

The ACCE meeting on February 7th, 2025 Glenville State University

1) Welcome and Campus Update from Dr. Mark Manchin - President, Glenville State University

President Manchin highlighted GSU's expanding focus on health sciences and rural healthcare. The university received \$20 million from the state to build a new Health Science Center. He expressed that the potential closure of the federal Department of Education might offer an opportunity and encouraged ACCE members to become more active at the legislative level. Dr. Manchin believes efforts will be more successful by working directly with university administrations rather than focusing on state and federal levels.

He also discussed a unity agenda involving faculty, staff, students, and the President.

2) Student Government Association Update from Jahzeiah Wade

Jahzeiah Wade, Vice Chair of the Advisory Council of Students, GSU's SGA President, and NSLS President, spoke about student concerns. Students at GSU are working to emphasize the importance of higher education to high school students in West Virginia. Wade encouraged institutions to better inform students about available resources and create marketing pipelines.

He also identified the state's economy as a key barrier to retaining students and proposed incentivizing them to stay in-state, thus supporting state population growth and fostering business development. Wade reminded institutions that their treatment of students greatly influences whether they become alumni or just another graduate. Institutions should respond quickly to student needs and maintain adequate staffing. Additionally, students are working on the Campus Free Hunger/Mutual Aid Act.

3) Open Session with GSA Staff Council

Staff members voiced concerns about increasing PEIA charges and low pay due to ongoing wage compression. These equity issues are contributing to retention problems, and institutions should budget for staff raises and wage adjustments.

Eric suggested institutions need to show a deeper understanding of the data and avoid simply consolidating explanations. While combining job responsibilities may look good on paper, it often leads to morale issues and burnout. Addressing financial and workload concerns may be slow but must continue to move forward.

The discussion also covered the possibility of hybrid or work-from-home positions and the need for merit-based raises to incentivize goal achievement. There was also a call for greater

transparency and more engaging meetings with Presidents and the Board of Governors (BOG), rather than just listening sessions.

Concerns were raised about the ongoing undermining of the classification system by allowing the continued growth of non-classified employees.

4) February 14 Presentation to the HEPC

A slide on DEI will be added to the upcoming presentation to the HEPC. It was suggested to cite relevant code on each slide to support ACCE's requests. There was a discussion on HEPC accountability, and the presentation will be revised to emphasize the most critical needs of classified employees.

ACCE members engaged in a lively discussion about strategies for success at the HEPC and state legislature.

5) Committee and Campus Updates

No specific updates were provided.

6) Old Business

There were no updates from the HEPC, including on the Salary Market Study.

HEPC claims they do not have the authority to collect data on non-classified staff, but ACCE believes state code grants them that authority.

The Strategic Goal Task Force is on track to meet its goal of increasing enrollment by 5%. There was a 7.4% increase in enrollment by fall, and overall enrollment grew by 14%.
