

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.

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*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.

SB 330 Progress Report

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).

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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.

SB 330 Progress Report

*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.