



## Monthly Meeting

**February 19, 2025 | 8:15 a.m. - Noon | Mountainlair, Rhododendron Room | Zoom**

*Staff Council promotes a positive work environment for all Classified Employees through effectively advocating for our peers in the University's decision-making process.*

| <b>Name</b>             | <b>Title</b>                    | <b>Department</b>               | <b>Present</b> |
|-------------------------|---------------------------------|---------------------------------|----------------|
| Browne, Thea            | Administrative Assistant Senior | University Libraries            | Yes            |
| Bucklew, Jay            | Administrative Associate        | Research Integrity & Compliance | Yes            |
| Crabtree, Joan          | Manager, Physical Plant II      | Auxiliary/Operations            | No*            |
| George-Jones, Tara      | Program Manager                 | Global Affairs                  | Yes            |
| Joplin, Michael         | Manager Physical Plant II       | Auxiliary Operations            | No*            |
| Lemine, Matthew (Brett) | Trades Specialist I             | Auxiliary Maintenance           | Yes            |
| Richards, Tim           | Piano Technician Senior         | College of Creative Arts, Music | Yes            |
| Robinson, Shirley       | Administrative Assistant        | Academic Affairs Admin.         | No*            |
| 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 | No*            |
| Vincent, Jodi           | Administrative Assistant        | WRC and LGBTQ+ Center           | Yes            |

*\*Excused*

**Also in Attendance:** Syndey Hickle, *Internal Senate Liaison, SGA*  
 Raelynn Regula, *Director, TC Employee Relations*  
 Holly Leleux-Thubron, *University Communications Specialist Senior, UR*  
 Treasure Barberich-Wyckoff, *Office Administrator, Arts and Sciences*

### **Coffee & Conversation Guest Speakers:**

Campaign for Solar on Campus Project – Colin Street, *At-Large Senator, SGA*  
 and Andrew O'Neal, *At-Large Senator, SGA*  
 WVU Libraries Offerings & Initiatives – Karen Diaz, *Dean, WVU Libraries*  
 PEIA/Legislative Update – Travis Mollohan, *Associate VP* and Dan Kimble, *Director State Relations & Senior Advisor, Corporate and Government Relations*  
 The Rack II – Babette Taylor, *Employee UHA, HSC*  
 Student Success Pulse – Joseph Seiaman, *Executive Director, CLASS*

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

### **Call to Order**

The meeting began at 8:21 a.m. and no quorum was present at that time, but a quorum was established later in the morning. Later in the meeting, there was no quorum.

### **First Business**

Approval of November minutes motioned by Jodi. Thea seconded. All in favor and motion carried.

Approval of January minutes motioned by Thea. Brett seconded. All in favor and motion carried.

### **Treasurer's Report**

By Joan Crabtree, *Secretary/Treasurer*

Joan was unable to attend.

### **Chair's Report**

By Jay Bucklew, *Vice Chair, on behalf of Shirley Robinson*

Shirley reported she attended the Faculty Senate meeting.

She also attended a meeting with individuals from the WVU Foundation concerning the Day of Giving. She had an email conversation with the Scholarship Committee about sending letters to past and current recipients, deans, and the University community, on supporting the staff on the Day of Giving.

### **Advisory Council for Classified Employees (ACCE) Report**

By Jodi Vincent, *Classified Staff Council Rep.*

Jodi reported they met at Glenville State University on February 7. They have a new building for Health Sciences, and they are trying to offer free tuition to staff like Fairmont State University.

ACCE is still working on a legislative brochure.

They will meet at BridgeValley CTC in Charleston on March 14.

She'll share the minutes from the last two meetings with the group via email.

### **Board of Governors (BOG) Report**

By Shirley Robinson, *Classified Staff Council Rep.*

Shirley was unable to attend the meeting.

## ***Committee Reports***

### **Legislative**

By Jay Bucklew, *Chair*

Jay reported he and Tara have been working on updating the contacts for the legislative brochure. He sent it to Shirley to review.

### **Compensation**

By Matthew (Brett) Lemine, *Chair*

Brett did not have anything new to report. It has been busy in his unit with being short staffed.

He does have a list of questions he's been working on for Compensation Administration.

Sarah is part of the core group working on the suggestions/perks for staff that Staff Council presented to administration and offered to add Brett to their email conversations as it will be beneficial for him to be involved.

### **Staff Council Scholarship (Tuition Assistance)**

By Dianne Stewart, *Chair*

Dianne was unable to attend the meeting.

### **Welfare and STAAF**

By Jay Bucklew, *on behalf of Shirley Robinson*

Jay reported they discussed working on a food drive with the Rack II which is under consideration.

They discussed working with Athletics on another appreciation day for employees at a sporting event such as a WVU baseball game.

### **Athletic Council**

By Shirley Robinson, *Classified Staff Council Rep.*

Shirley was unable to attend the meeting.

## **Blood Drive**

By Michael Joplin, *Coordinator*

Mike was unable to attend.

## **Student Retention**

Sydney Hickie, Internal Senate Liaison for SGA, reported they have been talking about the new WVU Guarantee program that just launched which will offer free tuition to students if their family makes under \$65,000 annually.

## ***Coffee & Conversation***

### **Campaign for Solar on Campus Project**

Colin Street, *At-Large Senator, SGA*

Andrew O'Neal, *At-Large Senator, SGA*

Colin and Andrew provided a presentation on their Mountaineers for Solar on Campus Project.

- Due to the Academic Transformation, there has been a \$45 million budget shortfall and a \$12 million loss in research and grant funding.
- They'd like to see the University invest in long-term cost reduction that does not negatively affect faculty, staff and students.
- By implementing solar, WVU can reduce its energy bill and become more sustainable and help fulfill our land grant mission as a university.
- After talking with advisors, there is an increased enrollment in environmentally focused degrees.
- Partnered with the WVU Law School to build a solar feasibility model and looked at eight buildings and discovered they would pay for themselves:

Morgantown Data from 2024 Campus Solar Feasibility Study:

| <b>Building</b>       | <b>Input Costs*</b> | <b>Savings**</b> | <b>Benefit-Cost Ratio</b> |
|-----------------------|---------------------|------------------|---------------------------|
| Mountainlair          | \$919,051.20        | \$218,806.62     | 1.20                      |
| Hodges Hall           | \$351,909.60        | \$118,634.15     | 1.27                      |
| Creative Arts Center  | \$213,300.00        | \$79,873.38      | 1.30                      |
| Student Rec Center    | \$1,544,563.20      | \$242,261.12     | 1.13                      |
| Evansdale Library     | \$159,753.60        | \$70,616.69      | 1.35                      |
| Law School Building   | \$1,323,141.60      | \$340,131.47     | 1.21                      |
| Shell Building        | \$1,157,678.40      | \$304,878.15     | 1.22                      |
| Health Science Center | \$568,989.60        | \$179,454.60     | 1.26                      |

\* Accounting for Grants & Federal Tax Credits

\*\* Spanning a 30-Year Timeframe in Net Present Value

- Looked at how WVU prioritizes its investments and BOG Rule 5.5 which states that any long-term investment made by the university needs to have a 4% annual average return over a five-year cycle; did the calculations based on the Evansdale Library and found that in each five-year cycle of the 30-year lifespan of solar panels, it would exceed that 4% margin:

Annual Return on Investment for the Proposed Solar Array on the Evansdale Library:

| *<br>**        | Cycle<br>Year 1 | Cycle<br>Year 2 | Cycle<br>Year 3 | Cycle<br>Year 4 | Cycle<br>Year 5 | 5-Year Cycle<br>Average |
|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------------------|
| Years 1 to 5   | 6.96%           | 6.90%           | 6.84%           | 6.79%           | 6.73%           | 6.84%                   |
| Years 6 to 10  | 6.67%           | 6.61%           | 6.56%           | 6.50%           | 6.45%           | 6.56%                   |
| Years 11 to 15 | 6.39%           | 6.34%           | 6.28%           | 6.23%           | 6.17%           | 6.28%                   |
| Years 16 to 20 | 6.12%           | 6.06%           | 6.01%           | 5.96%           | 5.90%           | 6.01%                   |
| Years 21 to 25 | 5.85%           | 5.80%           | 5.74%           | 5.69%           | 5.64%           | 5.74%                   |
| Years 26 to 30 | 5.58%           | 5.53%           | 5.48%           | 5.43%           | 5.38%           | 5.48%                   |

\* Annual returns account for inflation of projected operations and maintenance costs, includes acquired grants & federal tax credits, and assumes WVU's energy rate remains constant at \$0.073/kWh, as provided by the WVU Office of Sustainability.

\*\* Board of Governors Rule 5.5 States that any long-term investment made by the university must maintain an average annual return of 4.0% on a 5-Year cycle for the entire lifespan of the investment.

- The Law School received the Siemens Grant for \$46,000 to install solar on the roof in 2019; contract issues with the roofing which made it not suitable for solar panels; money has been put into a WVU Foundation account
- Received significant pushback from administration citing a lack of student support
- Last semester, they raised \$2,000 in addition to the grant money from events they hosted; more events planned this spring
- Working on an SGA proclamation; would like to see if Staff Council could pass a similar proclamation because a unified approach would be most impactful
- Funding a demonstrative solar project on the Evansdale Library
- Potential institution-wide savings of almost \$5 million
- Secures internal sustainability
- Staying competitive with other WV and Big 12 schools

### **WVU Libraries Offerings & Initiatives**

Karen Diaz, *Dean, WVU Libraries*

Dean Diaz agreed to provide more information about all the offerings that WVU Libraries provide.

- WVU Libraries are a network of different places: the downtown Wise Library, Evansdale Library, and the Health Sciences Library.
- The West Virginia and Regional History Center is located in the downtown library; a collection of archives, manuscripts, photographs and other materials; many people utilize it for genealogy purposes.

- They are affiliated with the Law School Library; all the materials and software that they buy are available to that campus library.
- There is the book depository located here in Morgantown, across from the Suncrest Towne Center; it houses books that don't circulate much and many of our congressional papers.
- There is the William A. Neal Museum of the Health Sciences which opened in 2022; located in the Health Sciences Center just off the pylons area, on the right.
- The WVU Humanities Center is also under their purview and located in the downtown library.
- They also keep relationships with the Mary Shipper Library at Potomac State College, the WVU Tech library, and the Health Sciences Library in Charleston.
- You can check out any book at any of the libraries with your employee ID card along with access to interlibrary loan.
- They also have an Ask the Librarian service.
- There are study rooms, but you may also reserve them for a meeting with up to five people.
- They loan some technology such as laptops, cameras, charging cords, etc.
- They teach a couple of credit courses listed as ULIB courses which focus on research skills.
- Our librarians also create course guides and do a lot of co-curricular engagement working outside of the classroom.
- They offer services to help people find grant funding.
- They have a systematic review program to assist faculty.
- They provide publishing assistance and a few repositories.
- Increasingly providing services around data management and analysis for researchers
- They have a patent trademark resource center.
- A big program they have is the Art in the Libraries program
- The American Congressional portal/database is a national initiative they offer.
- They are engaged in many ways around the open scholarship which offers a variety of materials free of charge from an open repository.
- They spend over \$6 million each year on scholarly content like journals, books and e-books; 90% of the money goes to digital materials.

### **PEIA/Legislative Update**

Travis Mollohan, *Associate VP, Corporate and Government Relations*

Dan Kimble, *Director State Relations & Senior Advisor, Corporate and Government Relations*

Travis agreed to provide a legislative update. They are a week into the legislative session and some of the issues that are being focused on were featured in the latest version of [Under the Dome](#). They are tracking the budget and some policies around DEI and higher education reform. There has been some interest in PEIA as well.

On the medical side, there are several bills floating around concerning vaccines, certificate of need, and some other items. There are some talks back and forth about NIH.

There are no pay increases for any state agency in the governor's proposed budget.

The HEPC has provided some guidance with regard to DEI. All the college and university presidents are meeting with the chancellor next week. He's hoping to provide an update to the campus community about the next steps.

There are no talks happening about a radical change with PEIA.

### **The Rack II**

Babette Taylor, *Employee UHA, HSC*

Babbette agreed to provide more information about the food pantry, the Rack II, located in the HSC, which opened on October 25, 2016.

They have mostly non-perishable food items but on occasion, have some perishables.

The difference between them and the Rack located downtown is they are not solely for students; anyone is welcome. They are required to fill out a one-time application, and they are able to take as much as they like. Her goal is to make everyone feel comfortable.

When Dr. Clay Marsh began his position as Chancellor back in 2015, she had read an article about Mon County being at the top of the list for food scarcity. She emailed him about it and asked about opening a food pantry for faculty, staff and students and he was on board. She then filled out the required paperwork and completed the food safety class.

She has volunteers helping her and they open three to four times a week. She also sometimes goes in on the weekends if she gets a call from someone.

She and her coworker, Jacqueline Duley, worked together to receive a \$25,000 grant from Walmart. That was their first big grant. She has since opened an account for it through the WVU Foundation. She just received another grant in January.

She also tries to have personal hygiene items in stock; mostly from donations. She is in need of those items, currently.

Last fall, she worked with our student advisory board and one group was nursing students. She provided the food, and they prepared a meal at the Rosenbaum Family House. She sometimes buys food for the Rosenbaum Family House, as well.

She has also worked with smaller grocery stores and food pantries in areas such as Boone and Logan Counties. She had them provide a list of items for the children in those areas to take home.

She loves what she does and feels it's a blessing to serve others.

The hours of operation for the Rack II are Monday through Wednesday, 11 a.m. until 2 p.m. They are located on the south side of the HSC, on the ground floor, near the Marketplace. She's looking to possibly expand the hours, but she welcomes calls anytime.

## Student Success Pulse

Joseph Seiaman, *Executive Director, CLASS*

The Center for Learning, Advising, and Student Success is an academic support unit that reports to the Provost's Office. They have programs such as the TRIO grants, an advising and recruitment unit, as well as a first-year experience unit helping students get ready for college. They also have an early start high school program that enrolls around 800 students in the fall who want to get a jump start by enrolling in eight courses at a discounted rate of \$25 per credit hour if you are in-state. If you are part of the Level Up program, the state will pay the tuition.

Joe provided a slideshow presentation of student success figures:

## WVU ENROLLMENT & RETENTION DATA

| Cohort Year | Cohort/Retention/Probation |                            |                          |                        |
|-------------|----------------------------|----------------------------|--------------------------|------------------------|
| Term        | Undergraduate Enrollment   | First-Time Freshmen Cohort | Fall to Spring Retention | Fall to Fall Retention |
| Fall 2019   | 21,086                     | 4,940                      | 92.2%                    | 82.0%                  |
| Fall 2020   | 20,495                     | 4,479                      | 91.5%                    | 81.2%                  |
| Fall 2021   | 19,599                     | 4,313                      | 91.1%                    | 79.0%                  |
| Fall 2022   | 19,059                     | 4,561                      | 92.1%                    | 81.3%                  |
| Fall 2023   | 18,614                     | 4,377                      | 92.4%                    | 83.4%                  |
| Fall 2024   | 18,206                     | 4,129                      | 93.3%                    | -                      |

## WVU GRADUATION RATES

| Cohort    | 4-Year | 6-Year |
|-----------|--------|--------|
| Fall 2014 | 40.8%  | 60.9%  |
| Fall 2015 | 43.5%  | 63.0%  |
| Fall 2016 | 43.5%  | 61.1%  |
| Fall 2017 | 43.2%  | 60.2%  |
| Fall 2018 | 48.4%  | 63.8%  |
| Fall 2019 | 50.8%  |        |
| Fall 2020 | 52.1%  |        |



## CHALLENGES

- Demographic cliff
  - Fewer number of HS graduates; greater reliance on non-residents
- Value Proposition
  - Students and families question value of four-year degree; ROI/ROE
- Inflation
  - Pell Grant & other need-based aid not keeping up with cost of attendance
  - Greater impact on under resourced students
- Decline in college going rates - WV
  - 2022 = 49% 12-month going rate; 46.5% summer/fall going rate
  - 2023 – 47.4% summer/fall going rate
- Less confident in preparedness for rigor of college
  - Placement & completion rates in math, science and other critical gateway courses
- Mental health
  - Difficulty finding fit and making friends
  - Anxiety and depression

## STUDENTS WHO WITHDREW FROM FALL 2024 TERM

- Why?
  - Personal – 74%
  - Academic – 32%
  - Financial – 27%
- What personal?
  - Mental/emotion health – 62%
  - Taking a break from college – 40%
  - Homesick/lonely – 27% & 25%, respectively
- What Academics?
  - Grades lower than desired – 76%
  - Quality of instruction – 30%
  - Issues with faculty and instructors – 20%
- What Financial?
  - Not enough financial aid – 67%
  - Unexpected expenses unrelated to college – 55%
  - Conflict with work schedule – 29%

## HOW ARE WE IMPROVING SUCCESS OUTCOMES?

- Revising academic policies and procedures with a student-centered focus
- Issuing four, eight and twelve-week academic alerts
- Adding new degree programs with greater flexibility (i.e., BIS)
- Monitoring critical gateway courses with historically high DFW rates
- Nudging students to register one week after freshmen priority preregistration
  - Navigate enrollment campaign
  - Ask Morgan chatbot
- Seeking private gifts for retention and completion grants
  - Annual Day of Giving
  - Benedum Foundation
  - Jerry West Scholarship - **\*\*\*New\*\*\***
  - Maier Foundation
- WVU Guarantee - **\*\*\*New\*\*\***
- Collaborating more with Student Life

Staff who work either directly or indirectly with students and notice a student who is struggling, there is the Carruth Center, or you can file a care team report, which is a behavioral intervention team; if that is the case.

If a student says they are not coming back because they can't afford it, he would like to know because they do have limited funds available.

They also consult with our regional campuses as they do not have the resources to focus on student success outcomes.

### **New Business**

The 2025 Staff Council Election call for nominations will begin on February 24, 2025 through March 7, 2025.

Sarah shared that the performance review process will launch March 10, 2025.

New systems are underway with the Modernization Project; the group may look into having a representative come in and provide an overview.

### **President's Meeting**

After discussion, and a legislative update from Travis today, the group agreed to forgo the meeting this month.

### **Adjournment**

The meeting ended at approximately noon.