchase additional certificate paper for the benchmark years of service recognition for classified staff.

Chair's Report

By Peggy Runyon, *Chair*

Peggy did not have much to report. She thanked everyone for their efforts with the Staff Council Election process.

Advisory Council for Classified Staff Employees (ACCE) Report

By Shirley Robinson, *ACCE Classified Staff Rep.*

Shirley reported they will meet on May 24.

Board of Governors (BOG) Report

By Lisa Martin, *BOG Classified Staff Rep.*

Lisa reported they met on Thursday, April 22 for their committee reports followed by their regular meeting on Friday, April 23. Prior to their committee reports, they toured the new John Chambers building (Reynolds Hall), which is quite impressive. The old B&E building will become part of Eberly College. They also toured Hodges Hall which received several updates.

They also had the opportunity to tour the stadium renovations for the football team as well as the Coliseum and the Natatorium.

Voting items during the regular meeting included:

- A new Bachelor of Arts in Mental Health and Addiction Studies
- A Bridgeport location for the School of Nursing program
- A new Master of Arts in Game Design
- A certificate within the Davis College.
- Approval of the sale of property in Star City beside the women's soccer facility
- They created a communications science and disorders clinic in HSC
- Existing lease of farmland to Davis College and J.W. Ruby Research in Reedsville

They will have a brief meeting tomorrow to discuss Sodexo's plan going forward.

The next meeting is scheduled for June 25.

Committee Reports

Legislative

By Michael Torries, *Chair*

Mike reported the state has received \$677 million from the American Rescue Plan and will receive additional funds at a later date.

The Governor put a stop to the \$300 supplemental unemployment benefits effective June 19.

Compensation

By Angela Henderson, *on behalf of Terrence Dunson, Chair*

Angela forwarded the question of compensating the frontline employees who have continued to work on campus to Rebecca Meyer, Director of Compensation, and Jaime Bolyard, Assistant Director of Compensation. There is nothing they can do in terms of a bonus due to the way pay is encoded. They asked for ideas and Angela mentioned free parking.

They're looking at putting compa ratios into Applaud for accessing. It will include classified and non-classified staff and eventually faculty.

Joan added she is concerned about our pay raises for Maintenance and Campus Service Workers. Melanie added that Ruby Hospital hires Housekeepers at \$12.35 an hour with a \$2,000 bonus in increments after one year.

Melanie added we currently have three contract agencies to help with our open positions.

Angela will take note of these items to discuss at their next quarterly meeting on June 10.

Tuition Assistance

By Joan Crabtree, *Chair*

Joan reported there were six applicants for the Summer 2021 Tuition Assistance with one being ineligible and one not being enrolled. The remaining four applicants were awarded.

The deadline to apply for the Fall 2021 Tuition Assistance is Monday, July 19.

The group will need to decide on what to do with the remainder of our budget. They have in the past used it to supplement the fund for the Tuition Scholarship for Children of Classified Staff program.

Kevin said in the beginning of the fiscal year, Rob Alsop, VP for Strategic Initiatives, was helping us to pay our expenses because we did not have a budget set in place. He thought maybe we could use a portion of our remaining budget to pay that back then use the remaining amount towards the Tuition Scholarship for Children of Classified Staff.

More on that under New Business.

Welfare

By Dianne Stewart, *Chair*

Dianne did not have a report.

Athletic Council

By Shirley Robinson, *Classified Staff Rep.*

Shirley reported they met and Shane Lyons, Director Intercollegiate Athletics & Associate VP, provided updates on the NCAA and Big 12.

The NCAA is in the process of looking at the name, image, likeness and adopting legislation. This means they would pay the college athletes for the use of their name or image.

The NCAA is awaiting a final ruling by the Supreme Court in the Austin case that deals with the amateurism issue.

We were given a one-time transfer legislation on all sports.

A report of the number of athletes that have used the transfer portal was provided. The most transfers have been from football with 14 athletes transferred; Women's basketball had 5; Baseball had 4; Men's soccer had 4; Swimming and Diving had 3.

He also talked about ESPN+. Within the next 18 months, the Big 12 will be in the area to re-negotiate our television contracts.

Keli Zinn, Deputy Athletics Director, provided information on COVID19. They are focused more on the vaccines rather than the testing. Teams will continue to participate in practice. Year to date, they have administered over 3,500 tests.

Simon Dover, Senior Associate Athletics Director CFO, gave a financial overview. They anticipate we will have a \$25 million loss.

Michael Fragale, Senior Associate Athletics Director for Communications, talked about some awards they will do this year. In the fall, they will retire two football players' numbers. They will honor the individuals during two separate games.

They have the Red Brown Cup and the Fred Schaus Captain's Award nominees. They will work on that during the summer.

The Mylan Puskar Operations Center should be wrapping up in the next few months.

The Athletic Performance Center was made possible by the Hazel Ruby McQuain Charitable Trust with a donation of \$10 million.

Transportation & Parking

By Shirley Robinson, *Classified Staff Rep.*

Shirley did not have anything to report.

Student Retention Ad-hoc Committee

By Kevin Patrick, Jr., *Chair*

Kevin did not have anything to report.

Tobacco-and Smoke-Free Steering Committee

By Michael Torries, *Classified Staff Rep.*

Mike is expecting a report in a few days.

Sustainability

By Angela Henderson, *Classified Staff Rep.*

Angela reported they put the final touches on the resolution pertaining to promoting the use of renewable energy by WVU that was sent to Faculty Senate which was presented at their last meeting and voted in favor of it. That information is in the May Faculty Senate minutes.

Old Business

Sarah met with Elizabeth Slavensky, Assistant Director, Talent Strategy, who is also the Equal Employment Opportunity representative. WVU Hire uses a system that allows them to post job positions, receive and review applications, extend job offers, onboard new hires, and basically to track and document the entire process paperless.

Recruiters, HR Partners, and Talent Acquisition Specialists make up the team who manages that system. Elizabeth works with these individuals to oversee the equitable selection process.

She also manages a waiver program if someone wants to place someone in a position without going through the proper channels, she has the authority to review that.

Each job opening is reviewed for underutilization of women and people of color. Entry level openings regarding a college degree are shared with different minority posting sites.

Profile pictures of candidates are blocked from recruiters.

After a candidate is selected, the pools are assessed prior to the closing of the job position.

With regards to the Staff Council Election process, Peggy was contemplating that one of the requirements to run for the BOG representative should include serving at least two years on Staff Council.

Mike shared the requirements for the BOG rep is in state code. He'd like to see the names of candidates who are running unopposed be on the ballot.

Sarah suggested adding some language regarding if someone needs accommodation through the election process and how to request it so they can run successfully.

Also accommodating those who want to attend a Staff Council meeting and have the right to request that.

At last month's meeting, Kevin brought up revisiting the requirement of having a high balance of leave in order to donate catastrophic leave to someone. Sarah spoke with Samantha Burwell, Director, Talent & Culture, who handles our policies and she shared why but she will need to go back and discuss with her again.

The group discussed how to better communicate Wellness programs offered by WVU to staff. Peggy will follow up on that.

New Business

With regards to the remainder of our budget, Peggy and Mike will discuss any items that may come up and the group will decide during the June meeting.

President's Meeting

The meeting is scheduled for Monday, May 24, 2021, beginning at noon, via Zoom. The group did not have any urgent items to discuss so they respectfully agreed to cancel it.

Adjournment

Mike motioned to adjourn. Shirley seconded. All in favor and meeting adjourned at 10:30 a.m.