



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

June 21, 2013

The Honorable Scott Walker
Governor
115 East State Capitol
Madison, WI 53702

Dear Governor Walker,

I am writing to request a veto of the provision in Assembly Bill 40 that would delay until July 1, 2015 the effective date of the creation of personnel systems for UW employees that would be separate from the state personnel system.

As you know, provisions adopted under 2011 Act 32 allow UW-Madison the rare opportunity to craft a human resources framework that is better suited to a public research institution in the 21st century, as well as provide UW System an opportunity to create a new personnel system for other UW campuses. Our goal in the development of these new systems has been to provide consistency, better and more agile human resources processes, more clarity for employees and more administrative efficiency.

The development of these new personnel systems has been resource intensive. At UW-Madison we have worked for the better part of the past two years with governance and stakeholder groups involving hundreds of people to develop the framework for a new personnel structure, the new policies and procedures for which we planned to implement on July 1, 2013. A two-year delay of that implementation, as provided for in Assembly Bill 40, would only delay our ability to employ new recruitment and selection policies and procedures that will enable us to make timely and effective hiring decisions that meet our needs as a higher education institution. It will also delay our ability to utilize enhanced systems for employee development, performance evaluation and expectation-setting, and implement a strategic diversity plan for hiring and employment activities, among other important changes. It is important to note that the university already manages its own personnel system relative to faculty and academic staff, and the changes provided for in the last budget will allow us to integrate policies related to classified staff so that we are operating one seamless and more efficient personnel system.

I understand that legislative leaders have indicated they are not yet ready to provide the university with additional flexibility and that trust needs to be rebuilt, and we will work hard to do so. A partial veto that removes the delayed implementation date would simply allow the Joint Committee on Employment Relations, should it choose to do so, the ability to approve the new personnel systems prior to July 1, 2015.

Thank you for your consideration of this request.

Sincerely,

David Ward
Interim Chancellor

Office of the Chancellor

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