

Graduate School
Committee on Academic Staff Issues
Monday, November 12th 2012 from 1:30 – 3:00 pm

Biotechnology Center Rm 1360

Present: Judy Bauman, Alex Converse, Wayne Feltz, Kristin Crosno, Jenny Hackel, Moira Harrington, Julie Karpelenia, Bruce Neumann, Julie Schears, , Nicci Schmidt, Tom Zinnen, and members of the campus community.

Absent: Jennifer Eagleton, John Richards

Convene

Meeting was convened by Vice Chair Wayne Feltz at 1:30PM.

Other Business: *Meeting with Steve Lund on HR Design*

Julie Karpelenia introduced Steve Lund to the group. Steve is the director of UW-Madison's Academic Personnel Office and member of the HR Design Project Team.

Steve began by reviewing and distinguishing between Act 10 and Act 32. Act 10 largely stripped collective bargaining rights for most state employees. Chapter 36 of Act 32 provided UW Madison with the flexibility to create its own personnel system. Act 32 was the impetus to HR Design; the new personnel system will go into effect July 1, 2013.

Flexibility has been a goal of campus leadership back to the days of former chancellor, Donna Shalala. Although many changes did not require the state statute, the statute facilitated a complete overhaul of the personnel system.

Currently, there are two personnel systems: (1) classified, state has full control, all employees are hourly; (2) unclassified, some hourly and some salaried.

Critical issues:

Pay structure must be approved by the state
Hierarchy a cultural problem, likely not resolved in the new system.
Performance management
(see graph on slide 2 of second handout)

New features:

Pay for performance
Local control
Performance criteria decided by employing groups and units.
Extensive training for supervisors.

Central office of OHR staffing for UW-Madison is currently approximately 130 individuals. A misconception is that HR Design will require a "bloated"

administration. In reality, the Project Team anticipates adding only 3-5 individuals to accommodate the new personnel system.

There is strong agreement on most aspects of HR Design. Academic Staff Assembly prepared >30 pages of white pages in response to the HR Design proposal. Steve said, "We agree on 98%."

Faculty Senate postponed a vote on HR Design until Dec 3, 2012. The Faculty Senate only governs faculty.

Primary area of growth and expansion in the new personnel system is fostering and managing talent. This means improving performance review system, expanding employee development, enhancing supervisor training.

Ideally in place by July 1, 2013:

Online job applicant tracking system
Mechanism for internal recruitment

Most critical:

Titles

Pay ranges

**these will likely take longer; maybe July 1, 2014.

Q&A

Q: How do you identify market?

A: Market consists of a set of organizations UW-Madison competes with for hires. There are hundreds of different markets.

Q: How will you address culture and perceptions of hierarchy?

A: We recognize that culture is one of the biggest challenges. The new personnel system does not address culture.

Q: Will bonuses be an option?

A: Bonuses will be an option. University staff have generally always been eligible for one time lump sum for performance. This will be a new option for academic staff.

Q: How will UW-Madison's personnel system align with the rest of UW-System campuses?

A: All other campuses will have one new system. Categories will be the same as UW-Madison. UW-Madison is mostly aligned with the Regents. Our personnel system is subject to their review.

Special thanks to Tom Zinnen for graciously hosting the meeting and providing refreshments.

Handouts provided at meeting provided immediately following this document.

Adjourn at 3PM by Wayne Feltz

Next Meeting:

December 10, 2012

Location: 187 Bascom Hall **Time** 1:30-3:00pm

Minutes: Nicci Schmidt

Respectfully submitted,
Nicci Schmidt