

MINUTES
WEST VIRGINIA COUNCIL FOR
COMMUNITY AND TECHNICAL COLLEGE EDUCATION

April 7, 2025

An Emergency Meeting of the West Virginia Council for Community and Technical College Education was held via Teams beginning at 9:30 am. Council members present were: William Baker, Bob Brown, Clinton Burch, Christina Cameron, Michael Graney, Sandra Hamilton, Elizabeth Manuel, Tracy Miller, Joseph Oliverio and Steve Roberts. Absent were: William Baker, Traci Nelson, and Andrew Payne. Also in attendance were Council staff, community and technical college presidents, faculty, staff, and guests.

Call to Order

Chairman Cameron called the meeting to order noting a quorum was present.

Executive Session

Ms. Miller moved that the Council go into Executive Session in accordance with WV Code §6-9A-4 to discuss the following:

The West Virginia Council for Community and Technical College Education previously scheduled a special meeting for April 7, 2025, to address matters related to the employment of the president of Southern West Virginia Community and Technical College. However, since the original meeting notice was published, new and significant developments have arisen that raise additional and serious concerns regarding the overall governance and operational stability of the institution.

In light of these developments, the Council finds it necessary to expand the scope of its discussions to include broader governance issues and institutional oversight. Pursuant to the authority granted under W.Va. Code § 6-9A-2, the Council has convened this emergency meeting due to the urgent nature of these concerns and out of a belief that further delay could result in imminent and substantial harm to the institution and its ability to effectively serve its students, faculty, and staff.

Mr. Roberts seconded the motion. Motion carried.

Following Executive Session, the Council reconvened in open session and the following action was taken:

1. Withdrawal of Specific Powers from the Southern West Virginia Community and Technical College Board of Governors

Mr. Roberts moved the adoption of the following resolution:

WHEREAS, the West Virginia Council for Community and Technical College Education (“Council”) has a statutory responsibility to provide oversight and ensure the effective governance of institutions under its jurisdiction, including Southern West Virginia Community and Technical College (“Southern”); and

WHEREAS, the Council has grave concerns regarding the ongoing instability and dysfunction in the governance of Southern, including, but not limited to, repeated instances of non-cooperation and conflict between the president and the Board of Governors, the failure to follow institutional procedures, and a pattern of behavior by the president and certain members of her leadership team that has disrupted institutional operations and placed the college's accreditation at risk; and

WHEREAS, the Council has determined that recent actions and communications by the president, including the submission of a one-sided and inaccurate response to the Higher Learning Commission (HLC), have resulted in a scheduled focus visit by HLC, and constitute behavior that further undermines the college's reputation and operational stability; and

WHEREAS, since the Board's March 19, 2025, meeting, the president has taken actions in apparent violation of restrictions placed upon her by the Board, including unauthorized communications with HLC and unauthorized participation in media interviews, despite clear directives to the contrary; and

WHEREAS, under the authority granted in W.Va. Code § 18B-2B-6(e), the Council may withdraw specific powers from a governing board if circumstances exist which, in the view of the Council, severely limit the capacity of the Board of Governors to carry out its duties and responsibilities; and

WHEREAS, the Council finds that the current situation at Southern severely limits the capacity of the Board of Governors to carry out its duties and responsibilities;

NOW, THEREFORE, BE IT RESOLVED, that the West Virginia Council for Community and Technical College Education hereby exercises its authority under West Virginia Code § 18B-2B-6(e) to withdraw from the Southern West Virginia Community and Technical College Board of Governors those specific powers and duties to appoint, dismiss and oversee the president of the institution, granted to it under West Virginia Code § 18B-2A-1 et seq., for a period not to exceed two years; and

BE IT FURTHER RESOLVED, that the Council shall assume those powers and responsibilities necessary to ensure the effective governance and oversight of the institution during this period, by overseeing the work of the president; and

BE IT FURTHER RESOLVED, that the Council directs staff to provide appropriate notification to the Board of Governors of Southern of the Council's action pursuant to this Resolution; and

BE IT FURTHER RESOLVED, that the Chancellor shall provide regular updates to the Council on the status of governance and leadership at Southern, and the Council shall review this action no later than April 2027 to determine whether the powers withdrawn from the Board of Governors should be restored.

Adopted this 7th day of April 2025, by the West Virginia Council for Community and Technical College Education.

Ms. Miller seconded the motion. Motion carried.

2. Placement of Dr. Pamela Alderman on Administrative Leave and Authorization to Negotiate a Separation Agreement

Mr. Graney moved the adoption of the following resolution:

WHEREAS, the West Virginia Council for Community and Technical College Education (“Council”) has a statutory responsibility to ensure sound executive leadership and institutional stability within the state’s community and technical colleges; and

WHEREAS, the Council has received extensive evidence of conduct and decisions by Dr. Pamela Alderman, President of Southern West Virginia Community and Technical College (“Southern”), that have demonstrated a pattern of poor judgment, disregard for institutional governance, and a failure to uphold the standards of leadership expected of a college president; and

WHEREAS, the Council has already issued a public statement of its loss of confidence in Dr. Alderman’s ability to continue serving in her role, and has urged the Southern Board of Governors to begin the process of leadership transition; and

WHEREAS, recent actions by Dr. Alderman—including, but not limited to, disregard of board directives, unauthorized communication with external agencies, public misrepresentation of internal decisions, and reported threats of retaliation toward institutional employees—have further deteriorated the governance and operational environment of the institution; and

WHEREAS, the Council has taken the extraordinary step to assume the specific powers and duties of Southern’s Board of Governors to restore sound, stable, and responsible institutional governance; and

WHEREAS, the Council has determined that immediate action is necessary to protect the institution, its employees, and its students from further disruption or harm.

NOW, THEREFORE, BE IT RESOLVED, that the West Virginia Council for Community and Technical College Education hereby places Dr. Pamela Alderman on paid administrative leave until the end of her current contract on June 30, 2025, with immediate effect; and withdraws all powers, duties, and responsibilities of the presidency from her during this period of administrative leave; and

BE IT FURTHER RESOLVED, that the Chief Information Officer of Southern is hereby directed to immediately revoke and remove all access that Dr. Alderman has to institutional computer systems and accounts, including but not limited to:

- Computer networks and file storage systems;
- Email and internal communication platforms;
- Social media accounts maintained by or on behalf of the institution;
- Any other internal or external systems to which she has had access in her role as president.

BE IT FURTHER RESOLVED, that Dr. Alderman is hereby directed to immediately vacate all institutional property, and that the Chief Facilities Management Officer of Southern or his designee is directed to:

- Collect from Dr. Alderman all keys, identification badges, access cards, or any other credentials or items granting access to institutional property or facilities;
- Secure the president's office and ensure institutional property is protected;
- Arrange for the off-site transfer of any personal effects belonging to Dr. Alderman to a non-campus location of her choosing, in coordination with her or her designee; and

BE IT FURTHER RESOLVED, that the Chief Financial Officer of Southern is hereby directed to immediately revoke all of Dr. Alderman's signatory authority for and access to the financial accounts of Southern and to notify all financial institutions that hold any financial account for Southern of Dr. Alderman's removal of access to and authority over those accounts.

BE IT FURTHER RESOLVED, that the Council directs the Chancellor or her designee to engage in good faith efforts to negotiate a mutually agreed upon separation agreement with Dr. Alderman that will bring a prompt and orderly end to her employment with the institution; and

BE IT FURTHER RESOLVED, that should such an agreement not be reached within a reasonable period of time, Dr. Alderman will remain on paid administrative leave until the end of her current contract on June 30, 2025, at which time Dr. Alderman's contract will not be renewed.

Adopted this 7th day of April 2025, by the West Virginia Council for Community and Technical College Education.

Ms. Hamilton seconded the motion. Motion carried.

3. Appointment of an Interim President and Approval of Presidential Contract for Southern West Virginia Community and Technical College

Mr. Brown moved the adoption of the following resolution:

RESOLVED, That the West Virginia Council for Community and Technical College Education hereby appoints Dr. Corley Dennison as Interim President of Southern West Virginia Community and Technical College; and

BE IT FURTHER RESOLVED, That the Council hereby approves the employment contract for Dr. Dennison as presented by the General Counsel.

Mr. Roberts seconded the motion. Motion carried.

Additional Comments

Chairman Cameron stated that the actions taken are not something that we, as the Council, have taken lightly. It was a hard decision to make, and I would like to thank the

members of the Council and the folks at the CTC office for their guidance during this difficult transition.

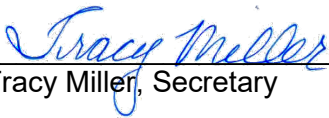
There being no further business, the meeting was adjourned.

Upcoming Meetings

Council Meeting
Date: April 24, 2025
Time: 9:30 a.m.
Via Zoom



Christina Cameron, Chairman



Tracy Miller, Secretary