



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

**UNIVERSITY OF
WISCONSIN SYSTEM**





Project Update for the Advisory Council

Title and Total Compensation Study

March 13, 2020

Today's Agenda

1. Quick History & Project Progress
2. Recap from Last Meeting
3. Instructional Academic Staff Feedback
4. Benefits Surveys Review & Results

Quick History

2011



Wisconsin Act 32: Provided UW System and UW-Madison with an opportunity to create their own “separate and distinct” personnel systems

2015



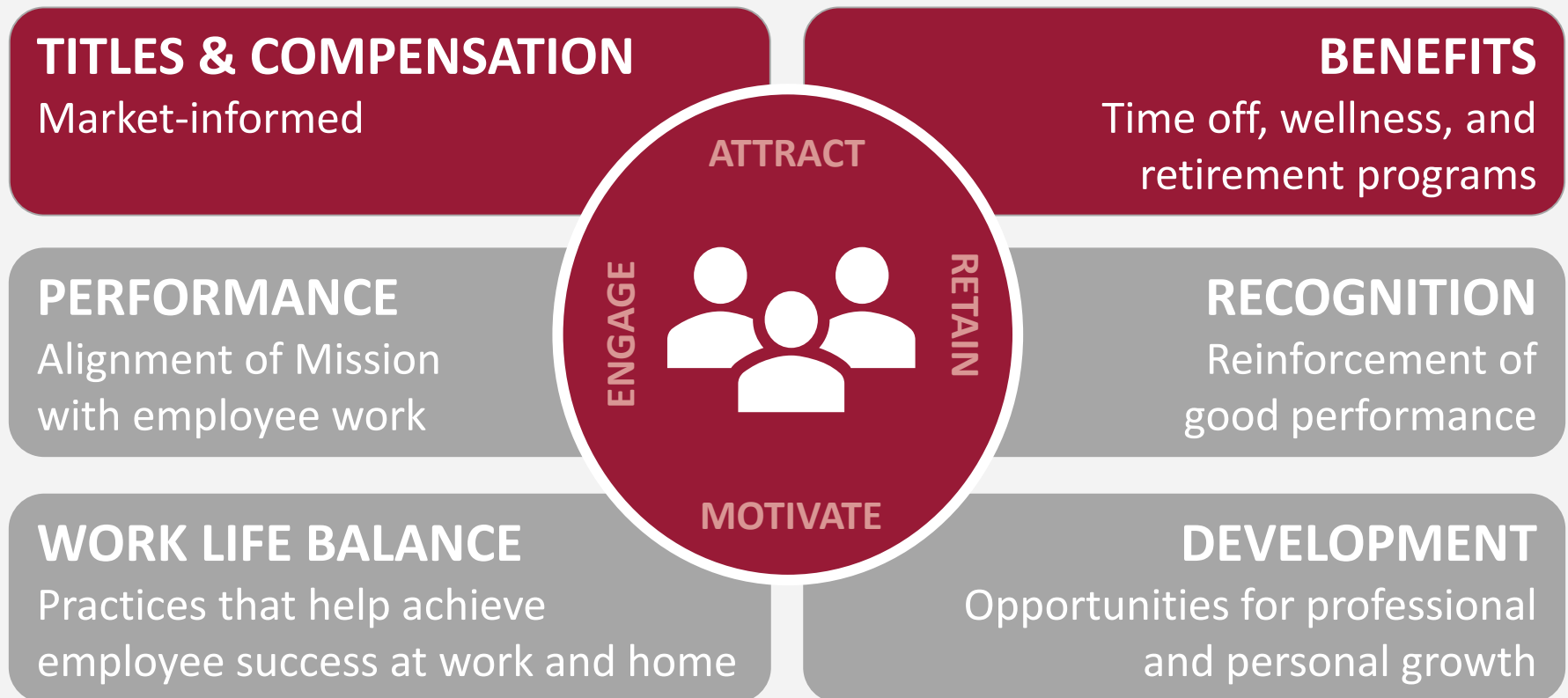
University Personnel Systems (UPS/HR Design): Effort to build more efficient and effective UW human resources systems

2017

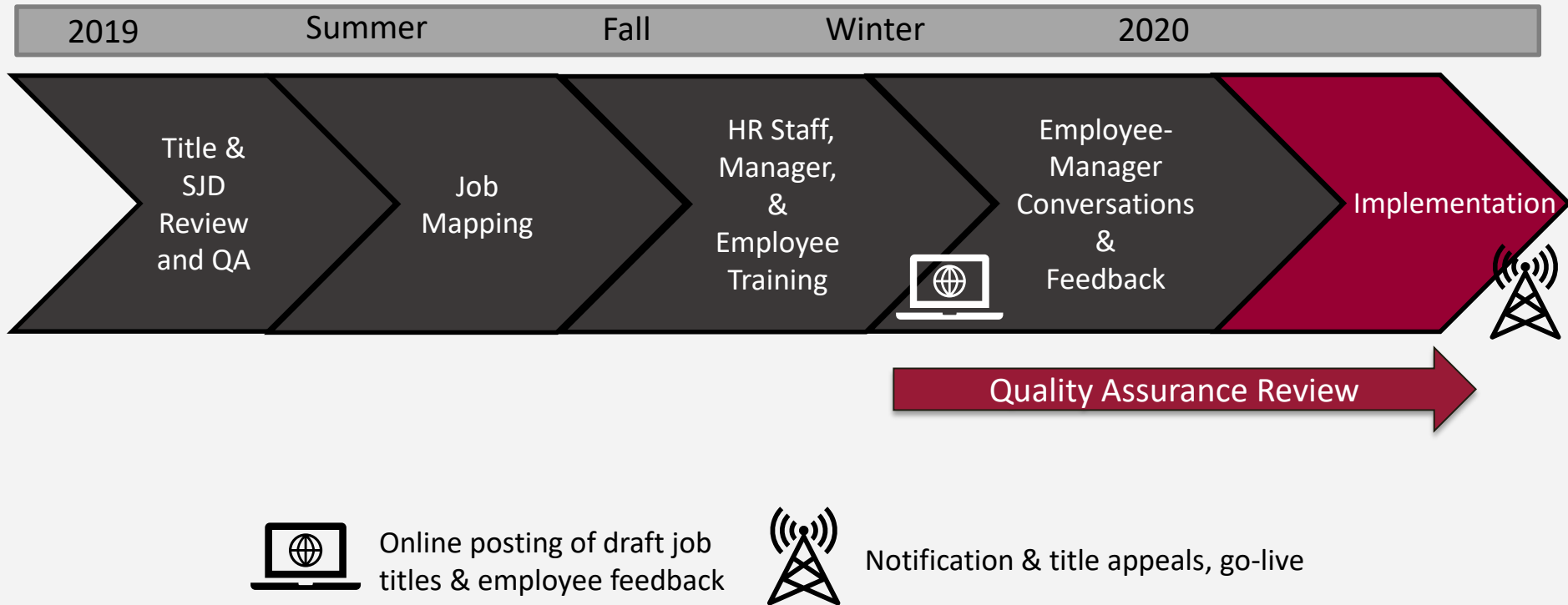


Title and Total Compensation Project: First review of UW System’s (non-faculty) compensation and benefits in 30 years

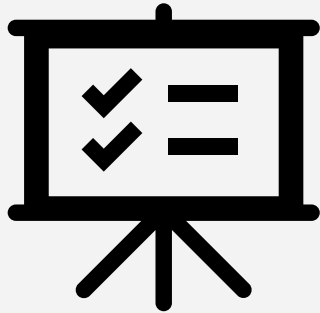
Major Objectives



Progress



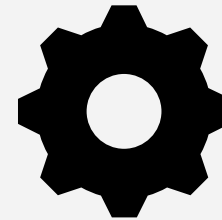
Recap From Last Meeting



Recap

Provided an overview of:

- New concepts of pay progression and business titles
- Instructional academic staff feedback and concerns



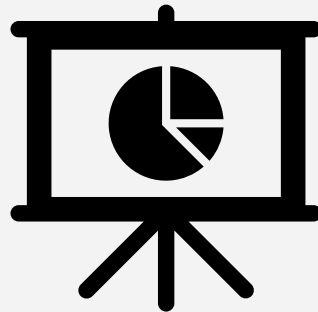
Progress

- Hosted Virtual Town Hall March 12 for Instructional Academic Staff

Instructional Academic Staff Feedback from Virtual Town Hall



Benefits Surveys Review & Results



Benefits Surveys & Strategy

Benefits Value Analysis (BVA)

Compared UW benefits against the market*

Benefits Preferences Survey

Identified what benefit options UW employees' value

**"Market" includes public and private higher education peer institutions as well as private sector employers*

Long-Term Benefits Strategy

Mercer provided comprehensive analysis of both

UW reviewed and developed options

Options and recommendations vetted with UW Stakeholders

Recommendations presented to leadership

Peers

UNIVERSITY PEER GROUPS

Peer Group 1: Large Public Universities (e.g. Big 10, AAU, UCLA, Berkley, Texas, Washington)

Peer Group 2: Public and Private Universities (e.g. AAU, Marquette, NC, SUNY, Cleveland)

Peer Group 3: Large Private Universities (e.g. Boston, Cornell, Duke, Harvard)



WISCONSIN PEER GROUPS

Peer Group 1: Large Private Corporations and Public Municipalities (e.g. City of Madison, CUNA Mutual, Kohler, Madison Metro School District, TDS Telecom)

Peer Group 2: Milwaukee Based Organizations (e.g. Kohls, Lands' End, Northwestern Mutual)



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

Key Findings: Benefits Value Analysis

UNIVERSITY PEER GROUPS

- **UW leads across university comparators by an average of 2% to 4% above the median of the group:**
 - Retirement/Savings: competitive to unfavorable, 3-16% below median
 - Health/Group: competitive to favorable, at to 20% above median
 - Time Loss: competitive, 5% below median

WISCONSIN PEER GROUPS

- **UW leads across Wisconsin comparators by an average of 5% to 29% above the median of the group:**
 - Retirement/Savings: competitive to 1% above median
 - Health/Group: favorable, 9-62% above median
 - Time Loss: competitive, 4-18% above median

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

Employee Benefits Preferences Survey

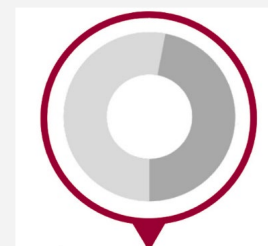
Who took the survey?



18,634
employees
completed survey



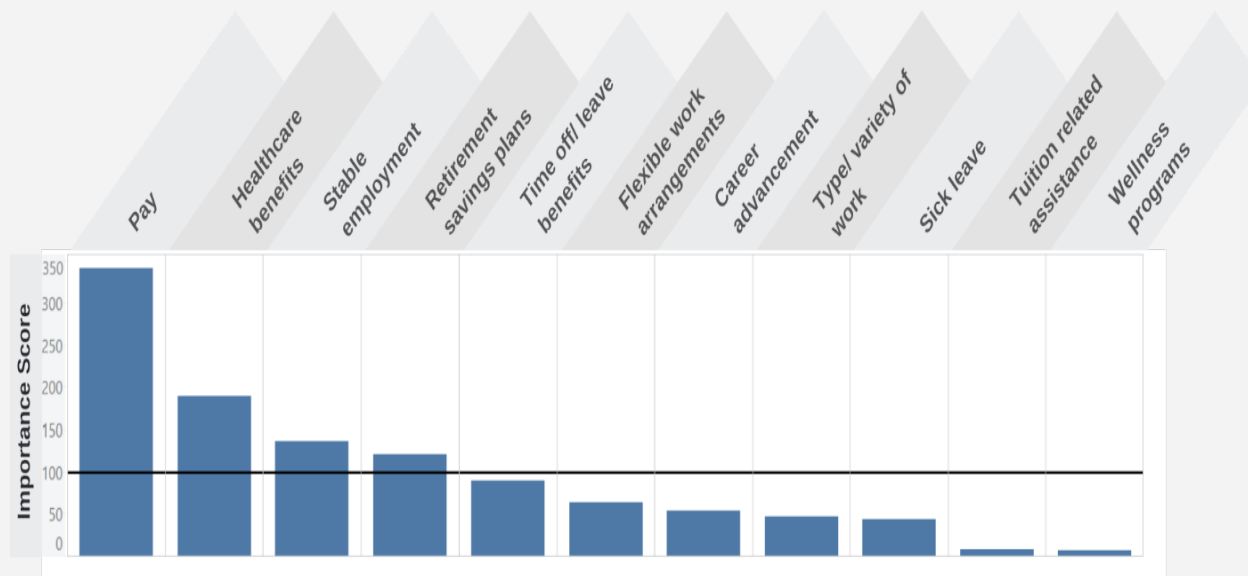
DEMOGRAPHICS
By median annual
pay, tenure, age,
gender



47%
participation

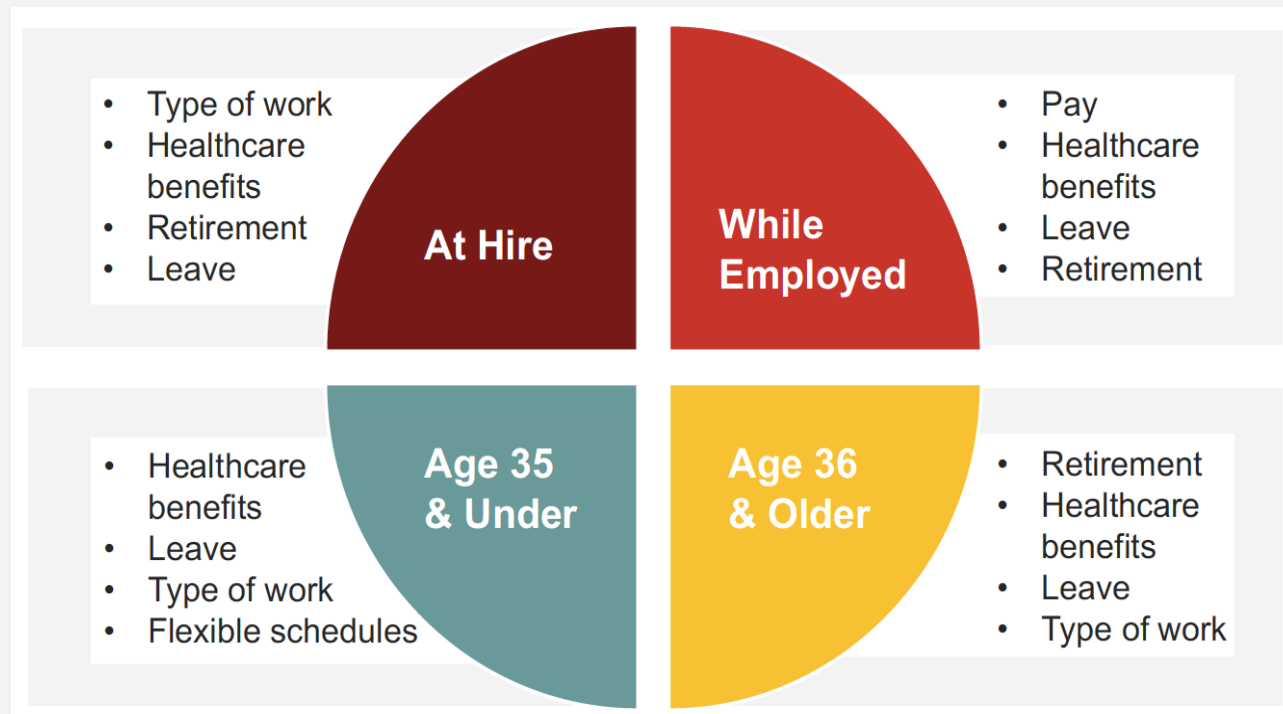
Most Important Benefits to UW System Employees

Pay is ranked as the single most important element, followed by **healthcare**, **stable employment** and **retirement savings plans**, all of which are of 'above average' importance.



Employee Life Cycle

Most Important Benefits To UW System Employees



Which Benefits Are Under Consideration

Preferential consideration given to these items

Potential Supplemental Benefits:

- Additional Paid time Off
- Flexible Work Arrangements
- Supplemental Health Benefits
- Other non-statutory additions/enhancements

These items are not under consideration

Foundational Benefits:

- Wisconsin Retirement System
- Health Insurance
- Dental Insurance
- Vision Insurance
- FSA/HSA
- State Group Life Insurance

Opportunities To Do Better



Majority of respondents say **benefits** packages meets their needs and is a factor in retention



Approximately half of respondents are unfavorable regarding **pay**

Relatively small numbers of respondents foresee the need to rely on credit cards to pay bills over the next six months. However, slightly more than **a third** of respondents **describing their financial situation as 'stressful'**.

While most feel they could manage an unforeseen expense of \$400, one third **do not believe they are doing enough to prepare for retirement**

Additional Opportunities To Improve

Based on survey responses, UW System is beginning to identify areas that present opportunities for possible enhancements

- **Advancement Opportunities**
- **Parking Access & Costs (UW-Madison)**
- **Paid Parental Leave**
- **Paid Time Off/Time Loss**

Very Important	Important	Extra perks
<ul style="list-style-type: none">○ Leave standardization○ Paid parental leave○ Income protection○ Parking subsidy (UW-Madison)○ Flexible work schedules	<ul style="list-style-type: none">○ Tuition assistance<ul style="list-style-type: none">○ Employee○ Dependents○ Holistic wellness	<ul style="list-style-type: none">○ Gym/fitness○ Discount programs○ Meal subsidies○ Voluntary benefits/pet insurance

For More Information



wisconsin.edu/ohrwd/title-and-total-compensation-study/
hr.wisc.edu/title-and-total-compensation-study/



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Attract. Retain. Engage.
TITLE AND TOTAL COMPENSATION