

CAMPUS CONVERSATION: HUMAN RESOURCES BILL

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What we will do today

Share why WVU is pursuing the HR Bill

Address rumors and misconceptions

Review the proposed HR Bill and what it means

Share how changes would be made

Questions & Answers



Why are we pursuing flexibility?



What is NOT going to change?



What does the proposed bill change?

The changes are designed to empower institutions with more authority relating to personnel decisions on their campuses and to facilitate the implementation of contemporary programs and practices to reward and incentivize performance and enhance employee engagement.



Proposed changes

Non-Classified and Classified Employees

/ Eliminate any statutory ratio (currently, an institution may only have 25% of its employees designated as non-classified)



Proposed changes

Non-Classified and Classified Employees

/ For employees hired on or before July 1, 2017, provides that classified employees are full-time, non-faculty employees of an institution, unless the employee:

- is in a policy-making position;
- is critical to the institution;
- is a direct report to the President;
- is involved in an IT job.



Proposed changes

Non-Classified and Classified Employees

/ For employees hired after July 1, 2017:

- Classified employees are those who are non-exempt for purposes of the Fair Labor Standard Act (hourly).
- Non-classified employees are those who are exempt for purposes of the Fair Labor Standards Act (salaried).



Proposed changes

Bumping and Recall Rights

/ Institutions are to develop policies for reductions in workforce and reductions may be based on documented job performance, skill set, longevity or other factors appropriate.

/ If an institution lays off a more senior employee, the institution may provide a severance package for that employee.

/ Provisions relating to “bumping” and recall rights based on seniority are eliminated.



Proposed changes

Institutional Flexibility

/ WVU, Marshall, and the Osteopathic School are authorized to develop their own classification and compensation system; any other institution may only do so with the approval of the HEPC.

/ An institution may develop rules for faculty hiring practices that are different from HEPC rules; HEPC rules are applicable to the extent an institution does not develop a rule.



Proposed changes

Institutional Flexibility

/ Mandatory statutory provisions dictating hiring of individuals at the HEPC is eliminated; code provisions are amended to clarify HEPC duties relating to human resources, including other changes described herein (HEPC retains authority to hire as it desires within its budget – the statutory mandates are removed).

/ Obsolete code provisions are eliminated.



How will changes be made?

/ No changes have been made to date.

/ Staff Council will be involved.

/ We will need our best talent in the room to help the institution design the policies and procedures we want to move on in the future.

/ It is an opportunity to design policies and programs that work best for our faculty and staff.



**This is an opportunity
West Virginia University must pursue.**



Questions & Answers



www.bureaucracybusters.wvu.edu

/ The taped Conversation will be accessible at the site above

/ An FAQ will be available at the site above

/ You may continue to submit questions to
campusconversations@mail.wvu.edu

/ Watch Enews for the next Campus Conversation

