



Monthly Meeting

May 18, 2022 | 8:15 a.m. - Noon | Rhododendron Room, Mountainlair | Zoom

Name	Title	Department	Present
Blake, Tammy	Academic Program Associate	Animal & Nutritional Sciences	Yes
Browne, Thea	Administrative Assistant Senior	University Libraries	No*
Bucklew, Jay	Administrative Associate	Research Integrity & Compliance	Yes
Cantrell-Byrd, Nancy	Program Assistant II	CLASS	Yes
Crabtree, Joan	Manager, Physical Plant II	Auxiliary/Operations	No*
Dawson, James	Supervisor PRT System Operations	Auxiliary/PRT	Yes
Funk, Danielle	Program Manager	HSC End-of-Life Care	Yes
Henderson, Angela	Program Assistant II	A&S World Languages	Yes
Manley Darlene	Manager Business Operations	Student Life	Yes
Martin, Lisa	Special Events Coordinator Senior	Event Management	Yes
McMillen, James	Campus Service Worker	Auxiliary/Operations	Yes
Patrick, Jr., Kevin	Project Coordinator	University Registrar	Yes
Robinson, Shirley	Administrative Assistant	Academic Affairs Admin.	Yes
Runyon, Peggy	Campus Police Officer Lead	University Police Department	Yes
Savage, Diana	Campus Service Worker Lead	Auxiliary/Operations	Yes
Seime, Sarah	Director, HR Partners	T&C, Employee Relations	Yes
Stewart, Dianne	Administrative Associate	Engineering & Mineral Resources	Yes
Thomas, Jude	PRT Electronics Specialist I	Auxiliary/PRT	Yes
Torries, Michael	Academic Lab Manager II	Chemistry	Yes
Weimer, Brian	Trades Specialist I	Auxiliary/Operations	Yes

*Excused

Also in attendance: Dariane Drake, *Program Coordinator, BE Finance and Administration*
 Kasandra Lambert, *Program Coordinator, RES Integrity and Compliance*

Guest Speakers: Rebecca Meyer, *Director, Compensation Administration*
 Jaime Bolyard, *Assistant Director, Compensation Administration*

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

Call to Order

The meeting was called to order by the chair, Michael Torries, at 8:24 a.m. and a quorum was established.

First Business

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

Treasurer's Report

By Joan Crabtree, *Secretary/Treasurer*

Joan could not attend the meeting. Treasurer's Report was postponed.

Chair's Report

By Michael Torries, *Chair*

Mike reported he and Lisa recently had a conference call with Rebecca Meyer, Director, Compensation Administration, regarding the 2022 Compensation Program. Rebecca, along with Jaime Bolyard, Assistant Director, Compensation Administration, will join us later to present.

As advised, he scheduled a meeting with Sarah Seime to review the report from the HR audit findings and found them to be consistent with the presentation to the group at our April meeting.

Advisory Council for Classified Employees (ACCE) Report

By Shirley Robinson, *ACCE Classified Staff Rep.*

Shirley shared they mostly spent the last meeting revising their bylaws so she does not have a report this month.

Board of Governors (BOG) Report

By Lisa Martin, *BOG Classified Staff Rep.*

Lisa reported they met on April 22nd and was mostly centered around student success – changes to advisors as well as campus improvements for future projects. They are hoping to improve advising to our students.

They had a presentation from the outgoing Student Government Association President, Amaya Jernigan, which highlighted the small businesses that helped them during the pandemic; increased work with the

Office of Accessibility; and work with University and State lawmakers to support higher education mental health funding in our state.

They learned about the new inaugural GradFest which took place in April at the Erickson Alumni Center. They had several activities and a visit from author, Marco Greenberg.

There are leadership changes at Potomac State College with outgoing president, Jennifer Orlikoff, and incoming interim president, Chris Gilmer.

They are finishing the dean search for the College of Applied Human Sciences.

The modernization program with Finance, Human Resources and student information system continues.

The Board also approved \$22 million to finance several projects in the annual capital improvement program; renovations to the older B&E building; E Moore Hall and Chitwood Hall; lighting upgrades to the Canady Creative Arts Center play theater; and the new roof at Davis Hall at Potomac State College.

They approved an Athletics request for an increased budget for the Coliseum Court Side Club through available marketing rights funds and will be completed in November.

The negotiate and extension of the current Athletics concessions contract with Sodexo Sport and Leisure. The banquet-type facility will be developed on the concourse at the Concourse Club at Mountaineer Gate and will host up to 350 people.

There are some upgrades planned at Mylan Puskar Stadium.

They also approved several academic programs, including a Master of Public Health degree and Master of Science and Engineering Management in Statler College.

Their next meeting is scheduled for June 24th at the Erickson Alumni Center and on Zoom.

Guest Speakers

2022 Compensation Program

Rebecca Meyer, *Director, Compensation Administration*

Jaime Bolyard, *Assistant Director, Compensation Administration*

Rebecca and Jaime agreed to give an overview of the [2022 Compensation Program](#) to the group today.

They provided a PowerPoint slideshow of some highlights of the program which is also available on the Talent and Culture website.

They, along with our senior leadership and budget team, have received about \$16 million to put towards salaries for all staff and faculty at WVU, effective July 3, 2022.

WVU will receive \$4.67 million from the state to supplement these pay increases.

The program will provide merit-based increases to employees who have strong performance and have a compa-ratio that needs enhanced. The program is designed to provide the largest increase amounts to those with the highest performance rating and lowest market position.

WVU will move its current lowest entry rate from \$12/hour to \$13/hour. All current staff will move to at least \$13.25 an hour. Staff pay ranges will be adjusted by 2.5%.

Eligible employees must be employed by the University on or before April 4, 2022 and be in a benefits-eligible faculty, non-classified, classified or FE/AP position; have an overall rating higher than “Unsatisfactory” or “Development Needed” from a recent performance review; and must not have an active disciplinary letter on file with the exception of classified employees with active discipline at second letter of warning or higher.

They are also working on the Job Family Architecture project which is part of the [WVU Modernization Program](#) and recommended checking the website over the summer for updates on that.

Committee Reports

Legislation

By Kevin Patrick, Jr., *Chair*

Kevin reported the House completed legislation on March 12th with 150 House Bills passed and 143 Senate Bills completed.

The Legislature approved a budget of \$4.6 billion which contains a surplus funding from last year so that number may be more. There were some disagreements about allocation and resources.

Interim meetings are going to be held in Morgantown this coming weekend. He has the link to the agenda items and will share on Teams.

Compensation

By Angela Henderson, *Chair*

Angela did not have a report as the group was updated by Compensation Administration reps today.

Tuition Assistance

By Joan Crabtree, *Chair*

As previously noted, Joan could not attend the meeting.

Welfare

By Tammy Blake, *Chair*

Tammy shared they have not met recently but recommended the committee members review the uploaded files under the Welfare Committee channel regarding the “Did You Know?” and monthly employee highlight to be featured on our website.

Blood Drive

By Dianne Stewart, *Coordinator*

Dianne had to leave to attend another meeting but there is a blood drive scheduled for June 13, 2022 at St. John University Parish. There is a sign-up sheet on Teams.

Athletic Council

By Shirley Robinson, *Classified Staff Rep.*

Shirley believes they will meet in June.

Sustainability Committee

By Angela Henderson, *Classified Staff Rep.*

Angela reported she could not attend their last meeting but shared some highlights from the minutes:

- Delegate Evan Hanson stopped by and discussed ongoing projects in the Legislature regarding thermal projects
- the Carbon Capture Bill including the ejection wells needed
- large increase in solar wattage
- large increase in solar projects – new connections
- bring in new businesses to the state via the Legislature
- Nucor coming to Mason County – a \$2.7 billion investment for the greenest steel in the country
- Electric school bus company in Charleston
- There is a battery company that will be working with laid off UMWA workers
- There is a select committee on coalfield communities with a commission to facilitate grants for that
- The WV Public Service Commission is forcing coal-fired power plants to operate at least 69% of the time
- Evan asked about updates on hydro power in the solar project at the Law School
- WVU was identified as a hotspot for geothermal in 2010 and currently paying \$50 million per BTU which would be \$7-\$10 using geothermal; the idea is to pre store geothermal production in a reservoir for thermal energy storage; currently drilling a 15,000 foot deep well to reduce WVU’s carbon footprint

- Traci Knabenshue, Director of Sustainability, gave an update about the energy consultant working with WVU on the upcoming strategic plan that is looking at hydro, solar, etc.
- The Law School project is uncertain if it will be rooftop or ground, depending on the availability
- Reusable dining to-go containers were moderately successful on all campuses
- Blue and Gold sale was this past weekend – all proceeds benefit the United Way
- The campus connector trail grant was received to connect 8th Street up to the President’s house
- Lumber sale to be held in July from trees removed from campus
- Hard back and journal recycling to be held in July
- Corey Hunt, Faculty Senate Liaison for the committee, attended the meeting
- Dan Grossman will serve as Sustainability Committee chair for the next year and they are choosing a chair-elect for 2023-24

This was the last committee meeting because most of them are faculty members and will reconvene in the fall. Some subcommittees for next year would be community engagement; committee connecting the food lab community garden; and continuing to track courses on sustainability to help with the Sustainability Tracking Assessment & Rating System (STARS) reporting.

Tobacco-and Smoke-Free Steering Committee

By Michael Torries, *Classified Staff Rep.*

Mike reported he emailed the Compliance Officer’s report to the group recently.

Parking

By Peggy Runyon, *Classified Staff Rep.*

Peggy did not have a report.

Old Business

Nan will help Brian with finding out more about what programs are offered to veterans.

New Business

Tammy asked how she can find her hourly pay rate on My HR as she cannot find it now. Sarah will consult with Shared Services.

Sarah shared the final performance reviews discussions need to completed by June 3rd.

President's Meeting

The meeting is scheduled for Monday, May 23, 2022, beginning at noon, via Zoom. With no urgent items to discuss with the president, the group decided to cancel it this month.

Adjournment

Tammy motioned to adjourn. Peggy seconded. All in favor and meeting adjourned at approximately 10:45 a.m.