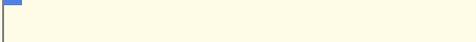


# Initial Report

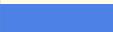
Last Modified: 05/07/2012

## 1. Which of the following best describes you?

#	Answer		Response	%
1	Faculty		7	14%
2	Instructional academic staff/Adjunct faculty		4	8%
3	Professional academic staff (non-instructional)		10	20%
4	Classified staff/permanent		26	51%
5	Classified staff/LTE or Project Appointment		2	4%
6	Other		2	4%
	Total		51	100%

Statistic	Value
Min Value	1
Max Value	6
Mean	3.35
Variance	1.55
Standard Deviation	1.25
Total Responses	51

**2. Which of the following most accurately describes your familiarity with the various proposed changes made in the University Personnel System (UPS)?**

#	Answer		Response	%
1	I am very familiar with all of the proposed changes		12	24%
2	I have some familiarity, in general terms, with some of the proposed changes		28	57%
3	I have limited familiarity with the changes		6	12%
4	I have no real familiarity with the changes		3	6%
	Total		49	100%

Statistic	Value
Min Value	1
Max Value	4
Mean	2.00
Variance	0.63
Standard Deviation	0.79
Total Responses	49

**3. Please review the drafts at the UW System UPS website: [http://web.uwsa.edu/personnelsystems/development-documents/ups-recommendation-\(april-2012\)/](http://web.uwsa.edu/personnelsystems/development-documents/ups-recommendation-(april-2012)/) The**

**recommendations are broken down into the following six categories, with a document pertaining to each category: Benefits Work Group Recommendations Compensation Work Group Recommendations Employee Categories Work Group Recommendations Employee Environment Work Group Recommendations Employee Movement Work Group Recommendations Recruitment and Assessment Work Group Recommendations Please provide any general comments or reactions relating to the UPS recommendations that has been put forward for review.**

Text Response

Many of the recommendations appear to be strictly based on non-faculty groups. I feel it is inappropriate to apply the same rules to faculty and to office staff type positions. In all categories, the attempt to simplify essentially denudes the faculty of any reward for their extensive extra schooling and their extended hours of obligation. For example, to imply that it is essential for both 9 to 5 workers and for faculty to take the same unpaid leaves is ludicrous.

Good step forward

I am EXTREMELY concerned about the fact that Instructional Academic Staff are rarely, if ever, mentioned. I have been an IAC for 9 years. I made Senior Lecturer 4 years ago at the age of 33. I now have nowhere to go. My salary hasn't gone up and can't go up. I've taken on more responsibility in my office during those last 3 years, but have no way to be compensated for it. The fact that this isn't mentioned scares me. I feel like we're the "forgotten group" and no one knows what to do with us.

Overall, I see many of the changes to be very positive and helpful.

The more control you can give each institution, supervisor, manager, or boss of their employees the better. No two employees are the same. Employee A and B may both be assigned the same set of tasks, but if one does a better job and faster should they not then be compensated for that?

There is a lot of great work to make the system more equitable and easy to comprehend. Great work!

Thank you for asking for input from all employees!

A lot of work and thought was put into this work, thank you for coming up with everything.

I find the recommendations OK, but feel System is driving this too quickly. I honestly believe the six work groups have given this their fullest and most serious attention, however, I feel that this process came up too quickly and without enough general awareness and now is progressing too quickly to an end. Many employees are not even aware the HRS is being changed, let alone

considering how it will impact them.

To be honest there is a lot of information but it will be very timely to take it all in - at first glance it appears the recommendations are very well thought out and address the concerns of the diverse segments on campus.

In general the recommendations seem reasonable.

Important to realize the impact on the general morale and interest in staying employed at any state institution. This feeling is trickling down to our students who may see public service type jobs as less than desirable. Consistency and fairness goes a long way even when there are lack of resources. Also helps to know one is appreciated

I agree so far with the recommendations that have been made.

One suggestion I have is to allow pay raises within your classification without having to go through a re-classification (i.e., if I am a USA II at the mid range of my pay scale and have demonstrated quality work and longevity - it would be great to be able to request a raise at the top of the pay scale since it isn't necessarily a re-classification). Not sure where that would fit in.

Statistic	Value
Total Responses	15

#### 4. Do you have any comments specific to the Benefits Work Group Recommendations?

##### Text Response

test

I don't like the idea of no initial entitlement for sick leave. In terms of new faculty, it can be a significant burden to not have sick leave for the first 18 months of employment. There is no wording in the document that this would be changed and so if the current accrument policy stands, no sick leave would be allocated until 18 months. This is not acceptable and will definitely affect our recruitment potential.

I think the recommendations are sound and represent a significant improvement over the previous systems that were in place. The proposed changes would create a simpler, fairer system that is easy to understand and administer.

I particularly like the suggestions around tuition reimbursement. This would be quite helpful in recruiting, especially if it was system-wide.

I would not define "No personal days are provided for faculty and other nine month employees" as a deficiency. I'm assuming this is referring to education faculty / staff. They are teachers.

I strongly support the idea of tuition reimbursement. I also strongly support closing the university on the Friday after Thanksgiving as a cost saving measure for the University. I am unclear whether vacation days will be used for such a purpose? Needs more clarification.

AGREE! Great recommendations by the work group. Making these equal and on the same schedule would be much better. Floating holidays change and including day after Thanksgiving. Boost morale and cost savings for University to shut down campus more days of the year.

It would be great to have one calendar for classified and unclassified.

The elimination of the initial sick day accrual for new faculty hire would have a significant negative impact on faculty recruitment, especially for women candidates. It would be better to standardize by giving this benefit to all new employees in every category. I also don't see how accrual reporting can be standardized between those on 9 and 10 month contracts and those with and without vacation days.

Tuition Reimbursement needs to come from the institution, rather than individual departments to be consistent for all employees. Currently, if a department has managed to keep money in their own budget for some type of reimbursement, they might offer that to their employees, but most do not have any money left for this; therefore, there is great discrepancy across campus about the possibility and amount of reimbursement. I think it would be more important to offer reimbursement to the employees consistently rather than offering to dependents and spouses if a choice has to be made. Initial Sick Leave Entitlement is a benefit that helps compensate for lower salaries and should not be eliminated. If it needs to be reduced to save some money, perhaps only giving 5 days up front would still allow the new employee to know he/she can handle an emergency should one arise before sick leave is accrued.

It will be nice to have all employees on the same calendar year for vacation/personal holiday.

Generally, I have no complaints with this section and actually am in favor of the

establishment of a system wide employee tuition reimbursement policy that is equitably administered across all institutions and employee types. I am very much in favor of options to expand tuition reimbursement to dependents and spouse. However, under "Initial Sick Leave Entitlement," I feel the group's recommendation to eliminate initial entitlement for sick leave to be a big and negative step backward. The state has already reduced salary and benefits, which were promised during contractual negotiations to seduce employees to come to Wisconsin, I believe it is a mistake for System to begin suggesting ways the state can easily further reduce our benefits. Perhaps, should the state ask for this - then we should begin the conversation, and not give in so easily. Otherwise, please don't give them more ways to marginalize us. I support tuition reimbursement but find it is problematic for many of our employees, especially when extended beyond the employee to dependents and spouses.

Tuition Reimbursement - not departmental or campus based; recommend managing at the UW System-wide level to create consistency to ALL UW System employees and employee groups.

At this time I do not have a comment need to research further

The recommendations seem to be in keeping with the goals that were presented.

None

Please retain the sick leave benefits that we have earned during our tenure here. I suggest we provide new employees a few days of sick leave from the start of hire - maybe not the 20+ they now are receiving. More flexibility with using vacation before 6 months have passed. Close the day after Thanksgiving is good for saving energy and forcing us to rest - especially the (women) cooks who tend to be more stressed at this holiday time. Like the idea of being more flexible with catastrophic leave and sharing of one's time. Very very comforting in time of need. Tuition reimbursement is a nice feature but what about those of us who are not married? Is it fair?

I think aligning the 2 groups make sense for benefits, pay schedule etc.

Tuition reimbursement: establish safeguards so policy cannot be easily abused--ie cancellation at last minute which may mean a 'paying' student could not have gotten into desired class. I don't know if 'spouses' should be included. Standardized policy across campus would be far more equitable than current policy.

Statistic	Value
Total Responses	20

## 5. Do you have any comments specific to the Compensation Work Group Recommendations?

### Text Response

test

I think the option of 9-month employees getting paid over 12 months is excellent! Many of us have been asking for this for years!

I am so happy you're looking into 12 month pay checks for 9 month employees! I love that our Credit Union allows for a summer savings (like a Christmas club) to help me with this, but I hate doing all the math to figure it out. It would be SO much easier to have the option of 12 pay checks. Getting paid once a month is just fine -- its what I'm used to.

Please create a pay option to allow 9 month employees to be paid over a 12 month period. This will surely be done for 12 month employees, so a system should be in place.

I am in general agreement with this proposal. My biggest concern is with the merit pay portion - I love the idea but am concerned with the availability of funding on a campus by campus basis - might someone at a school willing to set aside the necessary funds to implement the program put their staff at an advantage over a school not willing or able to do so? Can the System set a funding baseline for each school to help avoid that possible problem?

Glad that issues of equity between new hires and faculty who have been here for a while are being addressed. More flexible payroll options are helpfully too.

I have a high motivation for work and excellence. I would love to see performance based raises and / or incentives. I also know that I can work the same job in the private sector for almost twice as much pay. If I'm supposed to pay into retirement based on a "national average" then I feel I should be paid the "national average." I would love it if my boss, who knows me, and see my performance on a regular basis had direct control over my pay and raises, not mandated by people who have no idea what I do, see my performance, or

I have concerns about merit pay. Merit pay puts employees in competition with one another and implies that those who do not get it are not doing a good job. This could have an adverse effect on retention of faculty and staff and futher erode feeling of self-efficacy in the work place.

Agree with recommendations - important to make it equitable (which will help with the caste system described in employee categories) and clear of available actions.

It would be nice to have a stronger more concrete increase process and procedure. What will campuses due to ensure that merit is awarded with out favor? Is there an appeal process?

Licensure and certification requirements should be reimbursed by the employer.

If pay for performance is implemented, be sure there is enough funding to truly pay ALL who are deserving. The current merit system (when there was actually funds available) allowed a SMALL percentage of allocation to each unit which the unit head needed to decide how to divide among the employees (evenly, all to one, even shares to several, etc.). Since the amount was so small, if you divided it several ways, it would not amount to anything significant; so, the alternative was to give most of it to a couple of people which, potentially, left out other deserving employees.

All staff should be paid on a biweekly schedule - this is not clear if it means "Classified Staff"

and/or "Academic Staff." Later distinctions are made for "Faculty" and "Instructional Staff" I agree strongly with the point that each UW Institution should have the flexibility to pay 9-month employees over 12 months or 9 months.

Competitive Pay - concern over each institution creating guidelines - generates lack of consistency across campuses though can understand the rationale for this. Maybe consider UW System being a part of the decision making for each campus. How would pay discrimination issues related to favoritism or conflicts be controlled/managed/addressed to limit these issues?

It's time for a raise!

Merit pay, catching us up with other "like" positions elsewhere is a good start - need higher top pay amounts. Some positions are so limited with pay, need more opportunity for advancement while staying at the University.

The compensation objectives are very refreshing to see-I hope this can be obtained.

I would like to see overtime paid to employees when there is a holiday falling in the same week. Holidays and vacation should be counted as hours worked. Sick time should not be counted as hours work for the payment of overtime. It is somewhat unfair, when we are required by our position to work overtime during the week, when a holiday falls in the same week. For example, January 1, and Martin Luther King Day. Overtime is worked during that week, and is only paid at straight time.

I like the idea of all staff being unclassified or classified in order for classified staff to appear less relevant to the university. Operational staff still sets the classified staff apart from the unclassified.

This area is so complicated from the titling of employees, i.e. Program Manager Level 3 or some such thing. [I never knew my official title], to lack of clarity in position descriptions, discrepancies across UWS for similar jobs, what is merit really?, academic staff not needing to do service but those of us who do are not recognized for that work, lack of professional growth opportunities or career ladder movements for most of the non faculty, if a worker might be provided a pay increase for extra duties and responsibilities I would recommend an impartial board who reviews the boss's recommendation. This hopefully will eliminate any favoritism or inequities with such a plan.

I agree with giving more flexibility to the pay rate system and allowing merit pay to compensate those that work above and beyond.

#2 - Licensure/certifications for position paid by UW institution - do not agree. Most private sector employers do not pay for licensure/certification upkeep. Where do you draw the line? Custodians who must drive State vehicles--do we buy their driver license renewals? Online professors: do we buy their teacher licensures for various states if they do not live in Wisconsin? I say if the employee can walk out the door with the license and work for another employer (or themselves), they buy their own license. #6 - pay part time employees a comparable rate to full time employees for comparable work/experience: part time employees typically do not expect to receive the same pay for the same work. Their flexible hours makes the part time work desirable. Morale of full time employees may have negative impact if part timers are paid equally but are not expected to work, for example, Friday afternoons or Mondays, etc. Merit pay: best raises tend to go to the squeaky wheel. Best performers are often overlooked for merit increases but depend upon to really get the job done. Overload pay is not warranted in many cases but paid anyway.

Statistic	Value
Total Responses	22

## 6. Do you have any comments specific to the Employee Categories Work Group Recommendations?

### Text Response

test

Spousal hire shouldn't be a priority.

Looks good.

PLEASE pay attention to Instructional Academic Staff. PLEASE give us a way to advance. I was maxed out in titles and pay at age 33. How can I not look elsewhere? There's nowhere for me to go! And please do not say "get a PhD and become a faculty member." 1. the amount of money it would cost me to get a PhD I could never repay on current salary; especially since there is no tuition reimbursement. and 2. I don't WANT to "publish or perish" like faculty have to. I LOVE my students which is why I do what I do. My suggestion is to put Instructional Academic Staff in the category with faculty and give us the range of titles that faculty have -- Assistant, Associate, Full, etc., etc. To only have Lecturer and Senior Lecturer is not enough. Additionally, we TEACH. Why can't we be with the faculty governance group? Faculty make teaching decisions, but we're not a part of those since we're lumped together with Academic Staff.

I am not sure this set of recommendations is much of an improvement over what we had previously. I think the proposed categories of employees are unclear and need to be clarified. I'd like to see the categories simplified or even eliminated if at all possible. If you have rigid categories you will always have a perceived "caste" system. One thing to consider - the one obvious difference between staff categories is between those that are salary-based and those that work hourly. I find this lends itself to VERY different perceptions of time and work. If you have to have groups, why not have "Faculty," "Staff" and "Hourly" employees?

Not enough information was provided about the five job families mentioned. I think that if classified staff are re-classified to academic staff then a minimum level of education must be maintained by said employees. A minimum level of a bachelors degree should be maintained for the classification of "academic" staff. This was not clear in the recommendations. Also a definition of Operational Staff needs to be provided.

I agree providing clear career progression for all groups is essential, especially for Operational Staff. If possible, reducing the number of categorizations (which I believe is part of recommendation #5)? I agree with Rec. #3 to move exempt employees to academic staff (why were we paying overtime to an exempt employee??). Although I worry about the changes to Academic Staff job category and keeping the same name. How will you address this change and getting people to change their perception?

I object to using the terminology of a "caste" system even if that is what has been expressed. Could "hierarchical" or some other term represent the same problem without such a historically negative connotation? It is my understanding that most of the "exempt classified staff" are supervisors and IT folks. I do not object to moving them to Academic Staff IF they are not harmed by this move. If such a move would take away bargaining rights or other "benefits" to their current role, they should not be moved. Employees have already sacrificed too many of our benefits with no salary increases for too many years. Also, the education required for most Academic Staff positions should match the requirement for the exempt classified staff for such a move to occur. I have a hunch that many of the exempt classified staff do not have the level of

education (nor do they need it to be competitive for their jobs) that Academic Staff typically need (as far as I can tell, Masters is most common). However, I do not know the facts surrounding this issue; but HR would certainly know this and it should be taken into account.

Goals are not clearly addressed throughout this document. I find the repeated use of the word "caste," first parenthetically, and then not, to be extraordinarily insensitive to millions of people who live in this reality. It is inappropriate in a document produced by the leaders of a university system and should be removed. If, in fact, System is telling us their employees belong to a caste system, then there can be no further hope of ever realizing the goals of initiatives like the Campus Climate Study survey or our Civility on campus. This group's assessment identifies some employment categories as having too few titles, e.g., the Instructional Academic Staff (these were, as I understood it, designed to parallel faculty titling. If these are inadequate for IAS, it follows they are also inadequate for Faculty), while others have too many titles, e.g., many areas of classified service. (And adding the spectrum of the current classified staff to these codes will simplify the process?)

Would prefer to keep classified exempt in the classified work group. Do not move us to the faculty work group.

I agree to eliminating the classified and unclassified titles-all very confusing

I like the idea of work group families instead of how the jobs are seperated now withing the classified work group.

I Like the idea of Operational Staff and retaining the Academic Staff title. PLEASE do not lump classified with academic staff. We need, for dignity sake, a separate way of identifying ourselves that is not using the term faculty. Definitely look into the question of job titling and trying to make them more consistent and understandable. Perhaps a standard rubric could be developed?

I agree with getting rid of the classified identifiers and a perception that they are not as knowledgeable or wothy of the benefits of the unclassified staff,

Oppose moving classified staff into Academic Staff category.

Statistic	Value
Total Responses	15

## 7. Do you have any comments specific to the Employee Environment Work Group Recommendations?

### Text Response

test

There was no mention of maternity or family leave inequities between classified and unclassified staff. Female faculty who are having a baby need to take sick leave for their maternity leave because of lack of personal/vacation leave. This is backwards and harkens back to the days when the majority of faculty were men or beyond childbearing years. Some discussion of paid maternity leave for all employees should be included.

Please make the requirements specific. On our campus, some Instructional academic staff members are allowed to teach their classes, hold 5 office hours and then leave. Others are required to be on campus for 40 hours a week, regardless of whether they want to grade from home or not. Additionally, on campuses that have an interim, if an Instructional Academic staff is not teaching for interim, are they required to be on campus? I suppose all of this going back to supervisor training. Its clear that different supervisors (department heads) have different ideas for what their staff should do.

I would like to know how this fits in with existing civil service polices and protections. I agree with the set of problems they identify, but I am not clear how some of this might be able to be addressed through current, perhaps under-used procedures and policies.

I believe orientation and training is severly lacking on campus (especially for classified staff, but possibly in other groups). Lack of consistency across campus (not necessarily HR issue, but could help with orientation being the same campus-wide). Confused by the need to include spousal/partner hires - all hires should be treated equally, no favortism.

I applaud the recommendation to consider "institution closed" days. As someone who works in an office that is required to be open, I know we serve VERY few, if any students on these days; it is difficult to find staff willing to work as almost everyone would prefer to spend time with family and friends; and it is unfair to have to use vacation while others on campus do not. In addition, the cost of opening buildings does not outweigh the benefits when so few constituents are served. Spouses/partners should not be given or promised a job. They can certainly compete for open jobs, and should be encouraged to do so. However, we should not be using funds to settle for someone less qualified than another person, or to create a position that was previously unnecessary, just to appease an incoming employee. The economy is difficult everywhere; why should a UW school be a safe haven at the expense of quality?

Employees need to understand that their contribution matters. This is a laudable goal, however UW institutions need to sensitive to all employee groups. I recently attended a workshop series which ended with me, a white, heterosexual male, married and with children, feeling like a despised enemy of this institution and accountable for all of the social ills of our society. I assume this was not the intent; however, it is extremely demoralizing and counter-productive to constantly be reminded you are the employee "least desirable" on our campus, tied to that the impression of belonging to a sub-caste, it is caustic. If that wasn't the message, then something happened in the delivery. Recommending that institutions explore ways to recognize all employees is a gallant goal, but it should never be done at the expense of any of the institutions employees. And to mandate training and awareness around classism for all employees will

likely not reach the ears of the intended audience and will likely offend people who care and try. If the goal is to avoid attaching "labels" to specific groups of employees (or "classism"), I fear it cannot work. We will always be identified by the job we are hired to perform.

Institution size related to ratio of employees doing work of one - should be studied and evaluated somehow for realistic expectations and support within unit - unsure of recommendation of how to do that. Concerned that some larger campuses are working with so much less than smaller campuses. Seems disproportionate.

Supervisor training would be great.

Consistent and reasonable and effective supervisor training would be valued. Find out what supervisors feel uncomfortable or misinformed about and add that to a standard training session. A much better orientation is needed. I used to volunteer as a tour guide for new AS employees. IT was fun and folks seemed to enjoy that. I don't agree with providing teaching 9-month employees with vacation time. Why would they need that if they have sick days and are not teaching every day? Is Indefinite Status = rolling horizon in concept? Nice to see the interest in communication but keep this simple and minimal. It will much more effective this way. Layoff process does need to be standardized in some fashion. I liked the 5 bullet points provided in the draft. Sure would be nice to see compensation based upon volume of work! No one should have to wait for 6 weeks without pay when they begin a job. This is a time when most people NEED the check badly. Would institution closed days be like the old furlough days?

Work from home policy is not consistently applied; many feel it is abused.

Statistic	Value
Total Responses	11

## 8. Do you have any comments specific to the Employee Movement Work Group Recommendations?

### Text Response

None

My only thought here is the mandatory transfer "rights" as they exist are unfair and unreasonable to many, and certainly do not assist us in striving for excellence. My experience with the mandatory transfer process suggests it is not in the best interests of the organization and ends up forcing us to accept people who may not be a good match for a job or a department simply because they have "seniority." No healthy, forward-looking organization can include a policy like that.

There are many pros and cons to allowing faculty to move across institutions in the system, but I think it is an option that should be explored further.

I agree with transfer changes - there should not be mandatory transfers for internal candidates. There should be the best qualified candidates in these positions.

Lateral movements/Unclassified Staff should not be granted just because someone was successfully hired through one search process. Just because they were deemed to be a good fit for one job does not mean they are equally qualified for another in another unit. They should still go through the same search process as any other candidate for a job to allow the best qualified person to be employed. The current transferring system for Classified Staff does not allow for the new unit to put the best person in place based on their needs. Promotions: I have not looked at the UV Career Paths, but would definitely like to see more "flexibility to reward employee capabilities and meet changing demands." This should include valuing experience and past performance more than imposing educational criteria for promotion that was not necessary at the beginning of employment. This causes an undue burden of time and money (since tuition reimbursement is currently non-existent in most departments) when an employee has grown through the years, pursued professional development opportunities, proved effective in their work as is evidenced in their evaluations, and kept current in their field.

No comment – I feel this is outside my experience here.

I am in favor of keeping mandatory transfer rights!

This is great!!!

I am not pleased at all with the processes prescribed for hiring classified. There is very little opportunity for a supervisor to make good choices on candidates who are sliding in from a job at that level (mandatory transfer rights) who must be considered before any other candidate. I found this very unprofessional as far as creating the best fit for the persons involved. We all know that success in a job is not simply based upon title or particular skill sets but the whole human package. I was very fortunate that of the 2 same level candidates who chose to apply, both would have worked out well in this position. Look at this please! A centralized posting site for UWS is a long time in coming. Yes to that! Provide inclusive information for employees to make job transfer and moving to "a better place" is more efficient and user-friendly. A structured salary plan intrigues me. I'd have to see it to feel more confident about voting for that.

agree with recommendations

Statistic	Value
Total Responses	11

## 9. Do you have any comments specific to the Recruitment and Assessment Work Group Recommendations?

Text Response	
test	
None	
I appreciate flexibility, as suggested here. But we also need to have a clear set of principles that while it allows insituttional flexibility also ensures fairness and transparency. Not sure what that looks like, though...	
I did not see mention of something like "truth in posting." Currently, when a position is posted, typically the salary is not included. If HR is contacted, the candidate will be given the salary RANGE for that position. Most candidates assume they can negotiate for the higher end of the range, when, in reality, the department only has enough money in their budget for low to mid range. This causes people to put themselves in the pool only to withdraw VERY late in the process or even after an offer has been made; which wastes a HUGE amount of time and money resources. The actually salary (or true range) needs to be posted so the candidate can decide before taking up a great deal of time and incurring costs for the campus whether or not the job is truly viable for them. I very much like the idea of a "mandatory probationary period." It is very difficult to truly assess a candidate from their written materials and a well-rehearsed interview. All too frequently someone is hired who does not fit the position, causes a great deal of extra work and conflict for others, but cannot be "let go." If someone is truly qualified, they will prove it during the probationary period. If they are not, the campus would have the flexibility to "cut their losses" rather than pouring more resources into someone who will likely leave in a couple of years anyway (as they become dissatisfied themselves).	
No comment – I feel this is outside my experience here.	
Difficult to find reasons for people to want to work for the State at this time, we need to get rid of some of the nit picky little things working against us that we can control, paying for parking passes, give discounts for food and at store, working out at SWRC, anything to give us an edge up - increase morale	
I am all favor for the merit increases. How will it be determined the amount of the increase and avoid favoritism?	
Reiterate comments about inflexibility in processes controlling internal movement of employees. Probation can remain as is for me. Not sure what an early end to probation provided the new hire..... Speeding time to hire is always a good thing.	
Agree that the hiring process needs to have more flexibility to specific jobs being sought out.	

Statistic	Value
Total Responses	9

**10. Do you have any additional comments concerning any human resources policies or practices – whether in the UPS recommendations or those that may arise at UW Oshkosh?**

Text Response
test
Thanks for getting our feedback on this - it is a very important opportunity for the school and the system and we can make some significant improvements over the previous system, which was riddled with problems.
I like the idea of Merit pay. I'm all for it. Also i'd like my boss to have more flexibility to award merit pay.
Mostly, I think the word "caste" must be redacted from these documents.
No

Statistic	Value
Total Responses	9

## 11. What suggestions or advice do you have for Chancellor Wells and other administrative leaders related to further review or implementation of any changes in campus-based policies or practices?

### Text Response

tesst

It will be essential to recognize explicitly recognize that faculty and other classes of university workers have different expectations inherent in the distinction between a job and a calling.

Please, please, please pay attention to Instructional Academic Staff. We really do matter. A real life example: 2 people are hired in 2002. One is a teacher in the Oshkosh school district, one is an Instructional Academic Staff member at UWO. In 2012, the OASD employee had her master's degree paid for by the school district and is now making \$55,000 a year. The UWO employee had to pay for her own masters degree prior to getting the job and just this year hit \$41,000. Yes I understand that the UWO employee doesn't have to deal with many things due to the differences between K-12 and higher education, but I find it very hard to be IAS due to the low pay and virtually no way to advance at the University. In the last 4 years we've lost three OUTSTANDING IAS to Fox Valley Tech and I hate seeing that happen!

None really. But if I come up with any I will let you know!

Chancellor Wells has done a magnificence job of making me feel valued as a state employee during this tumultuous time of defilement of the state employee image. My advice would be to give power and flexibility to my boss to control my wages and merit pay. I'd rather not be in a box, aka classification.

Continue to offer informational and listening sessions. Open communication if very much appreciated!

Thank you for allowing us to offer suggestions in this process. I hope all of my colleagues have taken advantage to express their concerns - or voice their support.

Please stay in contact with the employees through the governance groups. It is so important to all of us that the Chancellor be a part of what we are doing. It is important that he relay his concerns and opinions on the work that is being done to compensate fairly all employees on our campus and in the system.

Think outside the box , set the bar high and let other campuses follow in OUR footsteps

I would like to add, that I applaude our University, Chancellor Wells, and Administrators for their work in making this a fair and equitable place to work. I've heard of many unfair practices taking place at other state institutions, and I must say that I feel safe and happy working in a place such as UW Oshkosh.

Please continue to keep the classified staff up to date with the changes as you are presently doing. I would like to thank Chancellor wells and the administrative leaders for their dedication to the classified staff.

Try to keep us competitive and try to stop the bleeding of our fine young hires.

The policy that has changed for overtime/comp time compensation in a week that a holiday

falls..which eliminates the ot until 40 hours have actually been worked first...consider putting it back where it was prior for compensation.

Statistic	Value
Total Responses	13