

Classified Employee Council minutes for May 13, 2025

Council Members Present: Barb Kandalis, Kevin Murphy, Diana Patterson, Yildez Friman, Holly Hartman

Guests: Provost DeRochi (Speaker), Danielle Stephenson, Amy Ray, Erin Hildreth, Teresa Smith, Tory Orr, Rich Lanham, Donna Miller, Rachael Meads, Alison Mee, Tammy Gill, Missy Welsh, Tara Carlisle, Lori Moy, Robert Haberstroh, Florencia Gonzalez, Emily Samide, Lee Ambrose

No quorum. The minutes will be approved at the next meeting.

Provost DeRochi was the guest speaker. Academic Affairs and Scott Barton are working hand and hand with finance and business to build a best in practice for systemic transparency and financial reporting to be shared with faculty and staff in a consistent manner. Something in a visual way as to where we are budget-wise. The goal will be to move forward in a strategic and annual planning that can project out based on enrollment and what we see coming together in the future. We are looking at quarterly reports, monthly variance reports, taken from Banner. Displayed an Operational Analysis to compare several years of data. Financial Aid Services (FAS) have been secured to help us make good decisions with the financial aid leveraging. At the last BOG meeting discussion on getting the waiver committee started again. In June, Academic Affairs and Enrollment Management will be partnering up more closely on budget waivers. The total Budget Variance is up when compared to last year.

The Employee Salary Implementation Team (Dr. DeRochi, Scott Barton, Barb Kandalis, Larry Daily, Donna Shipley) has been formed to start addressing the salary compression here at Shepherd University. We need to reinvest net revenue or profits into our people, future growth, facilities and rainy-day safety net. Hope to have a visual ready by early fall. How do we grow if the growing team is underfunded? We must grow net revenue. It cannot be grown just through cuts. All of the above areas must be worked on. They work together.

Committee Reports

ACCE Yulia Freeman – the governor is calling a meeting about PEIA. Will be eliminated, increased or go private? Stay alert to new reports on this matter. We did lose the voting right for our CEC representative at the BOG meeting. It will be an advisory position only.

BOG Kevin Murphy – BOG met in April. Discussion about the salary compression. The faculty and staff compensation at Shepherd is below average when compared to peer institutions. Good news - enrollment numbers are up. Will seem confident that this trend will continue. He is watching the deposit money coming in, not just the applications. More transfer students are coming in and they tend to graduate. The budget is moving in the right direction. Kelly Hart has been hired as VP of Academic Development and will have 2 GAs to assist in the redevelopment of that office. Athletics dropped both the men's and women's tennis teams. Not sure what they

are doing with the waivers. Ground breaking for the new dining/athletic building will be this week.

CEC Children Scholarship Fund Chris Silka – No report.

Staff Development Lori Moy – No updates. She will be compiling a report on what was spend for the whole year.

Safety Committee Sharon Carpenter – No report

Other Business

Shred Event – May 6th the shred event happened. We hope to have this twice a year.

CEC Elections Results – Starting July, Barb Kandalis will continue on as Chair, Yulia will continue as the ACCE Rep. Several people ran for BOG Rep, so there was no clear winner. A runoff email was sent out, so please vote.

The Great Colleges to Work for Committee has asked Barb to join. What can we do to help people feel good about the workplace? The faculty has formed the “Faculty Voice 2025” survey. Dr. Anthony formed this survey to gather information on faculty concerns, experiences, and suggestions. Maybe we want to form “Staff Voice”? In December, we had 89 full-time classified and 89 full-time Non-Classified staff members. It is important to be able to express our opinions/concerns in a less public, quieter way.

The meeting was adjourned at 2:03 pm.

Submitted by Sharon Carpenter