

Academic Staff Assembly



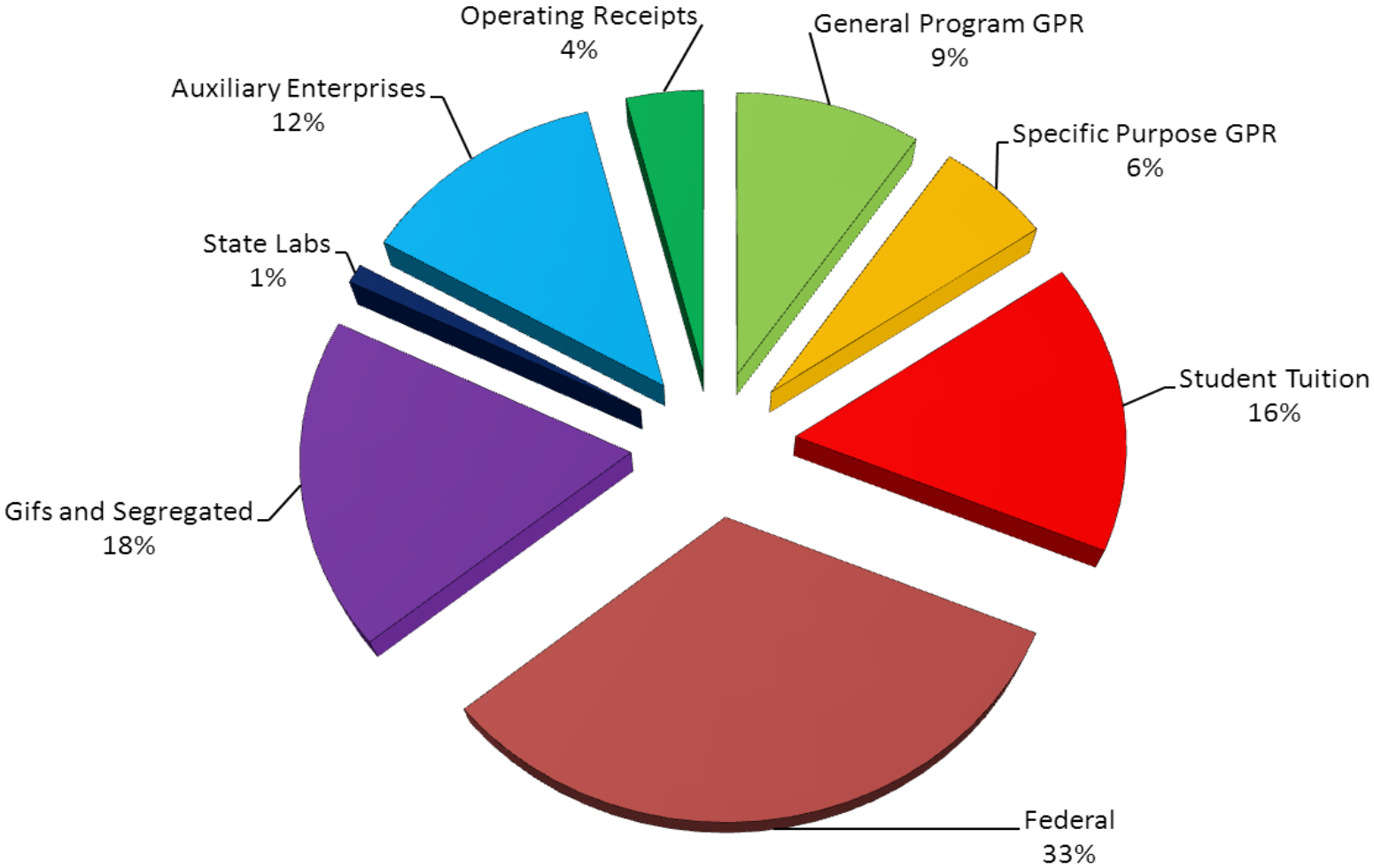
University of Wisconsin-Madison

Darrell Bazzell

Vice Chancellor for Administration

March 12, 2012

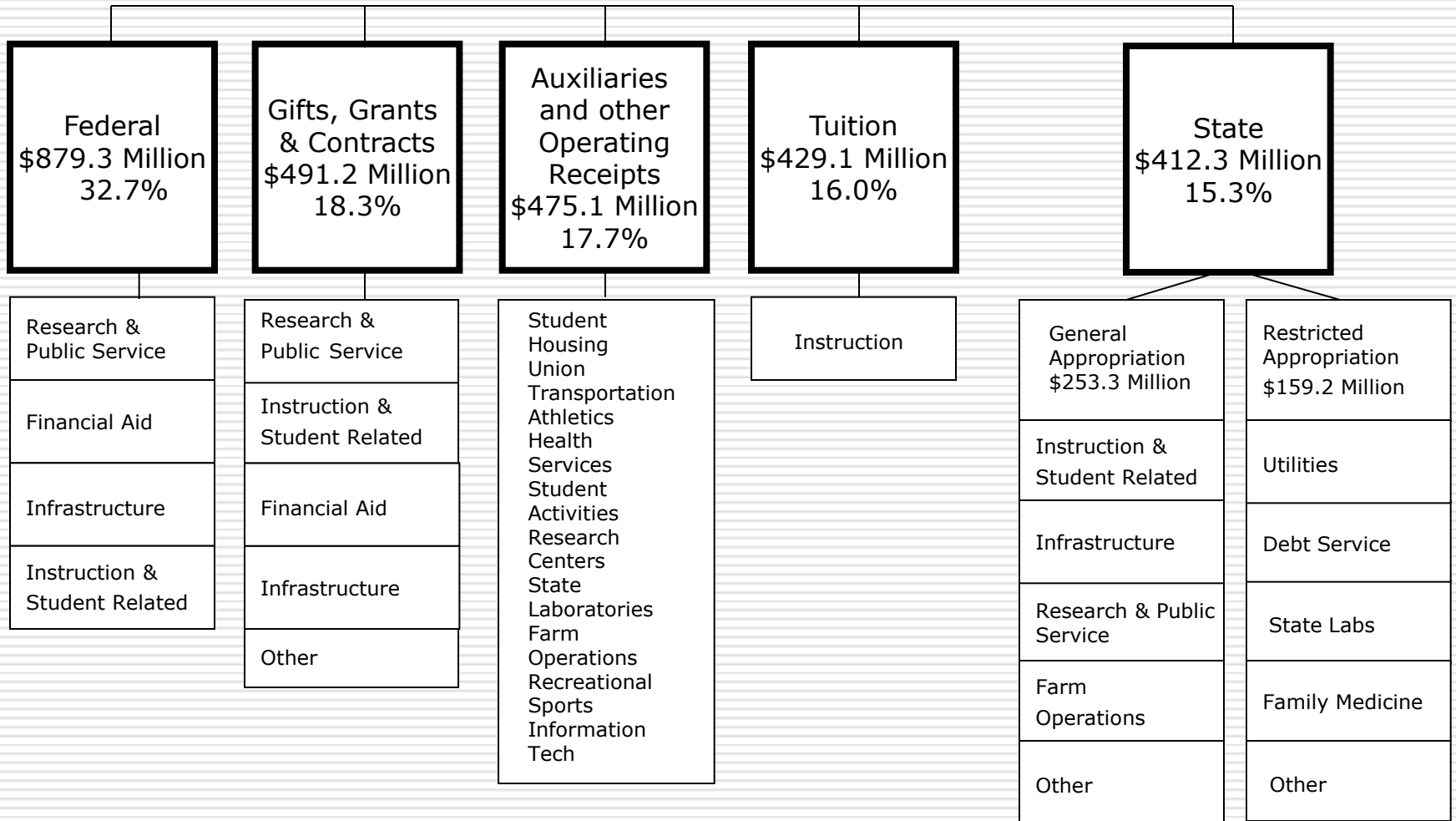
2011-12 UW-Madison Budget Source of Revenues



University of Wisconsin-Madison

2011-12 Operating Budget

\$2.7 Billion



Note:

Infrastructure = Physical Plant & Institutional Support

UW-Madison tuition 2011-12 academic year

- Resident undergraduate – \$8,592
- Nonresident undergraduate – \$24,342
- Average costs per student – \$13,662

Special Task Force on UW Restructuring and Operational Flexibilities – Charge

- Whether there is a need to restructure the UW System and, if so, make recommendations as to a new governance structure.
- How UW-Madison employees and other UW System employees would transition from the state personnel system to new personnel systems.
- Whether tuition flexibility can be extended to the UW System while ensuring gaccess and affordability and what role the Legislature should have in establishing tuition rates.
- How future compensation plans for UW System employees should be determined.
- Additional operational flexibilities that could be provided to UW System institutions.
- How articulation and the transfer of credits between UW institutions could be improved.

Special Task Force on UW Restructuring and Operational Flexibilities – Topics

- December 2011 – National perspective
- January 2012 – Relationship between UW System and UW institutions
- February 2012 – Relationship between UW System and UW doctoral institutions
- March 2012 – Personnel systems and future compensation plans
- April 2012 – Procurement and capital planning
- May 2012 – Testimony from stakeholder groups (students, faculty, staff)
- June 2012 – Review recommendations

UW Personnel Systems – What the statutes say

- UW Board of Regents shall develop personnel system “separate and distinct” from the personnel system under Chapter 230 for all UW System employees “except those assigned to UW-Madison.”
- UW-Madison Chancellor shall develop personnel system “separate and distinct” from the personnel system under Chapter 230 for UW System employees “assigned to UW-Madison.”
- New personnel systems for UW employees shall be implemented on July 1, 2013.
- New personnel systems for UW employees must be approved by Joint Committee on Employment Relations.

Vision for the HR Design Project

The HR Design project is a campus-wide effort to build, through thoughtful design, a more efficient and effective UW-Madison human resources system to best serve the needs of the University, its employees and the citizens of Wisconsin.

Thoughtful Design

Efficiency

Each process, step or rule adds value and can be accomplished in a timely way

Flexibility and Responsiveness

Processes can be adapted to a broad range of situations and allow for ongoing improvement

Alignment

Components of the design support one another across the employee lifecycle

Consistency

Policies and processes are common to as many employees as possible unless required by a business need

Transparency

Processes are driven by guidelines that are clearly communicated

Workforce and Community of the 21st Century

Diversity

We seek to create a community that draws upon the ideas, experiences, and perspectives of a diverse workforce and promotes an inclusive culture

Engagement

We seek to foster trust and commitment in employees and support their development

Right Talent and Fit

We seek to attract, develop, and retain talent needed to sustain and continually improve a world-class university

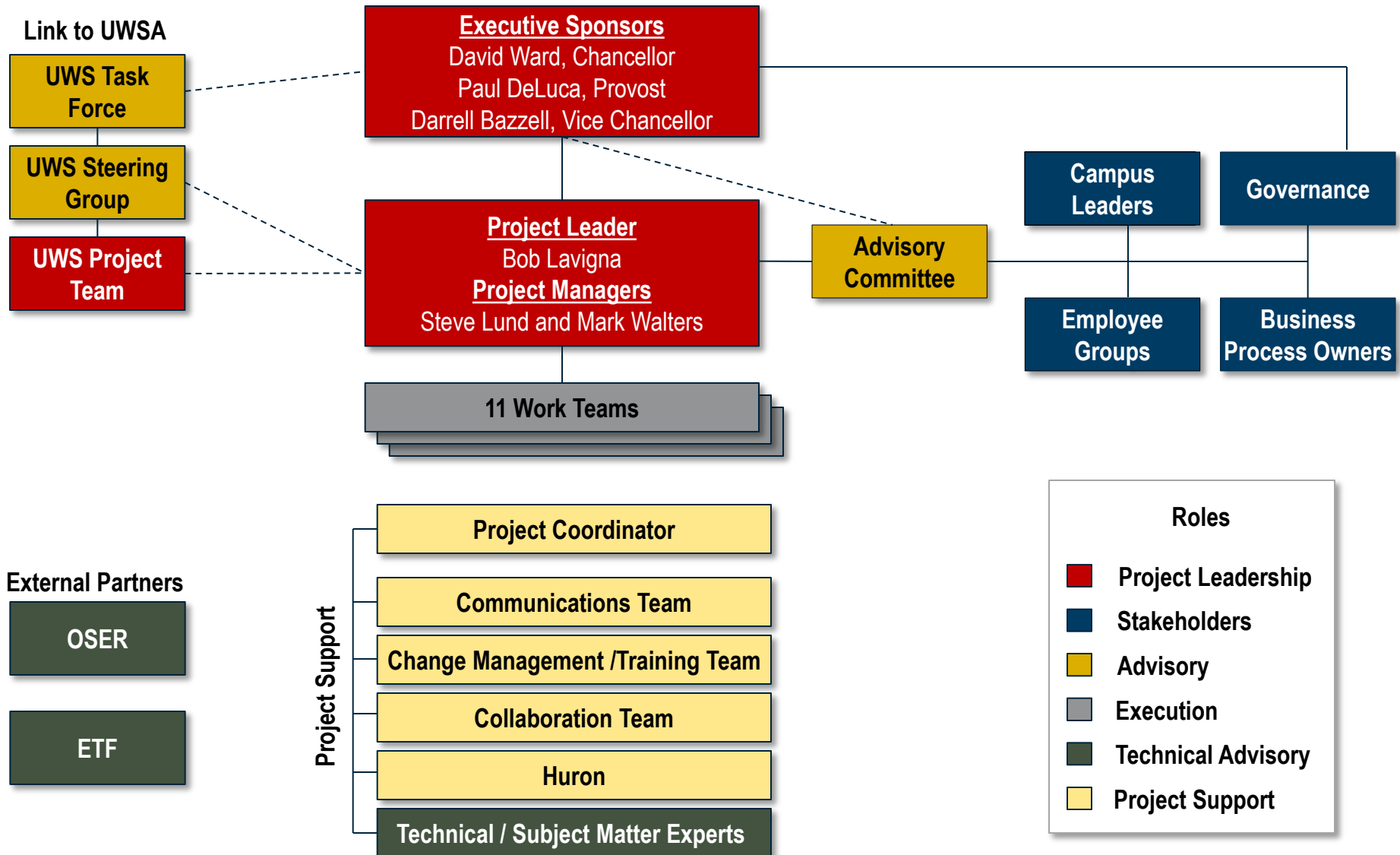
Adaptability

We seek to create a culture that fosters a shared ability to embrace and respond to change

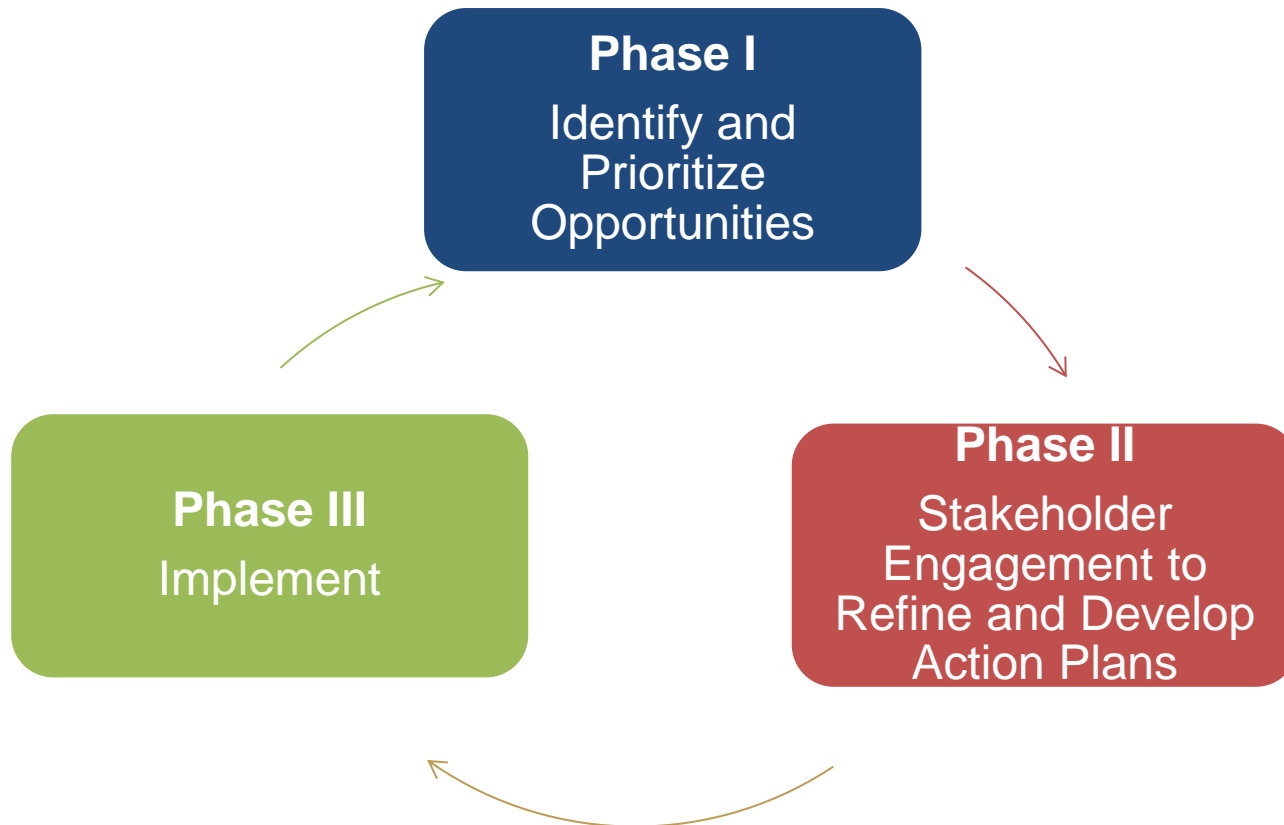
University Mission and Vision

“The University of Wisconsin-Madison will be a model public university in the 21st century, serving as a resource to the public and working to enhance the quality of life in the state, the nation, and the world.”

Project Structure



Administrative Excellence Phases



Phase II – Wave 1 Projects

- Information Technology - Email & Calendaring Consolidation
 - Information Technology - Data Center Aggregation
 - Space Utilization - Classroom
 - Strategic Purchasing - Computer Bundles
 - Strategic Purchasing - Office Supplies
 - Strategic Purchasing - MRO Supplies
 - Strategic Purchasing – Scientific Supplies
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