

BASCOM HALL

Academic Staff Assembly



Office of Human Resources
UNIVERSITY OF WISCONSIN-MADISON

Chief Human Resources Officer Mark Walters
Director of Total Rewards Karen Massetti-Moran
Director of Talent Management Lotus Buckner



SINGLE PAYROLL

Updates

Karen Massetti-Moran, Director of Total Rewards



General Updates

- Minimal employee feedback
- All employees are now on a biweekly pay schedule

Employee Loans

- Less than half of percent of eligible employees participated

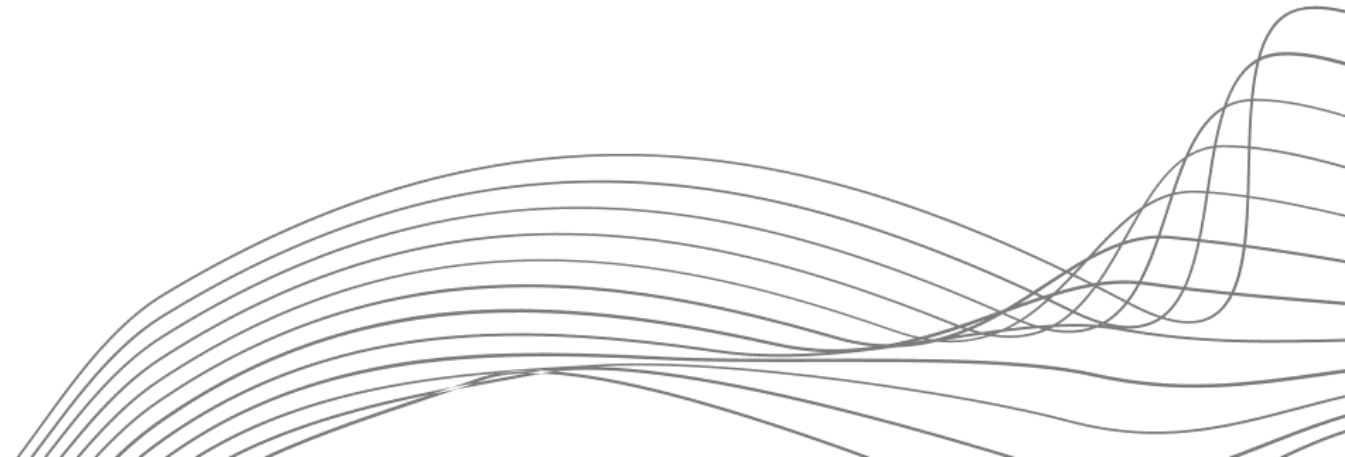
Employees Paid over Nine Months

- Contracts that started in August received a partial biweekly check on September 9
- First biweekly check on September 23

Resources: Employees Paid over Nine Months



- Working at UW article published September 1
- Timeline
- Checklist
- Paycheck Estimator
- Pay date model
- Direct emails
- UW System direct emails
- hr.wisc.edu/single-payroll



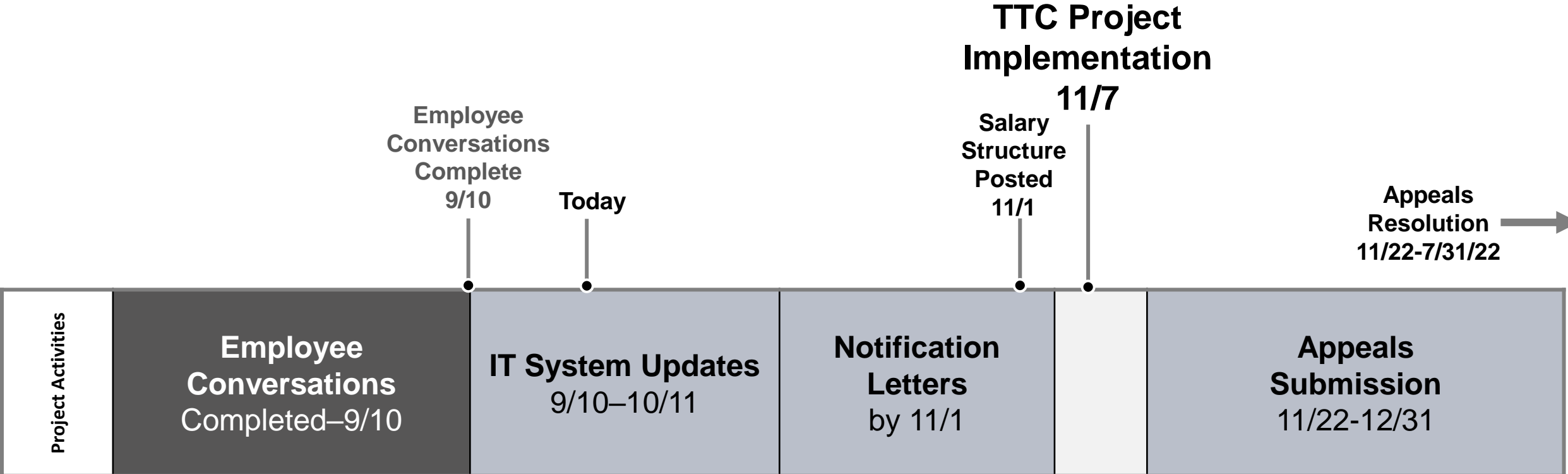


TITLE AND TOTAL COMPENSATION PROJECT

University of Wisconsin-Madison



TTC Takes Effect Nov. 7, 2021



Employee Conversations

Completed Sept. 9

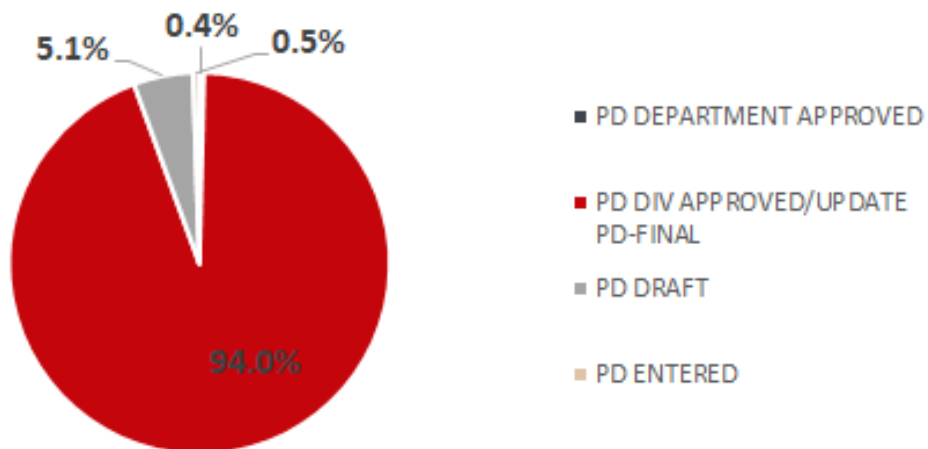
- Each area had a unique timeline
- Over 14,600 positions are finalized
- 27 unmapped employees or .17% of all employees (new hires)
- If you did not have a conversation or have concerns talk to your supervisor and local HR department
- Employees may appeal their standard job description



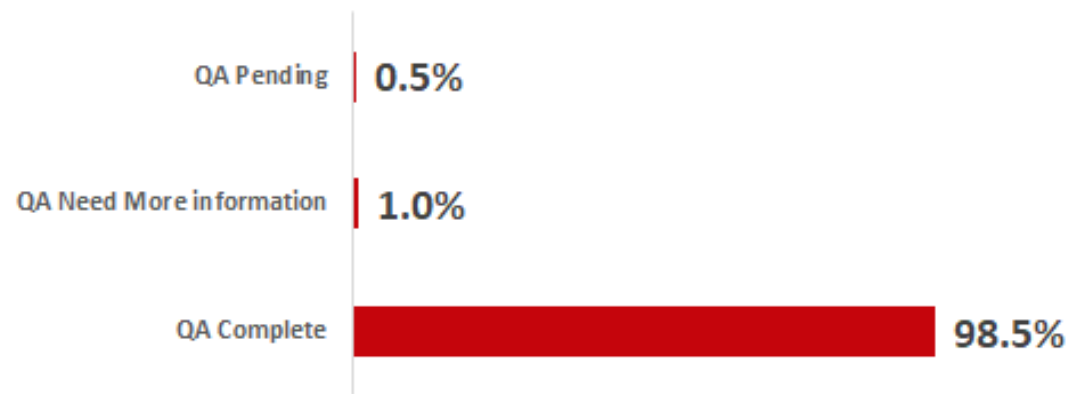
Employee Conversations

Completed Sept. 9

Total PDs by Status and Date



UW Madison QA Status Totals by Date



Notification Letter

Employees will see their:

Job title

Salary grade

Proposed
business title

Exemption status
(hourly/salary)

Links to salary
structure

Links to appeals
process

Reinforces what **stays the same**:

Employment
category

Benefits
offerings via
State of WI

Pay
(pro-rated per
percentage of
appointment)



About the Letter

- Standardized, consistent letter
- Local human resources departments:
 - Will send letters to employees by 11/1
 - Have translated copies of the standard form letter
 - Option to print letters or send digitally



Job Title Appeals Requirements

Content in the Letter

- Employee can appeal from November 22 to December 31, 2021
- Appeals after December will not be considered
- Before appealing, employee must seek to resolve request with immediate supervisor and local HR department
- Employee must provide the reason for the appeal



Cannot Appeal

Content in the Letter

- Current salary
- A job title's assigned salary grade
- Language in the position description (PD)
- Titles assigned to a standard job description (SJD)
- Language in the standard job description (SJD)
- Exempt/non-exempt status as it relates to the Fair Labor Standards Act (FLSA)



Monday, Nov. 1
Salary Structure Available

- Published online
- Notification letter with links
- Printed copies will be available via local HR units
- Employees will receive a campus email
- Inside UW article
- Employee resources

Sunday, Nov. 7
TTC Project Is Live

- Market-informed title and salary structure go into effect
- Banner on the TTC website - indicate project structure is live
- Employee communications week of Monday, Nov. 8



Appeals

Must seek to resolve concern with immediate supervisor and local HR department

Appeals Panel Includes:

**Office of Human Resources
Compensation Member**

**Division HR Director
(Different Division)**

**Shared Governance Member
(Same Employee Category)**

- Selection of a Shared Governance representative is their decision
- Shared Governance decide what qualifications are necessary to be appointed
- More details to come



Remote Work Agreements

Updates

Lotus Buckner, Director of Talent Management



Remote Work Agreements (by Deadline)

8/31:

Request Status	Appointments	% Appointments
Executed	3798	69%
Entered/In Progress	1594	29%
Entered/Unsubmitted	80	1%
Withdrawn/Denied	59	1%
Total	5531	100%

9/1:

Request Status	Appointments	% Appointments
Executed	4237	75%
Entered/In Progress	1313	23%
Entered/Unsubmitted	69	1%
Withdrawn/Denied	66	1%
Total	5685	100%

9/2:

Request Status	Appointments	% Appointments
Executed	4492	77%
Entered/In Progress	1178	20%
Entered/Unsubmitted	62	1%
Withdrawn/Denied	67	1%
Total	5799	100%

Approved remote work agreements increased by **694** in two days.

Pending agreements decreased by **416** in two days.



Remote Work Agreements (as of 9/13)

UW-Madison Remote Work Summary - 09/13/2021

Request Status	Appointments	% Appointments
Executed	4960	81%
Entered/In Progress	1037	17%
Entered/Unsubmitted	48	1%
Withdrawn/Denied	79	1%
Total	6124	100%

Data Source: HRS/EPM

Data Currency: 08:30 AM 09/13/2021

Analyst: Jon Vander Hill, Sr Policy & Planning Analyst, OHR, HRIS

Remote Work Agreements (Academic Staff)



Appointment Request Status - Academic Staff - 9/13/21

<u>Reqst Status</u>	<u>Appointments</u>
Executed Entered	3424
In Progress Entered	640
Unsubmitted Withdrawn	29
Denied	45
Total	4138

Data Source: HRS/EPM

Data Currency: 08:30 AM 09/13/2021

Analyst: Jon Vander Hill, Sr Policy & Planning Analyst, OHR, HRIS