



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

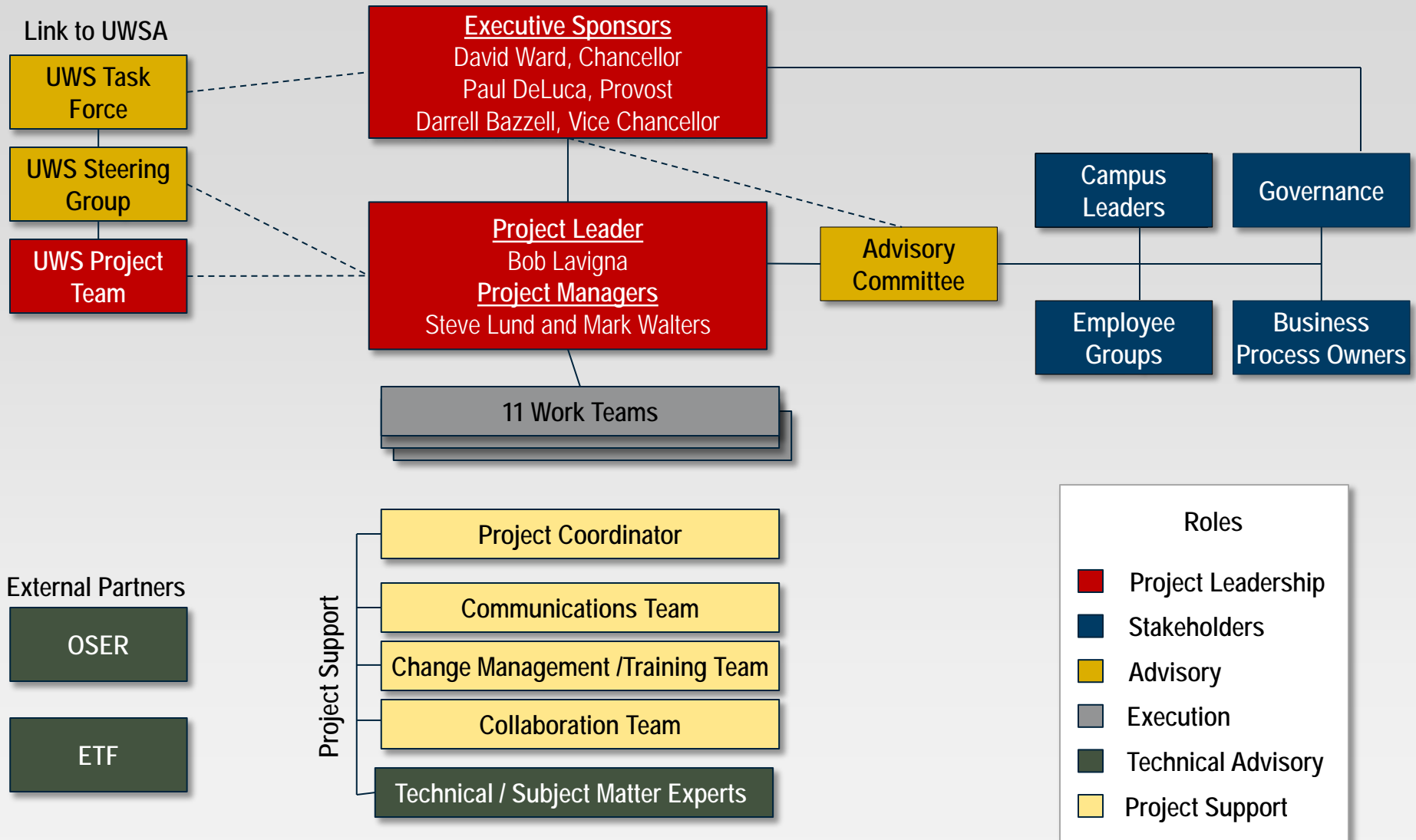


University Mission and Vision

“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



Work Teams

Phase 1	Phase 2
▪ Employee Categories	▪ Employee Development
▪ Benefits	▪ Performance Management
▪ Compensation	▪ Transition and Succession
▪ Titling	▪ Workplace Flexibility
▪ Competencies	
▪ Recruitment and Assessment	
▪ Diverse Workforce	

How the New HR Approach Meets Our Needs

Two separate personnel systems

- Create greater consistency in policies and practices
- Define employee categories by hourly-salaried
- Implement single personnel system

**Out-of-date job titles and
Inflexible pay structures**

- Implement transitional compensation structure
- Incorporate market and performance into compensation
- Conduct title and total compensation analysis

Perception of hierarchy

- More clearly define employee categories
- Provide university staff with governance
- Conduct employee engagement and inclusion survey

**Inconsistent employee performance
management and development**

- Implement consistent performance management policy
- Expand training, including for managers and supervisors

**Ineffective and inefficient
recruitment tools**

- Replace state hiring system
- Develop recruiting and hiring toolkit
- Implement online application/applicant tracking system

**Need to balance workforce flexibility
with employee job security**

- Create permanent appointments for university staff
- Maintain just cause/due process for current + future university staff
- Modify right of return and layoff process

Limited data to inform decisions

- Create diversity plan and metrics, HR dashboard
- Implement online application/applicant tracking system
- Conduct title and total compensation study



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