Senate Bill 330
Progress Report

Presented to the
Legislative Oversight Commission on Education Accountability

Winter 2013
SB 330 Progress Report

• *West Virginia Code* §18B-7-8(a) requires periodic reporting on the status of the implementation of various provisions of SB 330.

• To date, the Chancellors have provided regular verbal reports to LOCEA on the status of the implementation of various elements of the statute.
Summary of the findings of the Human Resources Review conducted by ModernThink.

- Each institution has received individual scorecards, HR Metrics scorecards, open responses and document analysis.
- Commission and Council have received the same information.
- ModernThink also provided an aggregate system-wide report that will be submitted to LOCEA and posted on the Commission and Council websites.
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Documentation of the professional staffing changes made in accordance with §18B-4-2a

• Hired new Vice Chancellor for Human Resources on January 1, 2013.

• In process of conducting a national search for Director of Classification and Compensation.

• Assessing potential for existing HR staff to fulfill training and development requirements of SB 330.
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A systematic plan, including a time line, for designing, developing and implementing the classification and compensation system.

• Fox Lawson & Associates (FLA) was the selected vendor for conducting the Market Compensation Study on February 17, 2012, and projected completion within 12-16 weeks.

• Due to turnover in the Vice Chancellor for Human Resources position, FLA was without a Commission/Council contact and progress has been delayed.

• At present, we have re-started the process of supplying data to FLA for purposes of matching non-classified jobs (projected to be done by April 1, 2013).
A systematic plan, including a time line, for designing, developing and implementing the classification and compensation system (con’t.)

FLA will provide:

• A clear statement of compensation philosophy appropriate for West Virginia higher education systems.

• Recommendations for a new salary scale and system for classifying jobs.

• A study of the impact (including budgetary) of implementing the recommendations.
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An explanation of the research design and time line for completing studies required by §18B-7-16 relating to RIFs, internal hiring preferences, outsourcing, and a policy for the status of employees who are grant or contract-funded.

• Much of what is required by §18B-7-16 was previously mandated by SB 603 but no final product was ever delivered to LOCEA.

• The previous committees will be re-established in the near future to begin work on the required studies.
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Assessment of the progress made by the governing boards towards full funding of the temporary salary schedule.

• In May 2012, all but five institutions were certified as having reached full funding of the Temporary Higher Education Classified Employee Annual Salary Schedule.
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*Detailed compensation data* comparing funding of salaries for faculty, classified and non-classified employees as a percentage of the average funding for each class among the organization’s peers, in regional or national markets, and among similar organizations in the state systems of higher education.

- This information will be produced by Fox Lawson & Associates when the market salary survey is complete.
- This information will then be presented to the Compensation Planning and Review Committee for recommendations to the Commission and Council.