ACCE Report (March 2013, April 2013, May 3013)

**March 2013**

* Modern Think Presentation – executive summary (*will provide report with electronic notes to be posted to web*)
	+ Data was collected from discussions with institutional CHROs’, ACCE representatives and Central Office staff.
	+ CHRO’s completed online survey
	+ Modern Think completed a document review at each institution.
	+ Survey results were compiled
* Mark Toor (Vice Chancellor for Human Resources)
	+ Fox Lawson – Market Study Report
		- Classified Job Titles
			* discussions with CHRO’s relative to classified positions as it pertained to benchmarks
			* CHRO’s were not satisfied that Fox Lawson captured the required data using the sample of job titles.
			* Mark appointed five (5) CHRO’s (Our CHRO, Peggy Carmichael is involved) with each assigned the task of contacting specific institutions wherein actual PIQ’s would be reviewed to ascertain the duties and responsibilities of the position in order to compare against the Fox Lawson data.
			* ACCE should be involved therefore Amy Pitzer would oversee the work done at Concord with their CHRO, Marshall.
			* Results of the review would allow the committee to submit the jobs for bench marking.
			* Classified data could take a minimum of 2 months to complete
	+ Job Classification Committee
		- Mark stated that members have been selected and a meeting is scheduled for Thursday, March 21st via conference call
	+ Compensation Planning and Review Committee
		- Mark stated that the committee will be meeting during the first two weeks of April.
		- Mark states this group would be working on the salary segment of the rule.
	+ Open Personnel positions at HEPC
		- Need to fill the two (2) major personnel positions at the HEPC.
		- Mark informed ACCE that the Classification and Compensation position is in the final stages as the search committee has recommended 2 candidates to be interviewed.
		- With the Governor’s announced hiring freeze the process is currently in limbo until the agency receives action on a waiver request.
	+ Former Joint Advisory Group (JAG), now named Common Grounds is reformed
		- Small number of ACCE and CHRO representatives will meet with the goal to reach consensus on a number of issues in SB 330 which does not require a code change.
		- 1st meeting of the participants is scheduled for Tuesday, March 26th at the Tech Park
* ACCE Committee Reports
	+ Leadership Conference planning in progress

**April 2013**

* Mark Toor (Vice Chancellor for Human Resources)
	+ Fox Lawson – Market Study Report
		- Classified Job Titles
			* No real updates to report on this, work is being completed by CHRO’s
	+ Open Personnel positions at HEPC
		- Waiting on Governor’s decision
* ACCE Committee Reports
	+ Leadership Conference planning in progress
	+ Benefits Change – if premiums are to increase based on increase in pay, the increase will take place on next pay rather than next open enrollment

**May 2013**

* Mark Toor (Vice Chancellor for Human Resources)
	+ Fox Lawson – Market Study Report
		- Classified Job Titles
			* Approaching deadline for report detail however some extensions were given due to individual institutional circumstances
	+ Open Personnel positions at HEPC
		- Waiting on Governor’s decision
	+ Benefits Change Discussed – if premiums are to increase based on increase in pay, the increase will take place on next pay rather than next open enrollment
* ACCE Committee Reports
	+ Leadership Conference planning in progress
		- Leadership Conference set for June 5th-7th at Lakeview Resort in Morgantown, WV

Respectively Submitted,

Melanie R. Eberhart