Agenda

1. Welcome and Introductions
2. Project Status Update
3. Next Steps
4. Emerging Items
Project Status Update

**Completed**

- Completed development of approximately 660 draft standard job descriptions
- SMEs reviewing Standard Job Descriptions and providing feedback through Qualtrics survey through December 31st (As of Dec. 4: 26.7% completion rate)
- Employee Benefits Preferences Survey emailed from MERCER November 26th to all benefits-eligible employees (As of Dec. 6: 25% completion rate)
- Paper copies printed and translated at UW-Madison to address survey accessibility
- Sent follow up employee communications to encourage participation in the Employee Benefits Preferences survey through portal articles, newsletters, and emails

**Upcoming or In-process**

- Work with Mercer to develop pay ranges based on market comparison
- Collate and incorporate SME feedback into DRAFT Standard Job Descriptions and prepare for publication of drafts in 2019 for further comment
- Continue discussion with UW Service Center leadership regarding impacts on HRS including reporting impacts
- Initiate the FLSA review
- Engage working teams and project teams across UW System to develop tools and materials for upcoming project phases
Advisory Council Charge – Revise or Fulfilled?

The Advisory Council was created for system stakeholders, including governance groups, to serve as an advisory group, representing their constituents.

Specific tasks of the Advisory Council members:

• Advise on vision and mission for the project, including the distinctions between the needs of UW-Madison and the UW System Institutions ✓
• Act as representative of, and liaison to, their respective stakeholder groups ✓
• Advocate for the project with all stakeholders ✓
• Endorse the business case for the project ✓
• Participate in meetings of the Advisory Council ✓
• Inform the TTC project team of expressed or potential stakeholder concerns ✓
• Support the TTC project team ✓
Next Steps

Based on the strategic development of the project, TTC leadership proposes an open discussion on the role of the AC during the next project phases focusing on:

• Shifting to Implementation
• Institutional Engagement
• Effective Communication
Re-envisioning the Advisory Council

Current phase: Project Implementation
Moving forward, communication and change management strategies are priority discussions due to the focus on increased project visibility

Option 1. Refocus
- Use Joint Governance as interface with stakeholder groups
  - Representation from all institutions
  - Encourage engaged AC members to participate in Joint Governance
  - Effective structure for collaboration and engagement
- Weekly HR Director meetings
- Monthly meetings with Chancellor Mone/ Provost Mangelsdorf

Option 2. Reallocate
- 1 meeting per month  every other month
- Use face to face meeting technology, meet in person when able

Option 3. Dissolve
- AC achieved goals it set for the TTC study
Topics for Further Discussion

Engagement & Participation

- What are the best avenues for stakeholder communication?

Effective Communication

- Most effective ways to encourage institutional engagement and participation?
Thank You Advisory Council for

- Expressing and representing stakeholder concerns
- Advising the progression of the TTC study towards a TTC project
- Participating in AC meetings and informing your institutions and stakeholder groups of project updates
Emerging Items

**Meeting Summary**
- Main points
- Action items

**What to Expect**
- Next steps
Thank you for your thoughts and time.

We appreciate your engagement and participation.