Plan and Mobilize: August – December 2011

- Project team developed initial project structure including work team breakdown
- Governance and advisory groups nominated work team members
- Project team identified team leads and facilitators
- Project team proposed work team scope

August 2011
Phase 1: December - April
Phase 2: February - May
- Work teams met and refined their scope statements
- Work teams collected internal/external data and research
- Teams develop draft recommendations
Phase 1: April - May
Phase 2: May - June

- Collaboration team developed campus engagement events and web chats.
- Input from events, e-mails and surveys captured and sent to work teams.
- E-mail/survey feedback given to work teams.
- Work teams refine and revise recommendations
June – September
- Project team aligns recommendations internally and with UWSA
- Consult campus stakeholders to refine recommendations
- Begin draft policy development, and identify open issues and questions
**September – December**

- Present proposed HR framework for review by governance and employee groups
- Faculty Senate
- Academic Staff Assembly
December 7
- Board of Regents reviews UW-Madison and UWSA proposals
Spring 2013
- Personnel system proposal reviewed with JCOER
- Necessary statutory change discussed with State legislators