University Staff Annual Meeting
May 12, 2017

USC Web Page
Agenda

- Introductions
- Title and Total Compensation
- State Relations
- Board of Regents
- Professional Development
- UWSA Policies
- Elections
- Committee Organization
- Open Q&A
## Introductions

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
<th>Term Ends</th>
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<tbody>
<tr>
<td>Kelly Campbell, Chairperson</td>
<td>Van Hise</td>
<td>June 2018</td>
</tr>
<tr>
<td>Rose Stephenson, Vice Chair</td>
<td>780 Regent</td>
<td>June 2019</td>
</tr>
<tr>
<td>Dennis Rhodes, Secretary</td>
<td>Van Hise</td>
<td>June 2019</td>
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<tr>
<td>Bryan Peters</td>
<td>780 Regent</td>
<td>June 2018</td>
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<tr>
<td>vacant</td>
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<td>June 2020</td>
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<tr>
<td>vacant</td>
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<td>June 2020</td>
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<tr>
<td>vacant</td>
<td></td>
<td>June 2020</td>
</tr>
<tr>
<td>Margo Lessard, Administrative Liaison</td>
<td>780 Regent</td>
<td>ex officio</td>
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<tr>
<td>Richard Thal, HR Representative</td>
<td>780 Regent</td>
<td>ex officio</td>
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*Source: UWSA Shared Governance Page*
Title and Total Compensation Study

- Objectives:
  - Help attract and retain talent
    - Job title framework with career paths
    - Benefits changes
  - Flexibility amongst institutions
  - Provide clarity on Market-competitive pay levels
  - Comprehensive compensation and classification strategy.

NOT: Equity Study or Change in Compensation
<table>
<thead>
<tr>
<th>Milestone Work Step</th>
<th>Estimated Number of Months</th>
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<tbody>
<tr>
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<td>1</td>
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<tr>
<td>Phase 1: Design Study Strategy</td>
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<td>Phase 2: Assess Positions and Develop New Job Title</td>
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<td>Structure</td>
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<td>Phase 3: Create Compensation Structure</td>
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<td>Phase 4: Review Benefits / Work-life and Leave</td>
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<tr>
<td>Structures</td>
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<td>Phase 5: Implement New Structures</td>
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<td>Communication and Change Management</td>
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<td>Phase 6: Conduct Formal Follow-up Reviews</td>
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</table>

- **Job Titles Should:**
  - Offer organizational meaning and administrative consistency
  - Reflect placement within the framework
  - Differentiate based on job content within a job family
  - Avoid over-specialization where true differences in job content between jobs are difficult to identify

- **Job Titles Should Not:**
  - Allow titling of jobs on an ad-hoc basis
  - Support multiple job titles for employees doing the same job
  - Be influenced by the incumbents of the job
  - Rely on hierarchical determinants such as number of years of experience or required education levels
Title and Total Compensation

• Concerns Voiced Already
  – Rewarding Institutional Knowledge
  – Compression
  – Benefits Costs (Take-Home)
  – Implementation Effects
  – Job Security
Questions about Title/Comp Study?
On the Capitol…

• Guest – Jeff Buhrandt
  – *Director, State Relations*

• Topics
  – Budget (And Pay Plan)
  – WRS Retirement Eligibility Changes
  – Constitutional Conceal/Carry
  – Recovery School Authorization (ICI)
Questions about State Relations?
• Susan Baxter – Cal State
  – “Biotechnology Community of Interest”
• Michael Crow – Arizona State
  – “Innovate or Underserve”
Professional Development Opportunities

- Educational Reimbursement
- Fully Prepared to Lead
- Preparing to Manage
- Lynda.Com
- Office of Talent Management Courses (OHRWD)
UWSA Policies

• Performance Management Workgroup
  – In Progress
• Telecommuting Policy
  – In Draft
• Sexual Violence and Harassment
  – In Progress
  – Based on Regent Policy Doc 14-2
• Policy on Policy Development
  – In Progress
• LawRoom as employee requirement
  – Complete
Elections

• Three seats available
• Term Begins July 1, 2017
• Three Year Term
• Process
  – Nominations
  – Elections

Submit a nomination!
Committees/Task Forces

- Search and Screens
  - Dennis Rhodes, Rose Stephenson

- Performance Management
  - UW-Madison Chair of University Staff (Terry Fritter)
  - Statewide University Staff Chair (Denise Ehren)

- Title and Compensation
  - Scott Krause

- State-wide Governance
Committee Overview

• Bylaws
  – Rose Stephenson

• Nominations and Elections
  – Bryan Peters

• Policies
  – Vacant

• Programs
  – Vacant
Questions?