

Academic Staff Assembly

September 9, 2013



HR Design Components That We Can ...

Implement before 7-1-15

- Classified staff governance
- Improved recruiting and applicant assessment process
- Improved employee onboarding
- Enhanced performance management approach
- Enhanced manager and supervisor training
- Workforce diversity plan (in cooperation with Ad Hoc Diversity Committee)
- Campus-wide diversity, engagement and inclusion pilot survey
- Workplace flexibility toolkit
- Employee competencies (starting with HR)
- HR dashboard.



HR Design Components That We ...

Cannot implement until 7-1-2015

- Living wage for all staff
- Redesign of civil service provisions for classified employment (hiring, grievances, layoffs, etc.)
- More compensation flexibility
- Classification and compensation study (including benefits)
- Pay mechanisms to reward performance for unclassified staff
- Classified exempt/salaried positions moved to academic staff
- More consistent benefits across all employee categories.



Where Are We Going From Here?

- Setting new implementation priorities and revising project plan
- Continuing to engage with shared governance groups
- Supporting the creation of classified staff governance
- Consulting with UW System Administration
- Coordinating with Ad Hoc Diversity Committee
- Continuing to communicate broadly across campus.

Thank You.

