

CAMPUS CONVERSATION:

TALENT AND CULTURE POLICIES

INFORMATION GATHERING SESSION

Rob Alsop, Vice President for Legal, Government and Entrepreneurial Engagement
Cris DeBord, Vice President for Talent and Culture

What we will do today

- / Explain why WVU pursued flexibility
- / Discuss the plan for policy development
- / Share themes and ideas learned at policy development workshops
- / Share next steps
- / Questions and feedback

How today will work

- / Hear from Rob and Cris
- / Open discussion to gain feedback
- / 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

Why did we pursue flexibility?

What does the 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.

Plan for policy development

WVU BOG Policy Development Process

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- ✓ February 27 – Campus Conversation: HB 2542
- ✓ April 11, April 18, & April 25 – Policy Development Workshops
- ✓ April 26 – Campus Conversation WVU-IT
- ✓ May 1 – Campus Conversation WVU Potomac State
- May 17 – Campus Conversation Main Campus - Erickson
- May 24 – Campus Conversation Main Campus - Mountainlair
- May 23 – June 21 – WVU Staff Council 30 Day Review
- June 12 – HB 2542 Effective Date
- July 14 – Proposed BOG Meeting – Notice of Proposed Rule Making
- July 18 – August 17 – BOG 30 Day Public Comment Period
- August 22 – September 6 – BOG 10 Day Final Posting
- September 8 – BOG Meeting – Final Approval

Themes and ideas learned at policy development workshops

Paid Leave Benefits (Sick Leave)

- / Current leave eligible employees will retain same leave benefits
- / Current leave eligible employees will have one-time option to move to new plan
- / Efforts to gather more information on paid leave benefits will continue

Performance Management & Development

- / Supervisor training should be mandatory
- / Frequent feedback and better communication should occur
- / Informal appeal process

Classification and Compensation

- / The point factor system is universally disliked
- / Use market pricing for classified and non-classified
- / Explore non-monetary rewards program

Reduction in Force (RIF)

- / Checks and balances
- / Notification and severance
- / Criteria to determine positions impacted by RIF
- / Filling Future Vacancies Within the Affected Unit
- / Re-Employment of Impacted Staff

Next steps

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May 24 – Campus Conversation Main Campus - Mountainlair

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Questions and feedback

1. What are some situations that may necessitate a RIF?

2. Will the classification and compensation changes result in an increase to my pay?

3. Why do we do performance reviews when we do not have pay raises?

4. Will changes to paid leave benefits impact sick leave conversion rights?

Questions and feedback

www.bureaucracybusters.wvu.edu

/ An FAQ will be available at the site above

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

/ Next Campus Conversation: Wednesday, May 24, 10 a.m. to
11 a.m., Blue Ballroom, Mountainlair (Live-Streamed at
webcast.wvu.edu)