

Marshall University Classified Staff Council Minutes

March 21st, 2013, MSC BE5

Members Present: Nina Barrett, Tootie Carter, Amanda Dailey, Barry Dickerson, Toni Ferguson, Jennifer Jimison, Lisa Maynard, Donna Megquier, Kelly Preston, Lu Ann South, Joe Wortham

Members Absent: Darlene Colegrove, Carol Hurula, Jack Ferrell, William Lewis, Dwayne McCallister, Terrence Olson, Jan Parker, Nancy Tresch-Reneau, Lisa Williamson, Miriah Young

Members Absent (Excused): Chris Atkins, Leonard Lovely, Tanya Ramsey

Guests: Dr. Kopp, Matt Turner, Michelle Douglas, Debra Hart

The meeting was called to order by Chair Nina L. Barrett. Joe Wortham stated there was not a quorum.

Ms. Michelle Douglas – Human Resources

There have been two recent new trainings: Social Media Training and Leave Coordinator Training. The information from the Leave Coordinator Training will be on the HR webpage and there will also be a Leave Coordinator webpage where you can go as a resource for information discussed in the training.

Administrative Professional Day will be observed on April 24th from 1:30-3:00pm in Human Resources with lemonade, cookies and treats.

Lu Ann South stated that she encourages everyone to attend the Supervisor Training. – Michelle agreed and said it starts the first week of April, and will be a three part series.

Debra Hart – Equity Services

Debra echoed Michelle's sentiments that staff should check out the new training available.

Dr. Kopp – University President

Dr. Kopp stated that he wished to share a couple of reports that had just come out from the Milken Institute and the Center on Budget and Policy Priorities, both which relate to the recent trend of states cutting public higher education over the last 5 years.

- The links to these reports can be found at:
<http://www.milkeninstitute.org/pdf/Matter-of-Degrees-FR.pdf>
<http://www.cbpp.org/cms/index.cfm?fa=view&id=3927>
- Two states in the nation have cut public higher education funding in half.
- Cuts on average have been around 28%. West Virginia fortunately hasn't endured cuts as bad as those in other states but with this year's budget proposal that will change abruptly.

- The report by the Center on Budget and Policy Priorities is titled *Recent Deep State Higher Education Cuts May Harm Students and the Economy for Years to Come*, and is probably the most complete analysis of the effects of cuts to public higher education and the implications for the future of our individual states and the nation.
- West Virginia is listed as having cut higher education by 17.8% from 2008-2013 which means that funding has been cut by \$1500 per student.
- Tuition rates at colleges and universities have increased substantially over the last five years. In West Virginia tuition has gone up 21.4% in just 5 years. On average in the state, the students are paying \$1000 more per student.
- The issue of affordability is what is at stake for public higher education institutions.
- Dr. Kopp stated that from a public policy point of view he believes we are backing into privatizing higher education at the national and state levels. He also pointed out that we do a lot at Marshall University for the public good, even at a cost to Marshall, and if we were purely a business we would do things differently and charge for some of those things. For example, there are some agencies on campus that pay no lease or rent, don't pay utilities, and don't pay for access to IT or administrative resources.
- Dr. Kopp stated that according to the reports there's a direct correlation between education attainment level in a regional area and per capita income and economic development opportunity. The reports he mentioned give a good breakdown in terms of earnings for people living in those areas as they improve their educational attainment levels and what it means for the communities.
- The Center on Budget and Policy Priorities cautions state leaders that we are headed toward producing a permanent structural damage to public higher education that will not be recoverable with the budget cuts coming down.
- As we continue to raise tuition we jeopardize access for future students.
- Dr. Kopp pointed out that we have historically supported higher education with tax dollars because it is a benefit to society to have individuals educated with at least a bachelor's degree. It is a public good that outweighs the monetary investment; otherwise there would be no reason to support higher education.
- Dr. Kopp also pointed out that there is a revenue shortfall in the State and rather than asking the Governor to not cut us, he's asking the legislature to consider raising the tax on pop or alcohol to help solve the state's revenue problem.
- Dr. Kopp reported that the national statistics in education are mind boggling. He added that US News and World Report released a study stating that 75% of students starting college across the nation claim they're not prepared for college level work.
- The Degree Qualifications Profile Project is in the 4th and final phase of our quality initiative for the Higher Learning Commission. Based on where we are with that process, Dr. Kopp thinks we will eventually be able to answer the question of what a bachelor's or master's degree at Marshall University signifies about our graduates.

Have online classes damaged the University in terms of how much money we get from the State since there seems to be a general idea that they cost less to offer for some reason? – Lu Ann South – Dr. Kopp stated he's never heard a member of legislature voice that opinion.

Who do you suggest we write to regarding the revenue shortfall? – Lisa Maynard – Dr. Kopp stated he thinks it's better to advocate for something rather than against something, so he thinks the advocacy should be for the State and our legislatures to be encouraged to find additional alternative revenue streams that would reduce or eliminate the need to cut state budgets, especially for higher education.

Approval of Minutes

February 21st, 2013 minutes tabled due to lack of quorum.

ACCE – Carol Hurula

Modern Think provided a more in depth presentation and a 90 page PowerPoint is being sent to ACCE. They plan to have the full report to HEPC and CCTC by Monday.

Vice Chancellor Mark Toor provided an update on Fox Lawson. They discussed with the CHRO's the benchmark classified jobs which they determined from the most highly populated job titles and the CHRO's weren't pleased with the selection. Five of the compensation experts agreed to participate in a project to divide up the institutions among them and compare job descriptions instead of job titles to determine the benchmark jobs for Fox Lawson. The non-classified comparison of jobs descriptions to CUPA-Administrative titles were also identified by description instead of title since so many varied titles exist. Seventeen institutions have submitted the non-classified data and five remain. Vice Chancellor Toor's intent is to have data submitted to Fox Lawson in April for non-classified positions. He doesn't have a date for classified as those reviews are only now beginning by the five experts for the twenty-six institutions.

JCC will have their first meeting via conference call Thursday 3/21/13.

The CPRC emailed yesterday regarding a forthcoming meeting to set agenda items. They need to begin the issues detailed in SB330 so that they can move forward once they have the data and recommendation from Fox Lawson.

Vice Chancellor Toor is unsure if the hiring freeze imposed by the Governor will affect his hiring of the Director of Classification and Compensation. Rob Anderson was contacting the Governor's office to inquire yesterday. They have two candidates recommended for an interview from the search committee.

The reinstated committee formerly called JAG and now referred to as comprehensive planning will meet next Thursday to see if any legislative tweaking can be made to SB330. This committee consists of 6 ACCE members, 6 CHROs and Mark Toor.

The Leadership Conference has been planned for June 5th-7th, 2013 at Lakeview Resort and the ACCE Annual Retreat has been planned for July 15th-17th, 2013 at Pipestem State Park. A full agenda is forthcoming.

ACCE finished the meeting with review of subcommittee activities and reviewing current bills in legislation.

Committee Reports

Election Committee – Joe Wortham – The election process is continuing and we're in the nomination phase currently. The election will be held April 19th-22nd via all electronic voting.

Legislative Committee – Chris Atkins – No report.

Personnel/Finance Committee – Leonard Lovely – No report.

Physical Environment Committee – Bill Lewis – No report.

Staff Development Committee – Miriah Young – No report.

Announcements

Joe Wortham announced that the Service Awards Committee is working to come up with a date for the 2013 Luncheon, and there are 7 dates to choose from which have been submitted to the President's Office. He also announced that the committee is considering doing a brunch at about 11am with breakfast foods on a buffet.

There being no more business, the meeting was adjourned.

Minutes taken and prepared by: _____
Katie M. Counts, Program Assistant, Staff Council

Minutes approved by: _____
Nina L. Barrett, Chair, Staff Council

Minutes read by: _____
Stephen J. Kopp, University President