2010 Competitive University Workforce Commission

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Charge to the Competitive University Workforce Commission (CUWC)

The general Mission of the University of Wisconsin System (UWS) is to provide education and services that make real the goals of the state regarding the personal growth of its students, economic development and job creation, enhancement of job opportunities, expanded citizen awareness of and participation in society, global awareness, and more.

The Growth Agenda for Wisconsin is a more specific, UWS priority-based blueprint for action. Its goals are more well-prepared college graduates, more 21st century jobs, and more vibrant, thriving communities across the state. The Agenda is based on a vision and related goals that focus on the priorities and needs of the state, and the role of the UW System in meeting them. The priorities emphasize increasing degree production; expanding basic and applied research, outreach, and entrepreneurship in support of economic development and job creation; and connecting to the needs of local communities. Success in achieving our Growth Agenda goals is dependent on securing ongoing funding support from state appropriations, student tuition, and extramural funding, as well as continuing improvements in cost efficiency in university operations.

High quality, diverse faculty, staff, and administrative leadership are essential to realization of both the Mission and the Growth Agenda for Wisconsin. The recruitment and retention of a university workforce that can deliver on these goals is directly related to its compensation and benefits. Indeed, such recruitment and retention of the most productive faculty and staff require competitive levels of compensation and benefits.

Competitive compensation is informed by market comparisons with those regional and national university systems that value academic disciplines, programs, and services. Ultimately, the ability of a university or college to maximize the productivity of its faculty and staff requires a reasonable match between the quality of its programs and services with the compensation of those who create and deliver them.

Therefore, the President of the UW System establishes the UW System Competitive University Workforce Commission. Its primary purposes are two: to measure current compensation and benefit levels of System employees against their counterparts in institutions with which we most actively compete for talent, i.e., our peer institutions; and to make recommendations on how best to close any 2010 competitive gap in compensation and/or benefits, along with a timeline for doing so.

Information Available to the Commission

Information available will include current and historical data from peers and other market based resources on salary and benefits; historical changes in UW salary and benefits; faculty data by rank; and other information as required.
Commission Timeline

**Commission Meeting 1—February 12, 2010:** Commission charge, framework-connection to Growth Agenda strategies of growing jobs and degrees; state and national imperative to address degree production and necessity for a strong faculty and staff.

**Commission Meeting 2—March 12, 2010:** Review data- how do various university and college faculty and staff job classifications compare to peers in Minnesota, nationally, technical colleges, K-12 schools, etc. What do the comparisons indicate relative to our ability to recruit and retain faculty and staff?

**Commission Meeting 3—April 12, 2010:** Follow up on commission questions from Meeting 2; introduce new materials as needed- review draft of findings- workgroup input.

**Commission Meeting 4—May 17, 2010:** Review draft of commission findings and recommendations to the President.
UW System’s Growth Agenda for Wisconsin
Strategies for economic recovery and renewal, 2011-13

CORE GOAL
More graduates

CORE GOAL
More jobs

Foundational Activity
Competitive UW workforce

State Support

Flexibility
2010 Competitive University Workforce Commission

Tentative Agendas

February 12, 2010 Agenda – 11:00 a.m. to 2:00 p.m.

- Welcome and Introductions – Presidents Pruitt and Reilly
- Expectations of Commission Members – Presidents Pruitt and Reilly
- Charge and Growth Agenda Context – Presidents Pruitt and Reilly
- Questions from the CUWC for Presidents Pruitt and Reilly
- Working Lunch
- What We Want to Accomplish in Today’s Meeting – Co-Chairs Seifert and Spector
  - Understand the urgency of our charge
  - Clarify necessity for objective consideration of the information
  - Gain an appreciation of context within which compensation decisions are made
  - Compare and contrast private sector context for compensation decisions
- Overview of UW System Workforce – Senior VP Anderes
- Board and State Roles in Setting Salaries – Anderes
- Who are University Peers? – Anderes
- Private Sector Perspective on Competitive Compensation – Co-Chair Seifert/Members
- Looking forward to the next meeting’s agenda – Co-Chairs Seifert and Spector

March 12, 2010 Agenda – 11:00 a.m. to 2:00 p.m.

- What We Want to Accomplish in Today’s Meeting – Co-Chairs Seifert and Spector
  - Develop a shared understanding of what is meant by competitive compensation
  - Review data on salary comparisons for faculty, staff, and leaders to peers and other institutions
  - Review data on faculty salary comparisons among Midwestern states
  - Review analysis of fringe benefits for competitiveness
  - Discuss possible areas of concern in consideration of Commission’s charge
- Faculty and Academic Staff Peer Comparisons – Anderes
- Questions from the CUWC
- Working Lunch
- Senior Academic and Administrative Leaders Peer Comparisons – Anderes
- Larry Isaak’s Presentation On Faculty Salary Comparisons in the Midwest
- Fringe Benefits Competitive Analysis – Anderes
- Questions from the CUWC
- Looking forward to the next meeting’s agenda – Co-Chairs Seifert and Spector
April 12, 2010 Agenda – 11:00 a.m. to 2:00 p.m.

- What We Want to Accomplish in Today’s Meeting – Co-Chairs Seifert and Spector
  - Develop an understanding of specific recruitment and retention challenges
  - Determine areas/issues for Commission recommendations
  - Identify possible issues/questions that have been identified by the Commission that go beyond the scope of the charge for further consideration by President Reilly
  - Provide guidance for the development of draft recommendations
- Presentation and discussion of additional information requested by the CUWC in previous meetings – Anderes
- Questions from the CUWC
- Working Lunch
- Discussion with Chancellors – Recruitment and Retention Challenges
- Questions from the CUWC
- Presentation by guests requested by the CUWC in previous meetings
- Development of Draft Findings – Co-Chairs Seifert and Spector
- Looking forward to the next meeting’s agenda – Co-Chairs Seifert and Spector

May 17, 2010 Agenda – 11:00 a.m. to 2:00 p.m.

- What We Want to Accomplish in Today’s Meeting – Co-Chairs Seifert and Spector
  - Develop a shared understanding of the input received from University faculty and staff
  - Reach agreement on the recommendations and observations the Commissions will be presenting to President Reilly
- Review of input received from the Compensation Advisory Committee, Faculty Reps, Academic Staff Reps and Fringe Benefits Advisory Committee – Anderes
- Questions from the CUWC
- Working Lunch
- Review of draft and finalizing Commission’s findings and recommendations – Co-Chairs Seifert and Spector