

# CAMPUS CONVERSATION:

## PROPOSED BOG TALENT AND CULTURE RULES Information Session

Rob Alsop, Vice President for Strategic Initiatives  
Cris DeBord, Vice President for Talent and Culture

# What we will do today

- / Explain the BOG rule transition project
- / Discuss the newly proposed BOG Talent and Culture rules
- / Explain how to review and officially comment on the proposed rules
- / Questions and answers

# How today will work

- / Hear from Rob and Cris
- / Open question and answer session
- / Please keep questions to university-wide decisions
- / If you have a personal HR issue, there are several team members from HR here today that you can speak with after the presentation

# What is the BOG rule transition project?

# Performance Management

- / Supervisor training required
- / Written annual performance reviews required
- / Employees will have 10 business days to respond in writing to their performance review

# Classification and Compensation

- / Discontinued the point factor system for classified job evaluation
- / Will use market pricing for classified and non-classified positions
- / Gives supervisors greater flexibility to recognize performance by moving individual compensation within the pay range
- / Compensation strategy for classified and non-classified employees will focus on attracting and retaining the best talent and recognizing and rewarding high levels of performance

# Reduction in Force (RIF)

- / Applies only to classified employees
- / Establishes a review committee
- / Establishes a 60 day notice period and severance benefits
- / Factors to consider will include:
  - Performance over the previous 24 months, which includes discipline
  - Skills and qualifications
  - Seniority
- / Establishes recall rights for classified employees who leave in good standing

# How do I review or officially comment on the proposed BOG rules?

/ This session is for informational purposes only and it is not a part of the official comment process for the proposed rules. To review or officially comment on the proposed rules, please visit <http://policies.wvu.edu>.

/ The comment period ends August 17, 2017



# [www.bureaucracybusters.wvu.edu](http://www.bureaucracybusters.wvu.edu)

**/ The taped Conversation will be accessible at the site above**

**/ You may continue to submit questions to  
[campusconversations@mail.wvu.edu](mailto:campusconversations@mail.wvu.edu)**

**/ Watch Enews for the next Campus Conversation**