

Human Resources Annual Report

University of Wisconsin Hospital and Clinics
Authority Board
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Agenda

- Highlights of FY 2012 Accomplishments
- FY 2013 Strategic Challenges
 - Response to Act 10 and 32
 - Integrated Wellness Program with Watertown and Unity
 - Integrated Employee Experience

FY 2012 Accomplishments

- Attract
 - FY 2012 hires = 1,476
 - 19.8 applicants for every vacant position
 - 98% offer acceptance rate
- Develop
 - Developed 11,000 learners through:
 - 50,000 hours of training
 - 40,000 course or module completions
 - 97% of leaders completed 3-month “Managing in a Changing Environment” curriculum

FY 2012 Accomplishments cont.

- Engage
 - 73% of staff engaged
 - About 40 physicians, leaders and PFAC members developed a proposal for Patient- and Family-Centered Care education
- Retain
 - Hosted 2,489 unique UW Health faculty and staff participants in Wellness Options at Work
 - Transferred UWSMPH Trades employees to UWHC and converted them and WPEC members to Authority employees

Awards/Measures of Success

- 100 Best Companies for Working Mothers (6th year)
- Best Companies for Hourly Workers – one of 12 (3rd year)
- Gold AHA Start! Fit Friendly award (4th year)
- Worksite Fitness Innovation award (2nd year)

Act 10 and Act 32

- Publishing a new Frequently Asked Question (FAQ) resource
- Implementing Employee Circles
- Created a Transition Advisory team
- Supervisor/manager/director/VP/SVP education
 - Communicating
 - Leading in a non-represented environment
 - Executing meaningful performance evaluations
 - Using discretionary judgment

Integrated Wellness Program

- Creating a new Wellness program with Unity and Watertown Regional Medical Center
- Program components
 - Demonstration kitchens
 - Fitness facilities
 - Focus on fitness, nutrition, mind/body wellness, weight management
 - Tiered wellness programming
 - Health risk assessments
 - Personal coaching

Integrated Employee Experience

- Common value-based performance standards and evaluation tool
- Synchronized content for new employee and manager orientation
- Unified many recognition and employee programs
- Developing guidelines for integrated employee models while preserving the employment relationship and minimizing risks related to employment and labor law

Questions?

