



Title and Total Compensation Project

---

# **Benefits Valuation Analysis**

# Overview

---

The Benefits Valuation Analysis quantifies the relationship of the value of the University of Wisconsin's benefits to the value provided by its selected peers. Peers include universities from across the country as well as Wisconsin public and private employers. Mercer consulting gathered the relevant data from peer groups and provided comparative analysis between UW benefits and the market data. The results of the analysis serve as a ranking of how the University of Wisconsin compares to its peers.

## Who did we compare our UW benefits offerings to?

---

Benefits are valued using a sample, composite workforce made up of representative organizations that vary by industry, size, and geography.



### UNIVERSITY PEER GROUPS

- Peer Group 1: Large Public Universities** (ex: Big 10, UCLA, Berkley, Texas, Washington)
- Peer Group 2: Public and Private Universities:** (ex: Marquette, NC, SUNY, Cleveland)
- Peer Group 3: Large Private Universities:** (ex: Boston, Cornell, Duke, Harvard)



### WISCONSIN PEER GROUPS

- Peer Group 1: Large Private Corporations and Public Municipalities:** (ex: City of Madison, CUNA Mutual, Kohler, Madison Metro School District, TDS Telecom)
- Peer Group 2: Milwaukee Based Organizations** (ex: Kohls, Lands' End, Northwestern Mutual)

# How did UW benefits offerings stand up to our peers?



University of Wisconsin System provides competitive benefit offerings across both University and Wisconsin Peer Groups

## ↑ UW leads in these areas

- Retirement** among Wisconsin competitors
- Health/Group** among Wisconsin competitors
- Post-Retirement** among Wisconsin competitors
- Time Loss** among Wisconsin competitors
- Health/Group** among University peers
- Dental** among University peers
- Life Insurance** among University peers

## + UW can improve here

- Dental** among Wisconsin competitors
- Life Insurance** among Wisconsin competitors
- Retirement** among University peers
- Paid Leave** among University peers



### University Peer Group

**UW leads across University peers by 2 to 4%**

- Health/Group: competitive to favorable, to 20% above median
- Time Loss: competitive, 5% below median
- Retirement/Savings: competitive to unfavorable, 3-16% below median

### Wisconsin Peer Group

**UW leads across Wisconsin peers by 5 to 29%**

- Retirement/Savings: competitive to 1% above median
- Health/Group: favorable, 9-62% above median
- Time Loss: competitive, 4-18% above median

# Wisconsin Peer Groups

## Wisconsin Peer Group 1

Large Private Corporations and Public Municipalities

**#1** UW ranked 1 out of 11

- UW exceeds peer group median by 29%
- University of Wisconsin's position results from favorable comparisons in the health/group and time loss areas combined with a competitive comparison in the retirement/savings area

- Retirement/Savings: **Competitive**, 1% above median
- Health/Group: **Favorable**, 62% above median
- Time Loss: **Favorable**, 18% above median

## Wisconsin Peer Group 2

Milwaukee Based Organizations

**#1** UW ranked 1 out of 8

- UW exceeds peer group median by 5%
- University of Wisconsin's position results from favorable comparisons in the health/group and time loss areas combined with a competitive comparison in the retirement/savings area

- Retirement/Savings: **Competitive**, equals median
- Health/Group: **Favorable**, 9% above median
- Time Loss: **Competitive**, 4% above median

# University Peer Groups

## University Peer Group 1

Large Public Universities

**#7** UW ranked 7 out of 12

- UW trails peer group median by 4%
- University of Wisconsin's position results from competitive comparisons in the retirement/savings, health/group and time loss areas

- Retirement/Savings: **Competitive**, 4% below median
- Health/Group: **Competitive**, equals median
- Time Loss: **Competitive**, 5% below median

## University Peer Group 2

Public and Private Universities

**#7**

UW ranked 7 out of 14

- UW exceeds peer group median by 2%
- University of Wisconsin's position results from a favorable comparison in the health/group area offset by an unfavorable comparison in the retirement/savings area combined with a competitive comparison in the time loss area

- Retirement/Savings: **Unfavorable**, 16% below median
- Health/Group: **Favorable**, 20% above median
- Time Loss: **Competitive**, 5% below median

## University Peer Group 3

Large Private Universities

**#4**

UW ranked 4 out of 13

- UW exceeds peer group median by 4%
- University of Wisconsin's position results from a favorable comparison in the health/group area combined with competitive comparisons in the retirement/savings and time loss areas

- Retirement/Savings: **Competitive**, 3% below median
- Health/Group: **Favorable**, 15% above median
- Time Loss: **Competitive**, 5% below median

## Summary

Competitive information and assessment are shown for each of the following benefit categories:

- Time loss: includes vacation, holiday, personal leave, PTO banks, sick leave, and short- and long-term disability plans
- Retirement/Savings: includes defined benefit, defined contribution, and stock purchase plans
- Health/Group: includes medical, dental, life insurance, flexible spending accounts, and post-retirement medical plans

This Benefits Valuation Analysis is a custom, comparative, benchmarking report that analyzes how benefit plans compare to a chosen peer groups and designed to allow UW to assess the competitiveness of its benefit package, as a whole and by plan.