

UW-MADISON REORGANIZING



For several weeks now, human resources has been such a major topic, so much so that thousands of employees for UW-Madison have been going to the various meetings that have been held, along with participating in forums and a number of debates, many of which ended up getting very heated. Most people are shocked to learn that this is the huge topic for the employees, as human resources are not always such a major issue. However, employees have been gathering together to talk about the different opportunities available and how they can attract people to attend the University while also improving the efficiency of the university and the way that the staff members operate. Officials for the university were hoping for a way to set up a new pay and classification system, which was granted to the officials by the Governor, Scott Walker. Aside from this, there is a lot of reorganizing going on for the University of Wisconsin, most of which is well-needed. All changes that are actually being made will be implemented during July of 2013, as long as the changes are approved by the Legislature. There were about 150 different individuals, in a number of different teams, who had all sorts of recommendations to put toward the system. These individuals also received a whole lot of feedbacks and are making some adjustments to the recommendations that were first made. However, one group called the Wisconsin University Union, complaining that a number of different groups were discussing everything privately instead of out in the open, which is when the university decided to hold public meetings for all to attend. Along with the meetings, around 35 forums have also been held for all employees at the university, some of which were even held at nighttime. For the University of Wisconsin-Madison, a large portion of employees are referenced as classified and because of that, their jobs could appear in other aspects of the state government, which includes an accountant position. On the other hand, some positions are considered unclassified, which would include those who work as a professor and other forms of higher education. When labeling the positions either classified or unclassified, the workforce tends to become divided and the employees end up getting confused, especially when it comes to their duties, salaries, benefits and more. One work group has come with a way to compromise, stating that classified employees that receive a salary instead of hourly pay would be put together with the academic staff as well. On the other hand, the hourly employees would be placed into a separate category, which is to be referred to as the university's staff. Several work teams are making recommendations, asking that UW-Madison use a particular compensation system as a way of figuring out salaries for different employees.

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