



People Strategy

December 2022 Academic Staff Assembly

Central Office of Human Resources (OHR)
Interim Chief Human Resources Officer Patrick Sheehan



Agenda



TTC Project



**Central
Compensation
Funds
Strategy**



**Talent
Pathways**



Career Growth



**Equity
Inclusion, and
Employee
Well-being**



TITLE AND TOTAL COMPENSATION PROJECT

University of Wisconsin–Madison

— Year in Review



**Pay increase
for under
minimum**

**Market
alignment**

Transparency

**Consistent job
titles and
salary grades**

**Better
data**

**Title and
Standard Job
Description
Library**



Central Compensation Funds (CCF)

Compensation Strategy FY22-23



Highlights

- More than \$28 million allocated to attract, reward, and retain employees
- Largest allocation in nearly a decade
- Better data due to TTC allowed leadership to:
 - Prioritize lowest paid employees
 - Lead the Madison market and increase campus minimum wage to \$17 per hour
 - Start to address compression for lowest-paid employees



Base Building/Base Pay



Pay Adjustments



Base Building Adjustments By Employee Category

Employee Category	Adjustments	Adjustment Distribution	Total of Adjustments	Earnings Distribution
Academic Staff	3,855	53.20%	\$18,868,715.29	54.27%
University Staff	2,194	30.28%	\$7,856,992.00	22.60%
Faculty	804	11.10%	\$4,418,581.00	12.71%
Limited Appointee	393	5.42%	\$3,624,403.00	10.42%
Total	7,246	100.00%	\$34,768,691.29	100.00%



Base Building Adjustments By Reason

By Reason	Adjustments	Adjustment Distribution	Total of Adjustments	Earnings Distribution
Market Factor – Competitive	1412	19.49%	\$7,621,190.80	21.92%
Market Factor – Retention	561	7.74%	\$3,189,789.40	9.17%
Parity	1442	19.90%	\$6,569,105.20	18.89%
Performance Adjustment	3829	52.84%	\$17,375,492.89	49.98%
Post Tenure Review Incmnt	2	0.03%	\$13,113.00	0.04%
Total	7,246	100.00%	\$34,768,691.29	100.00%



Bonus



One-Time Lump Sum Payment



Performance Bonus Fund Summary

- **Background:** One-time lump sum performance bonuses for faculty, academic staff, university staff, and limited appointees recognizing work above and beyond expectations.
- **Total Cost:** \$7,500,000 centrally allocated
Over \$14.0 M distributed

Average Award Amounts:

- Faculty: \$ 4,663.19
- Limited: \$ 3,495.50
- Academic Staff: \$ 2,383.20
- University Staff: \$ 1,945.37
- University Staff Project: \$ 2,099.86

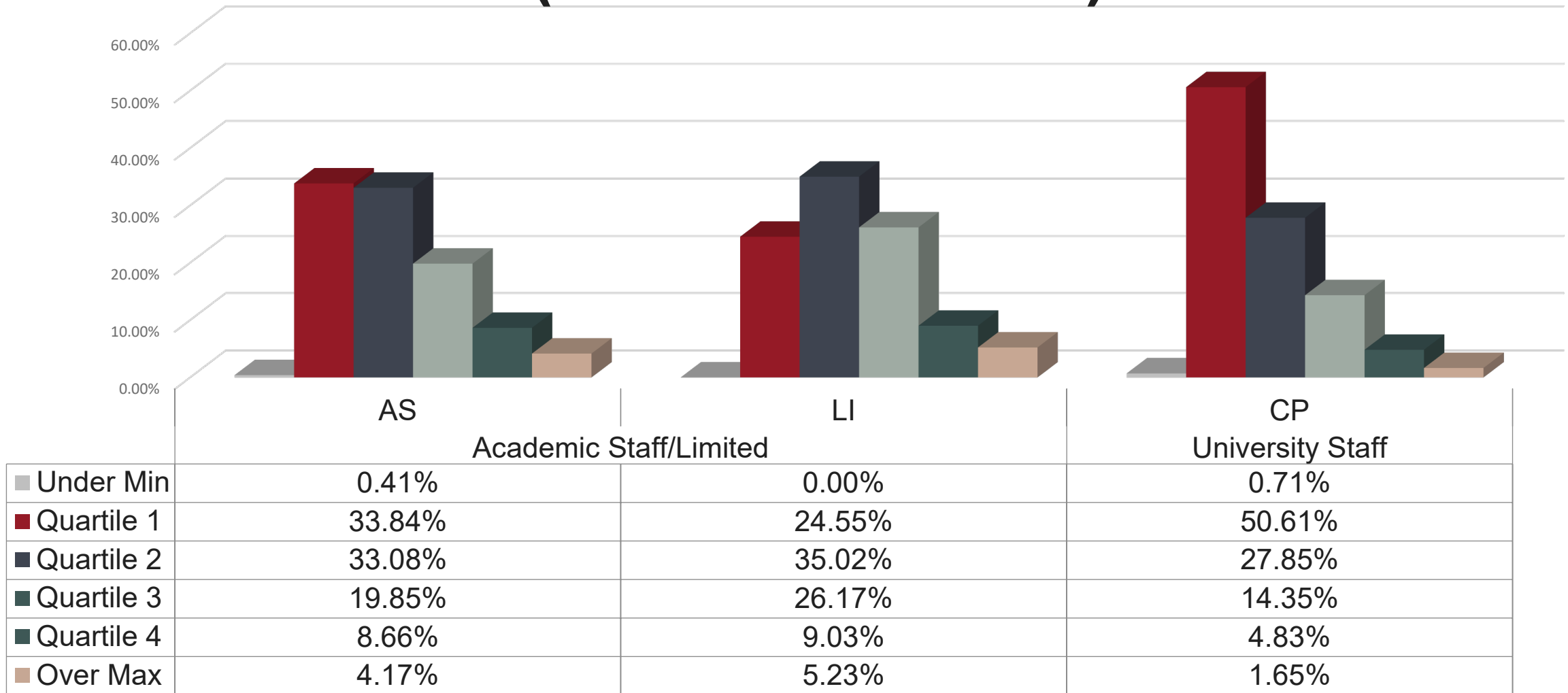


Summary of Awards





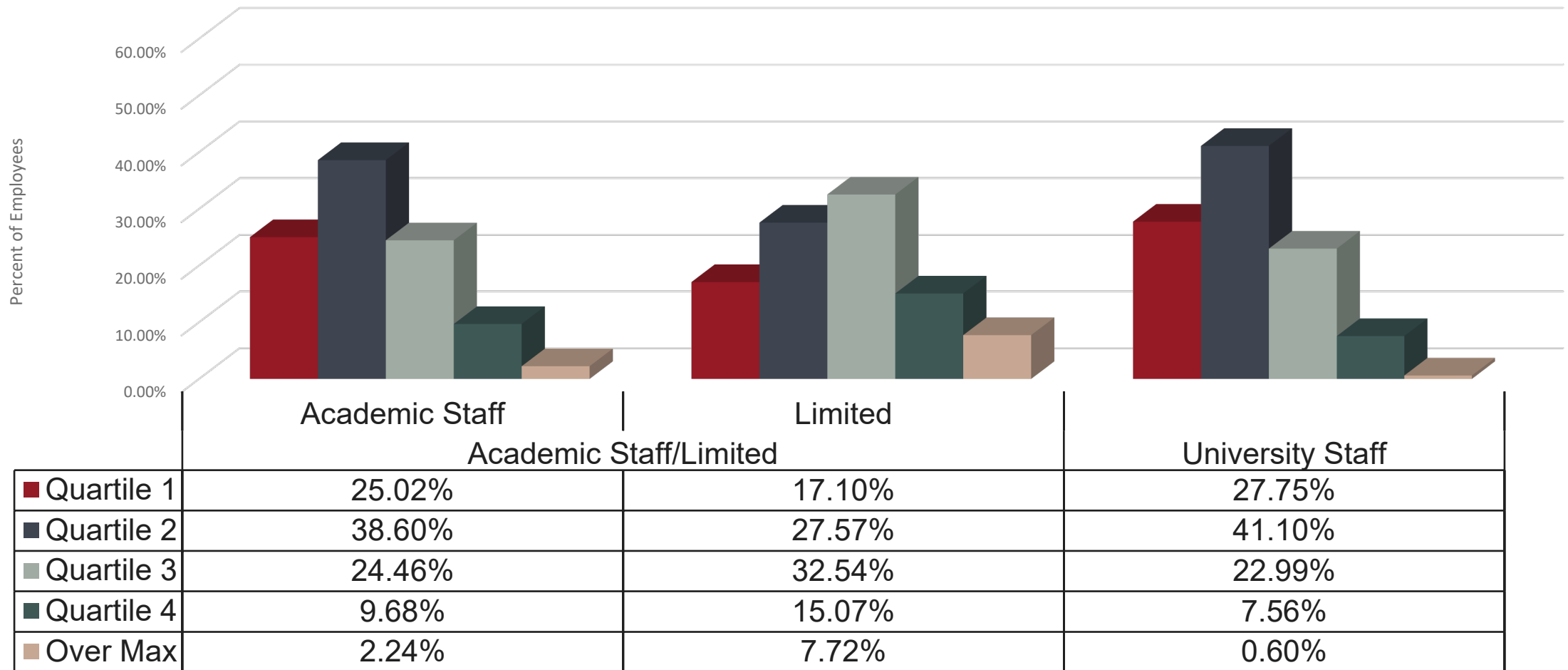
Employee Category by Quartiles (December 2021)



■ Quartile 1 ■ Quartile 2 ■ Quartile 3 ■ Quartile 4 ■ Over Max



Employee Categories by Quartiles (November 28, 2022)

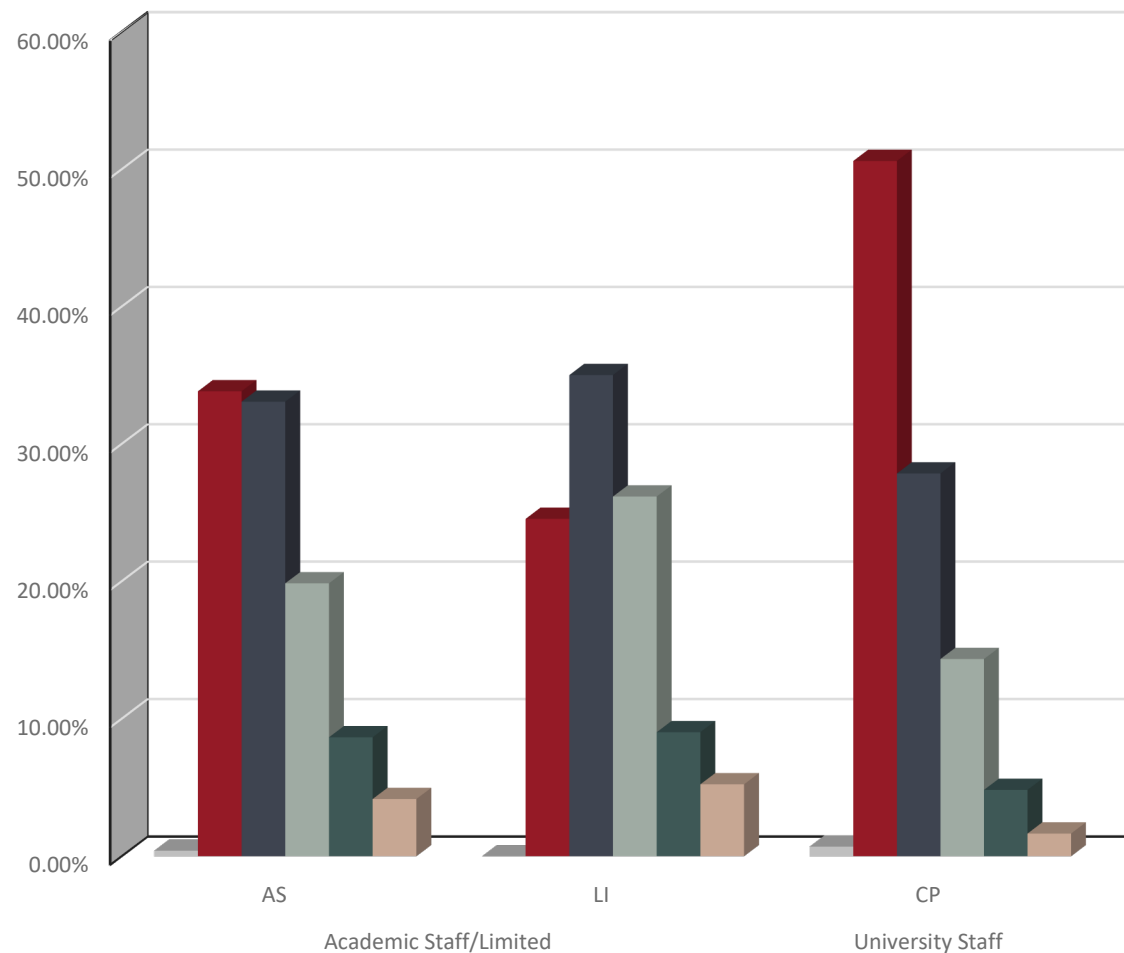


■ Quartile 1 ■ Quartile 2 ■ Quartile 3 ■ Quartile 4 ■ Over Max

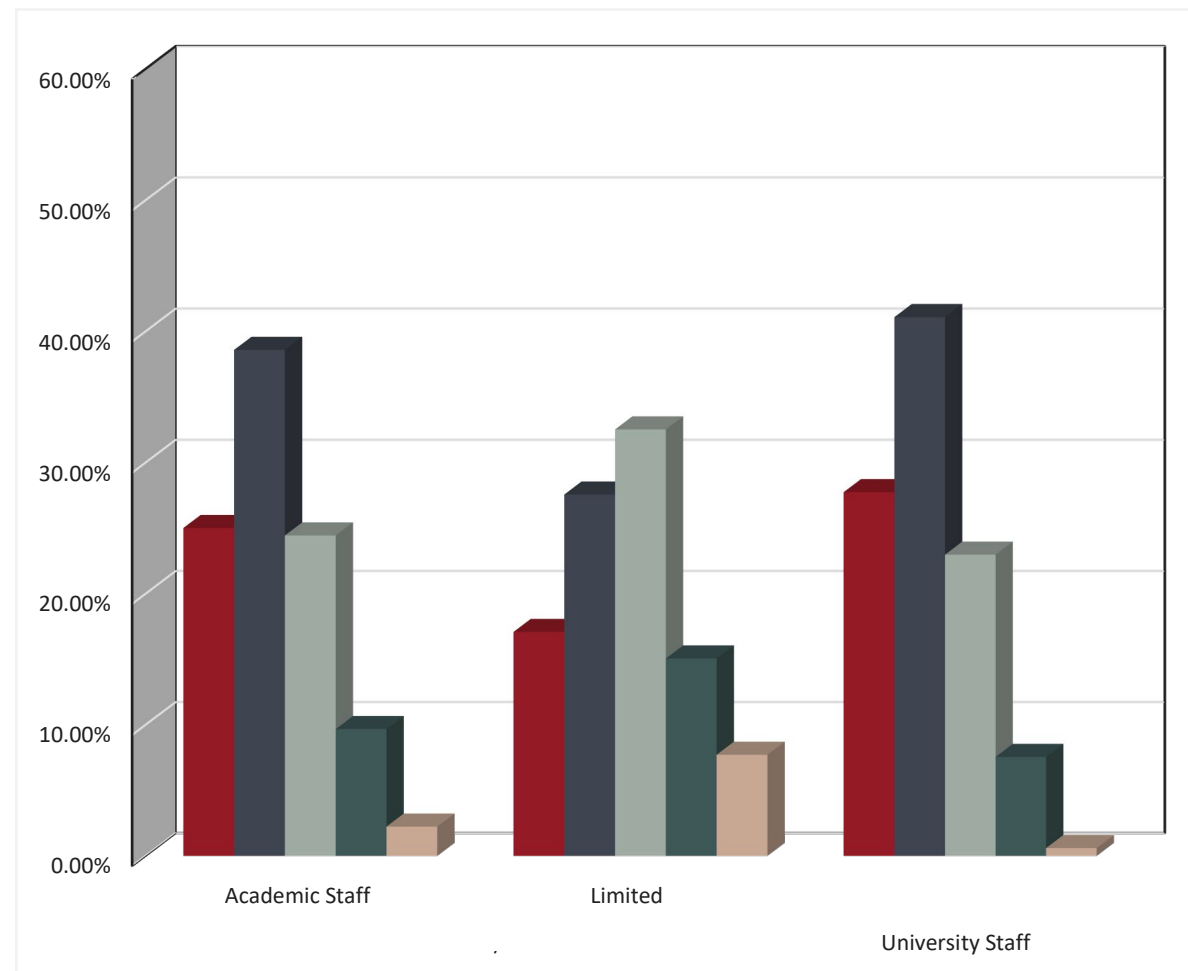
Employee Categories by Quartile



December 2021



November 28, 2022





Looking to the Future

- OHR will continue to develop long-range plans to:
 - Ensure titles and salaries remain market informed
 - Strategies to address compensation challenges (i.e.: compression, trailing peers)
 - Equitable pay practices and implementation of a process for comprehensive reviews



Central Office of Human Resources Initiatives



Updates



What are Talent Pathways

Partnerships

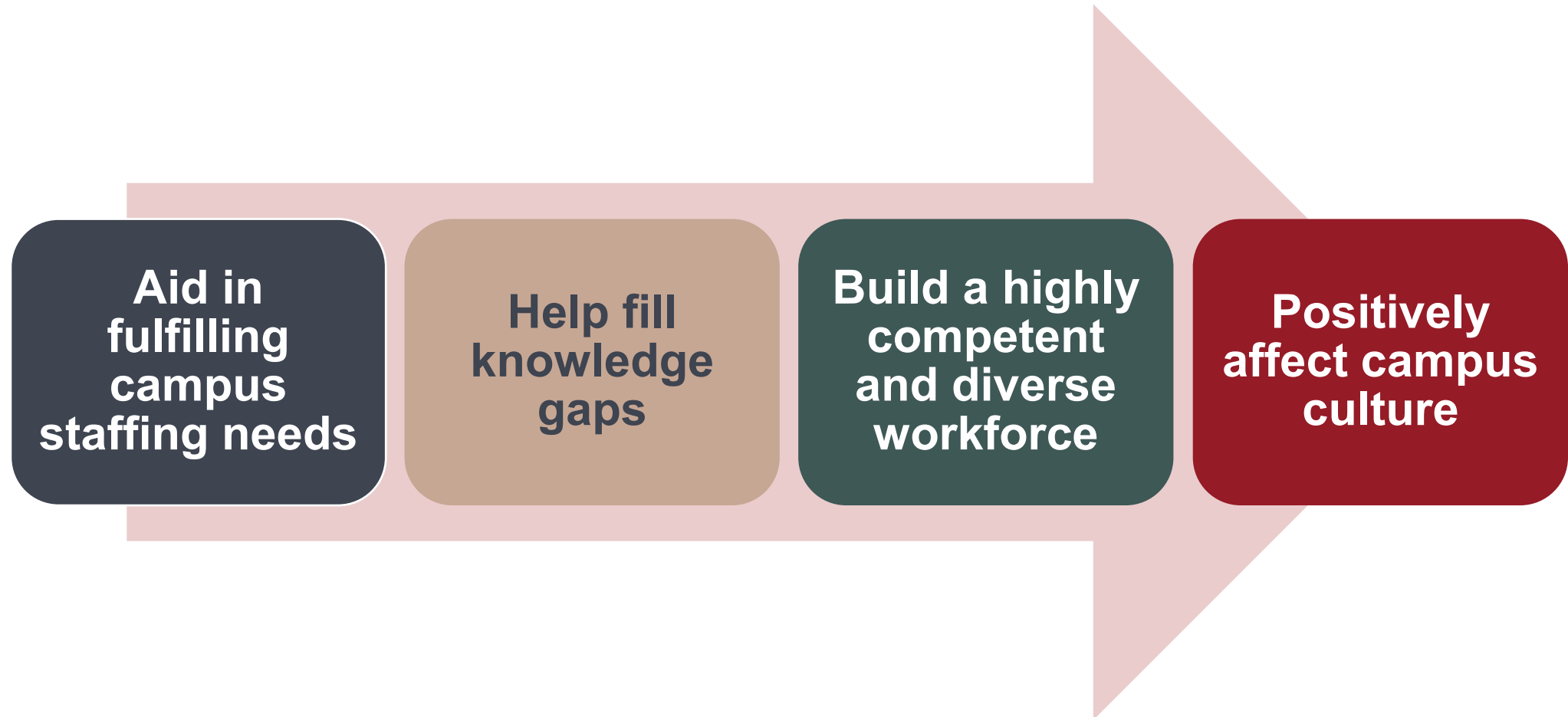
**Employee
Development**

**Investment in
Culture**

Attract, recruit, retain and grow employees



Why Talent Pathways at UW– Madison?





Career Growth

- Career counseling now within Learning, Talent and Development (in OHR)
- Recent hires include a new Career Development Coordinator
- Provides employees career and educational counseling services
- Remote and in-person options



Equity Inclusion, and Employee Well-being

- Recruiting for a new LGBTQ Employee Relations Specialist
- Finalizing webpage and employee resources
- Responsible for developing and facilitating strategies and programs to advocate for and support the needs of LGBTQ+ employees on campus





Appendix





	State of Wisconsin Compensation Plan	Trades Pay Plan	Supplemental Compensation Programs
FY23	2.0%	TBD	\$21.35M Base Total (\$5.45M Faculty, \$15.9M AS, US and LI) \$5M Performance Lump (FAASLI and US), \$2.5M Performance Lump (FA)
FY22	2.0%	1.23%	\$7M Base Total (\$3M Faculty and \$4M AS, US, LI) \$5M Performance Lump (FAASLI and US)
FY21	2.0%	1.81%	None
FY20	2.0%	2.44%	\$17.1M Base Total (\$14.1M Faculty and \$4M AS, US, LI) \$4M Performance Lump (FAASLI and US)
FY19	2.0%/2.0%	2.13%	\$8.1M Base Total (\$4.1M Faculty and \$4M AS, US, LI) \$4M Performance Lump (FAASLI and US)
FY18	0%	1.26%	\$8.1M Base Total (\$4.1M Faculty and \$4M AS, US, LI) \$4M Performance Lump (FAASLI and US)
FY17	0%	0%	\$7M Base Total (\$3.5M Faculty and \$3.5M AS, US, LI) \$2M Performance Lump (FAASLI and US)
FY16	0%	0%	\$4M Base Total (\$3M Faculty and \$1M AS, US)
FY15	1.0%	1.0%	\$2M Base Total (\$2M Faculty)
FY14	1.0%	1.0%	\$6.2M Base Total (FAASLI and US)