

Fall Faculty & Staff Meeting

October 28, 2024



School of Medicine
and Public Health
UNIVERSITY OF WISCONSIN-MADISON

Agenda

- Welcome Remarks
- 2024 Folkert O. Belzer Awards Presentation
- Annual Report
- Administrative Transformation Project (ATP) Update
- Finance Update & New Budget Approach
- Town Hall: Questions, Comments, & Discussion
- Reception

Folkert O. Belzer Award Past Recipients

1996: Matthew D. Davis, MD

2004: William W. Busse, MD

2015: Charles Mistretta, PhD

1997: Henry C. Pitot, MD, PhD

2005: Paul M. DeLuca, Jr., PhD

2016: Jeffrey Grossman, MD

1998: James C. Pettersen, PhD

2009: David L. DeMets, PhD

2017: Eileen Smith

1999: Gordon M. Derzon, MHA,
& Judith Walzer Leavitt, PhD

2010: Norman R. Drinkwater, PhD,
& John J. Frey, MD

2018: Mark Drezner, MD

2000: Paul P. Carbone, MD

2011: Michael C. Fiore, MD

2019: Patrick L. Remington, MD, MPH

2001: Dennis G. Maki, MD

2012: David Kindig, MD, PhD

2020: Edward F. Jackson, PhD

2002: Arnold L. Brown, MD

2013: June L. Dahl, PhD

2021: Ellen R. Wald, MD

2003: James F. Crow, PhD

2014: Robert Schilling, MD

2022: Richard L. Moss, PhD

2023: Molly Carnes, MD, MS & Susan E.
Lederer, PhD & Laurel W. Rice, MD

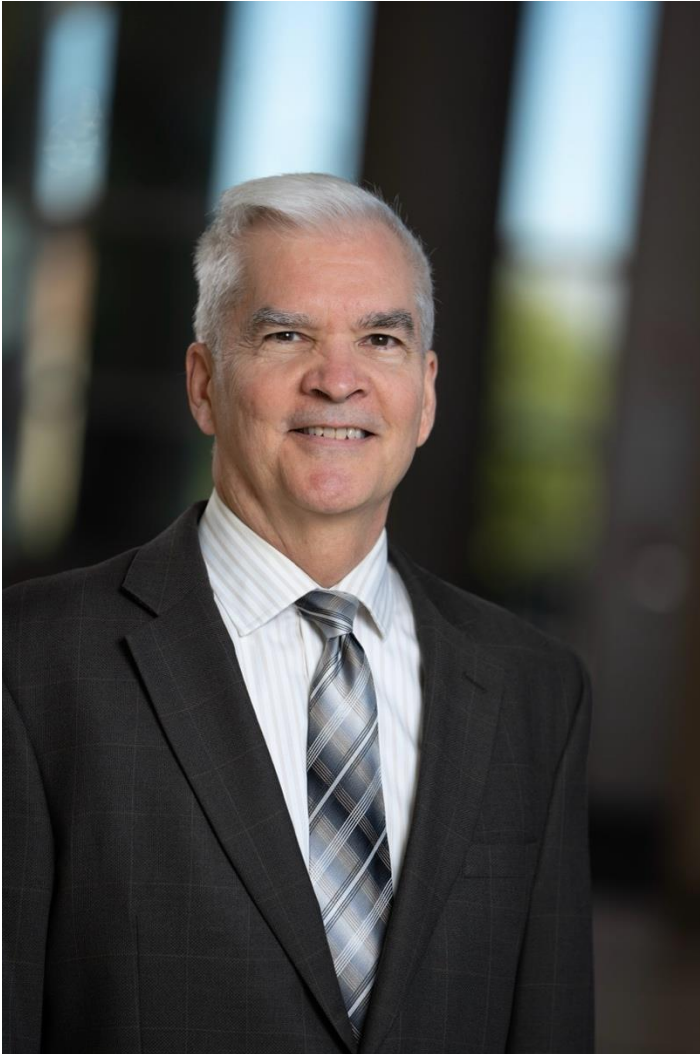


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2024 Folkert O. Belzer Award Recipients

- **Howard Bailey, MD**, Director, Carbone Cancer Center
- **Thomas Grist, MD**, Former Chair, Department of Radiology
- **Paul Harari, MD**, Former Chair, Department of Human Oncology

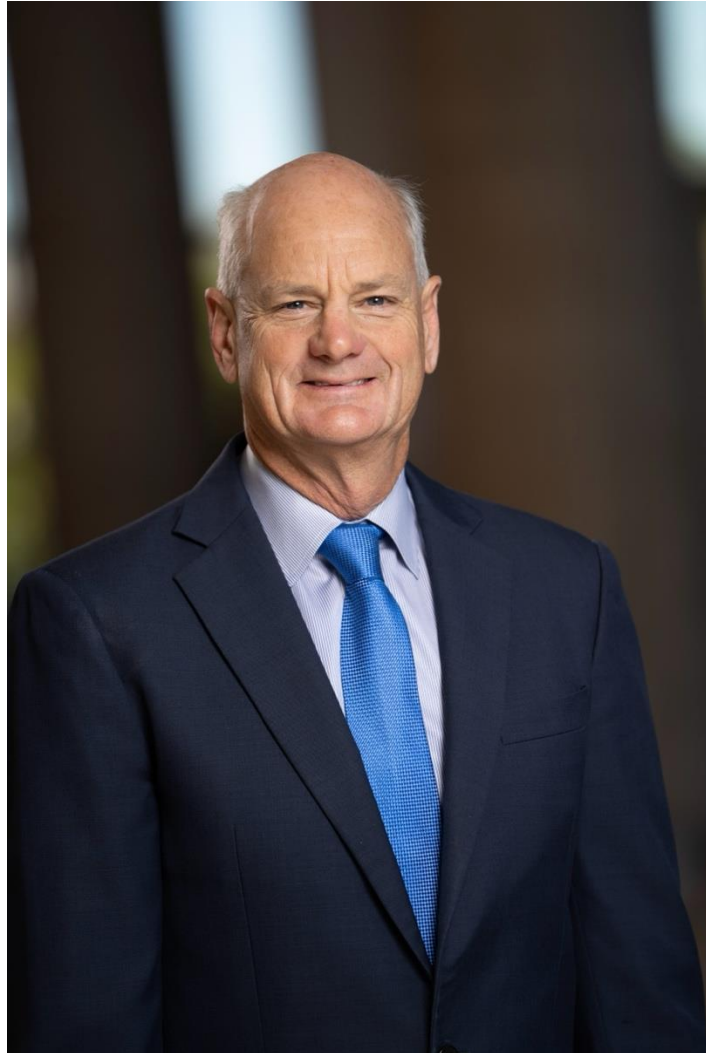
2024 Folkert O. Belzer Award Recipient



Howard Bailey, MD

Director, Carbone Cancer Center (2015 – present)
Associate Dean for Oncology
Andrew S. and Susan S. North Professor of
Cancer Research

2024 Folkert O. Belzer Award Recipient



Thomas Grist, MD

Chair, Department of Radiology and John H. Juhl Professor of Radiology (2005-2023)

2024 Folkert O. Belzer Award Recipient



Paul Harari, MD

Chair, Department of Human Oncology (2007-2024)
and Jack Fowler Professor of Radiation Oncology

Annual Report

- New leaders
- Leadership searches
- Looking back: 2023-24 Dean's priorities
- Looking forward: 2024-25 Dean's priorities

Welcoming New Leadership



Scott Reeder, MD, PhD
Chair, Department of Radiology
(started Jan. 2024)



Zachary Morris, MD, PhD
Chair, Department of Human Oncology
(started June 2024)



Muhammed Murtaza, MBBS, PhD
Director, Center for Human Genomics and Precision Medicine
(started June 2024)

Welcoming New Leadership



David Tillman, MD

Associate Dean for Admissions

(started June 2024)



Hasmeena Kathuria, MD

Director, Center for Tobacco Research and Intervention

(started July 2024)



Jennifer Timm, DNP, RN, PHN

Director, UW Center for Interprofessional Practice and Education

(started July 2024)

Welcoming New Leadership



Sam Lubner, MD

Assistant Dean for Students

(started Sept. 2024)



John V. Williams, MD

Chair, Department of Pediatrics

(to start Nov. 2024)



Art Walaszek, MD

Associate Dean for Faculty Affairs and Development

(to start Dec. 2024)

Current Leadership Searches

- Director, Carbone Cancer Center
- (Chair, Department of Medical Physics)

Looking Back: 2023–2024 To-Do List

- Develop strategic research areas of focus, including theranostics, health disparities, xenotransplantation, and others.
- Continue our work on wellness, community, and diversity for all employees and students.
- Expand centralized core services (e.g., informatics and information technology) and address space constraints.
- Prepare the foundation for a successful LCME reaccreditation in 2025-26.
- Continue the success of “Wisconsin Medicine,” the first-ever combined philanthropic campaign for SMPH and UW Health.

Looking Forward: 2024–2025 To-Do List

- Prepare for the leadership transition in the dean/vice chancellor position in late winter/early spring 2025.
- Complete the planning for the new Department of Otolaryngology-Head and Neck Surgery, to be launched in July 2025.
- Complete the “Wisconsin Medicine” combined philanthropic campaign.
- Build a strong foundation for our LCME reaccreditation in 2025-26.

Administrative Transformation Program (ATP)

October 28, 2024

SMPH Faculty/Staff Meeting

Key Messages

ATP/Workday

Finance
Impacts

HR Impacts

Faculty/Staff
Engagement

What is the Administrative Transformation Program (ATP)?

- All Universities of Wisconsin
- Workday is an Enterprise Management Cloud system for finance, HR, budgeting, and reporting functions.
- Rebuild Finance and HR in the Workday system
 - Workday replaces the Shared Financial System (SFS), the Human Resources System (HRS), and the PlanUW Oracle budgeting system, and other ancillary systems.
- Rebuild Research Admin in the Research Administration Management Portal (RAMP) system and in Workday. RAMP replaces WISPER.

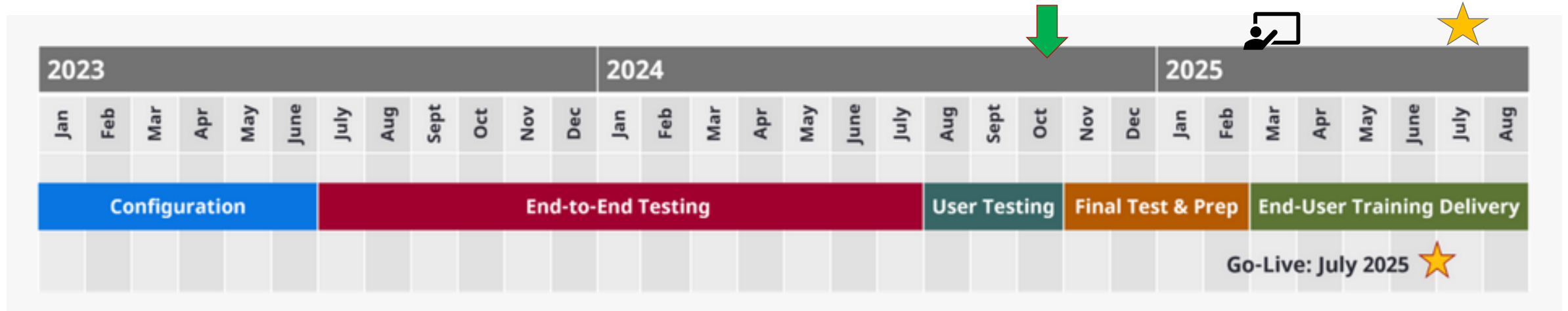
Goals of ATP

- Reduce the complexity of the current administrative environment
- Refocus valuable staff time on UW's mission of education, research, and outreach
- Reduce the number of ancillary systems
- Standardize processes

Examples of Benefits for SMPH

- Clear identification of important funding sources, such as UW Health and Wisconsin Partnership Program
- Combined HR and finance information in one system
- Easier and greater accessibility to appointment data available to managers and employees

ATP Timeline



★ Workday goes live July 1, 2025

👤 Training starts March 2025

**246 Days to
Go Live**

Finance Impacts for All Employees

- UDDS changes to new Workday org structures
- Finance processes will go through Workday

UDDS Transitions to Workday Organizations

Current: 536200 – Neuroscience

Workday: CC002522 - Neuroscience

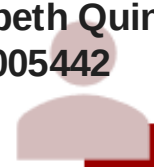


Cost Center Hierarchy

- Revenue
- Expenses
- Budgets
- Financial Reporting
- Organizational Structure Roll Ups

Current: 536200 – Neuroscience

Workday: UWMSN | SMPH | Neuroscience
(Elizabeth Quinlan) Organization ID:
SO00005442



Supervisory Orgs

- Position (Job)
- Employee Relationship
- Compensation
- Title
- Payroll
- Benefits
- Contract Type

Current: 5362 – Neuroscience

Workday: AU000461 - Neuroscience



Academic Units

- Tenure dates, tracking
- Academic Relationships (Gov. affiliations)
- Named Professorships

Ordering Supplies

mentation - wisconsin6

MENU



Q Search



< Procurement & AP UW



MDS Core Stock
Includes copy paper, toilet paper, paper towels
[Request from Inventory](#)



Connect to ShopU...
[Request Catalog Items & Access ShopUW+](#)



Non-Catalog Items
[Request Non-Catalog Items](#)



Receiving
[Create Receipt](#)



Connect to ChemM...
[Request Chemicals & Access Inventory](#)

[Procurement](#) [Accounts Payable](#) [Campus Services](#)

Reports *Access for UXT may not reflect production*

- My Requisitions >
- My Receipts >
- My Returns >
- Find Requisition Lines and Line Splits for Organization >
- Find Purchase Order Line and Line Splits for Organization >

Expense Reports & Purchasing Card Activity

Implementation - wisconsin6

 MENU



 Expenses Hub |←

 Overview

 Expense Reports

 Expense Transactions

 Spend Authorizations

 Travel Profile

 Payment Elections



New Way to Submit Expenses

Did you know there's an easy way to send expense receipts to Workday?

Share with Workday Mobile App

Upload photos of receipts from your device using the Workday mobile app for iOS or Android

Tasks

Create Expense Report

Create Spend Authorization

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Research Administration

(UXT) General Finance Dashboard



Welcome to UXT!

This dashboard has been developed by the ATP Finance and Reporting Teams to assist in providing you with some of the common reports and tasks related to Finance. This should

[View More](#)

Cost Center Management

Spend Management

Accounts Receivable

Business Assets

Budget

Research Administration

Reports

Award Budget to Actuals (UW) (2324)

Find Subawards

Find Sponsor Invoices for Company

Sponsor Search (UW) (971)

Workday Effort Related

Pro Forma Effort Certification

Effort Certification Status Report

Research Administration

Award Budget to Actuals (UW) (2324)

Company for Financial Reports

UWMSN University of Wisconsin Madison

Add Obligations

Yes

Award

AWD-001428: Postle, WM R01 resub, Nov 2022 06/21/2023 (version 0)

The deviation % column displays how much an object class has deviated within the total authorized/budget amount. The total authorized amount is cumulative and includes carryover balances. The calcu Budget.

15 items

Object Class	Authorized Amount				
	Authorized Amount Budget	Actuals	Obligations	Remaining Authorized Amount Budget	Deviation %
Sponsored Programs: 1000 Personnel	228,884.00	122,400.28	10,973.17	95,510.55	16.5%
Sponsored Programs: 1500 Fringe Benefits	70,863.00	39,492.00	4,073.34	27,297.66	4.8%
Sponsored Programs: 1700 Tuition Remission	12,000.00	7,999.98	0.00	4,000.02	0.6%
Sponsored Programs: 2000 Supplies	7,500.00	0.00	0.00	7,500.00	1.2%
Sponsored Programs: 2500 Domestic Travel	5,000.00	2,510.25	0.00	2,489.75	0.4%
Sponsored Programs: 2700 Foreign Travel	2,500.00	0.00	0.00	2,500.00	0.4%
Sponsored Programs: 4000 Other Direct Costs	78,688.00	13,565.00	0.00	65,123.00	10.1%
Sponsored Programs: 4500 Subcontracts	21,531.00	0.00	0.00	21,531.00	3.3%
Direct Cost	414,966.00	177,967.53	15,046.51	221,951.96	36.6%
Indirect Cost	220,079.00	98,771.99	0	121,307.01	18.7%
Total	647,045.00	284,739.50	15,046.51	347,258.99	56.0%

HR Impacts for All Employees

- Self Service
 - Pay stubs, benefits enrollment, absence management
- Accessing appointment information (including joint/affiliate information, clock dates), organization charts
- Compliance Trainings
- Remote Work Agreements
- Internal Jobs Hub

HR Impacts for People Managers

- Time Approval & Team Calendars
- Access to appointment information for direct reports
- Performance Management
 - Instructional academic staff and SMPH faculty will not be transitioning to workday at go live.
- Recruitment
 - Job requisition, applicant tracking and onboarding

Organization Charts

Org Chart (People View)



Customize Chart View ▾

[Jennifer Mnookin](#)

[Bob Golden](#)

[Hope Broadus](#)

Kristen Seguin ←



7

[Kristen Seguin](#)

Director of Talent Manageme...

📍 Health Sciences Learning ...

8

[Benjamin Schultz-Burkel](#)

Dir of Fac & Exec Recruit

📍 Health Sciences Learning ...

▼

13

[Carrie Hutton](#)

Pay & Benefits Assoc Dir, SM...

📍 Health Sciences Learning ...

▼

1

[Christa Neuser](#)

Faculty Serv Manager, SMPH

📍 Health Sciences Learning ...

▼

3

[Courtney Gonzalez](#)

Faculty HR Assoc Dir, SMPH

📍 Health Sciences Learning ...

▼

1

[David Young](#)

Compensation Manager

📍 Health Sciences Learning ...

▼

12

[Dawn French](#)

HR Operations Assoc Director

📍 Health Sciences Learning ...

▼

2

[Jennique Cuskey](#)

Talent Acquisition Manager

📍 Health Sciences Learning ...

▼

Manager Time Approval

Review Absence Request: David Young



For David Young

Overall Process Absence Request: David Young

Overall Status In Progress

Due Date 10/22/2024

Details to Review

First Day of Time Off 11/07/2024

Last Day of Time Off 11/28/2024

Total 24 hours - Vacation

Request Details 3 items



Date	Day of the Week	Type	Position	Requested	Unit of Time	
11/07/2024	Thursday	Vacation	Compensation Manager, UWMSN SMPH Talent Management (Kristen Seguin)	8	Hours	
11/08/2024	Friday	Vacation	Compensation Manager, UWMSN SMPH Talent Management (Kristen Seguin)	8	Hours	
11/28/2024	Thursday	Vacation	Compensation Manager, UWMSN SMPH Talent Management (Kristen Seguin)	8	Hours	

View Balances

Previous Time Off Requests

Previous Time Off Requests 8 items



Date	Day of the Week	Type	Position	Requested	Unit of Time	Comment	Status	View More	
11/29/2024	Friday	Personal Holiday	Compensation Manager, UWMSN SMPH Talent Management (Kristen Seguin)	8	Hours		Approved	Q	
11/12/2024	Tuesday	Vacation	Compensation Manager, UWMSN SMPH Talent Management (Kristen Seguin)	8	Hours		Approved	Q	
11/11/2024	Monday	Vacation	Compensation Manager, UWMSN SMPH Talent Management (Kristen Seguin)	8	Hours		Approved	Q	

Team Calendar



Team Absence Calendar

Today < > Nov 3 – 9, 2024 Week ▾

	Sun, 11/3	Mon, 11/4	Tue, 11/5	Wed, 11/6	Thu, 11/7	Fri, 11/8	Sat, 11/9
Kristen Seguin							
Benjamin Schultz-Burkel					16 Hours ✓ Approved		
Carrie Hutton		40 Hours ✓ Approved					
Christa Neuser							
Courtney Gonzalez			16 Hours ✓ Approved				
David Young					16 Hours Submitted		
Dawn French							
Jennique Cuskey		8 Hours ✓ Approved			16 Hours ✓ Approved		

Team Comparisons



Compare Team ... 0/10



Organization UWMSN | SMPH | Talent Management (Kristen Seguin)

Table View

23 items

	 Benjamin Schultz-Burkel	 Carrie Hutton	 Christa Neuser	 Courtney Gonzalez	 David Young	 Dawn French	 Jennique Cuskey
Job							
Current Job	HR Associate Director	HR Associate Director	HR Manager	HR Associate Director	Compensation Manager	HR Associate Director	Recruitment Manager
Years in Current Job							
Years of Service							
Hire Date							
Base Pay							
Total Annualized Amount							
Market Position							
Last Increase Amount							
Last Increase Percent							
Years Since Last Increase							
Date of Last Increase							
Bonus							
Last Payment Amount							
Last Payment Plan							
Years Since Last Payment							
Performance							
Current Rating							
Previous Rating							

Jobs Hub

Jobs Hub |←

Overview

Browse Jobs

My Job Alerts

My Applications

Suggested Links ^

Manage Job Alerts

Madison Benefits 

Wisconsin Retirement... 

Employee Resources 



Careers at UW

Ready to take the next step in your career journey? Click on Browse Jobs and filter by UW-Madison to view available opportunities.

[Read More](#)

Recently Added Jobs

Lecturer - UXT Pegelow

Position Title:Lecturer - UXT Pegelow

...

 Madison, WI

 Full time

 JR10001137

[View Job](#)

Asst Professor UXT Troemel

Position Title:Asst Professor UXT Troemel

...

 Whitewater, WI

 Full time

 JR10001135

[View Job](#)

LSA-Innovation Analyst I

Position Title:LSA-Innovation Analyst I

...

 Madison, WI

 Full time

 JR10001128

[View Job](#)



Recent Applications

[View All Applications](#)

APPLICATION SUBMITTED

Administrative Assistant III - UXT Schultz-Burkel

Applied 09/25/2024, 3:33 PM

Faculty and Staff Engagement

- "What's Changing" reference document
- User Experience Testing and feedback collection
- Presentations/demos of system to different audiences
- In the Know articles
- Emails directly from ATP
- ATP website: www.atpmadison.wisc.edu



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Future Budget Approach

Fall Faculty & Staff Meeting
Fall 2024

Heidi Conrad, MBA
CFO



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Key Takeaways from the Spring Finance Update

- We are a strong and growing contributor to the Campus
- We are part of the team and must continue to steward our resources wisely
- FY25 will be a bit challenging and exciting
 - Navigate the administrative cap
 - Prepare for the WorkDay Implementation
 - Prepare for a new budget approach



**COME TO
THE FALL
FACULTY
MEETING!!**

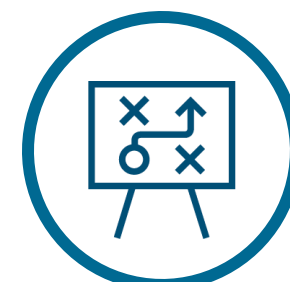
Why a new budget approach?



**Efficiently and fairly
distribute resources**



**Maintain fiscal health
and responsible
stewardship**



**Enable leaders to act
strategically**

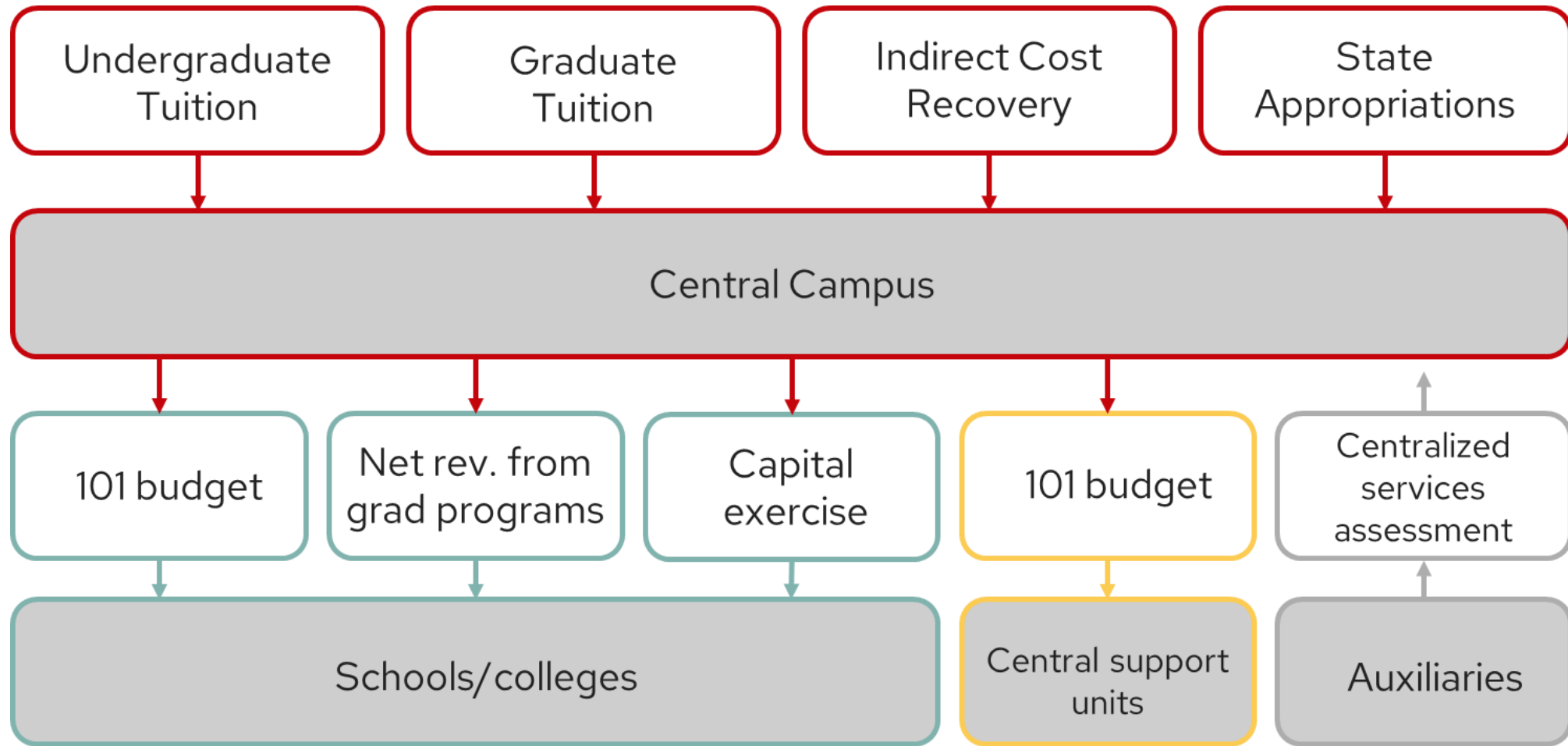


**Provide greater
transparency and
predictability**

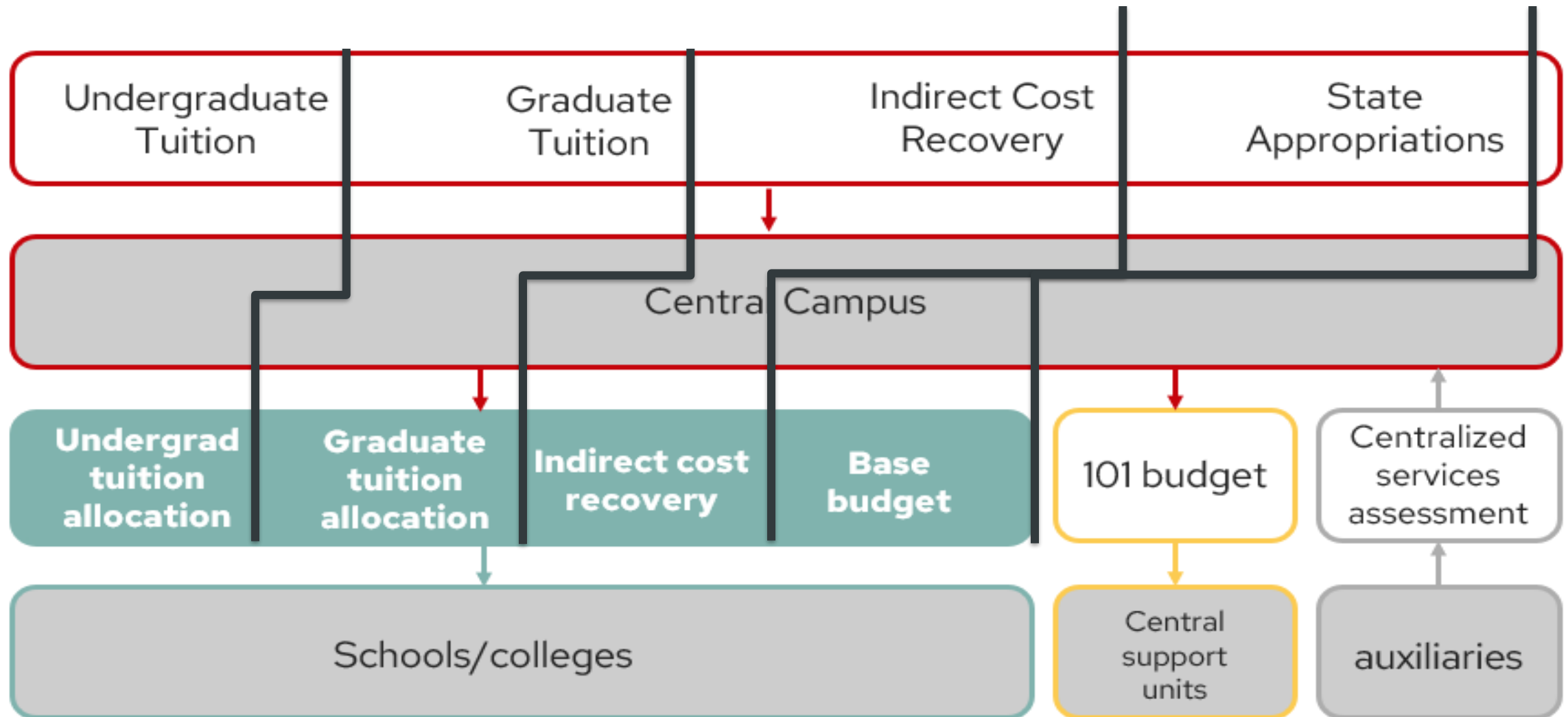


**Reward collaboration, innovation,
and entrepreneurship**

Current budget approach



Future budget approach



Future budget proposed methodology

- Responsibility Center Management (RCM) UW Madison style:



- BUCKETS 1 & 2: **Tuition** – 40% of base revenue + 100% of anything above the base

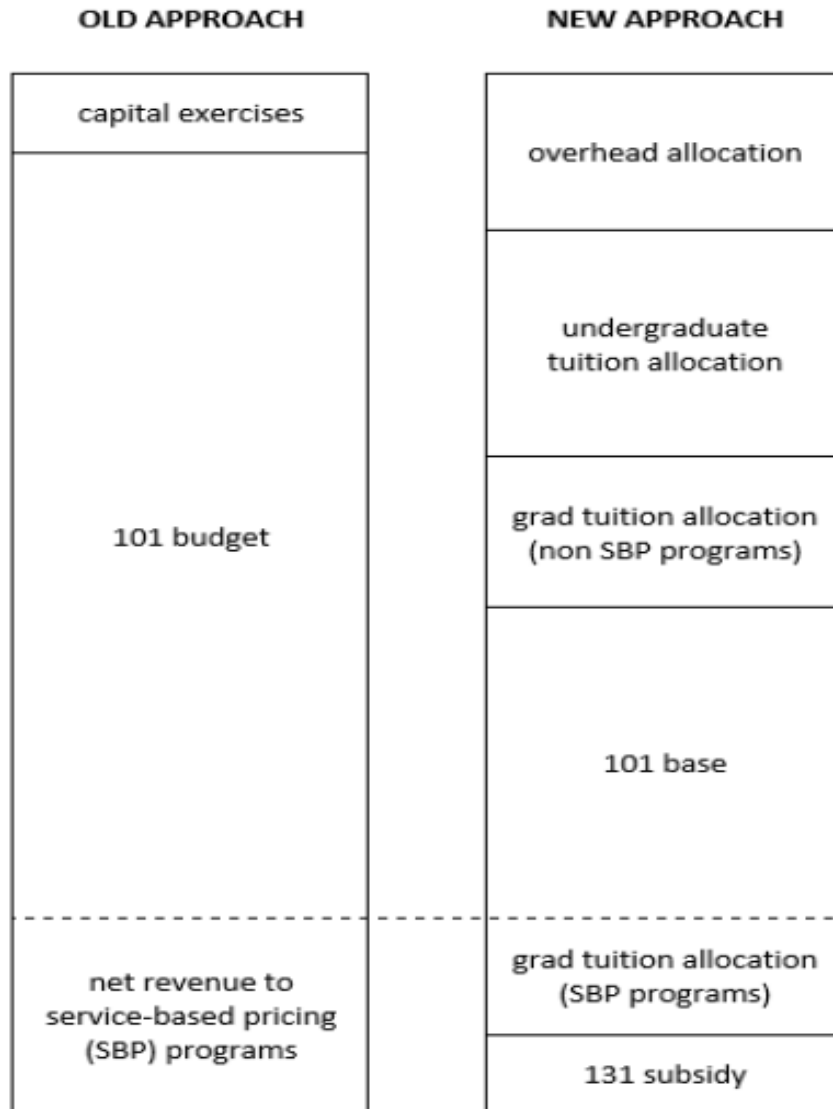


- BUCKET 3: **Indirect/Capex** – 40% of overhead



- BUCKET 4: **Base budget (101)**
 - Year 1 “hold harmless”
 - Year 2 and beyond – increases or decreases for similar reasons to current 101
 - Pay plan & compensation exercise
 - Central campus initiatives
 - State budget reductions

The new approach – moving from here to there

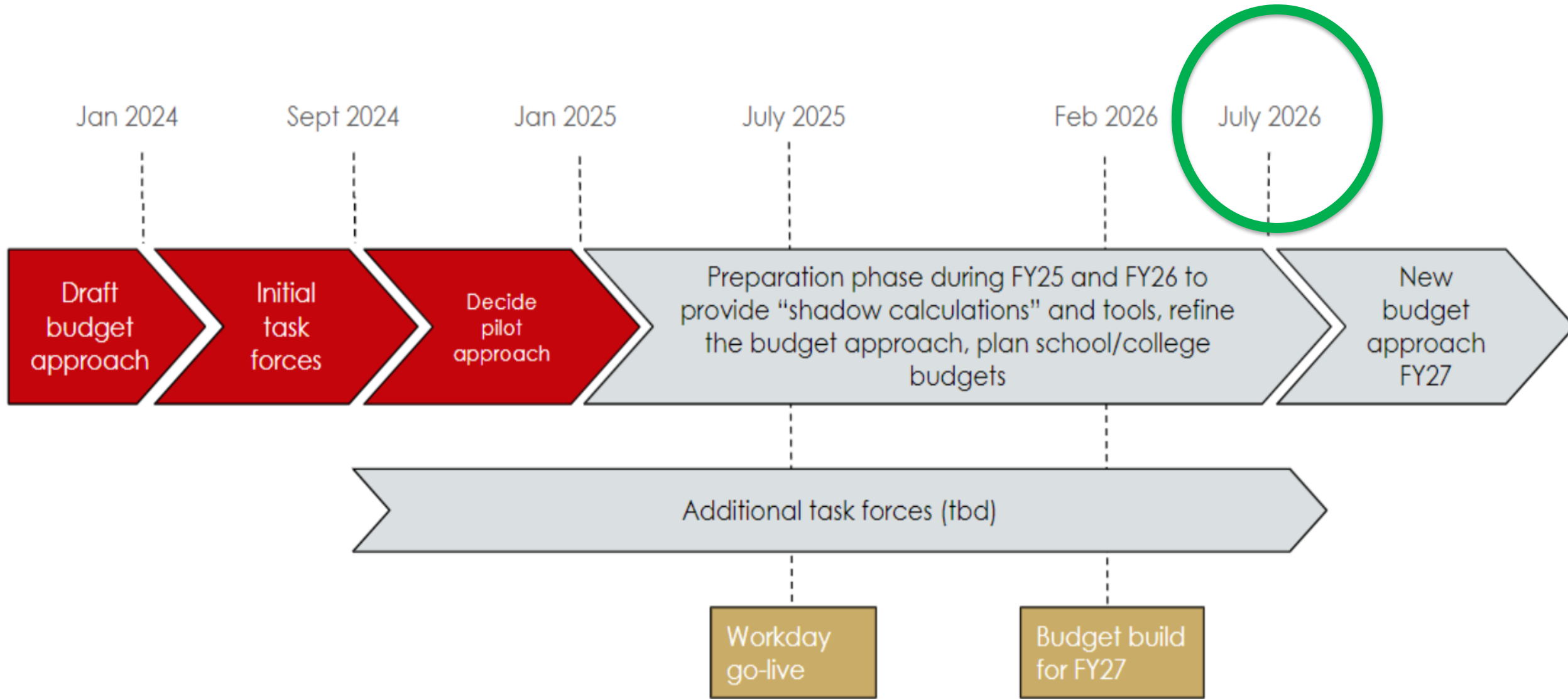


- Separate funding sources will drive separate budgets
- SMPH goal to align our metrics with campus
 - Drives the benefits campus is intending
 - Creates transparency
 - Department ability to forecast & plan
- Implementation is a heavy lift
 - Open questions on the details in approach
 - Redesign MAMA
 - Current proposal is a budget neutral implementation
 - Move about \$45M in compensation needs to move off 101

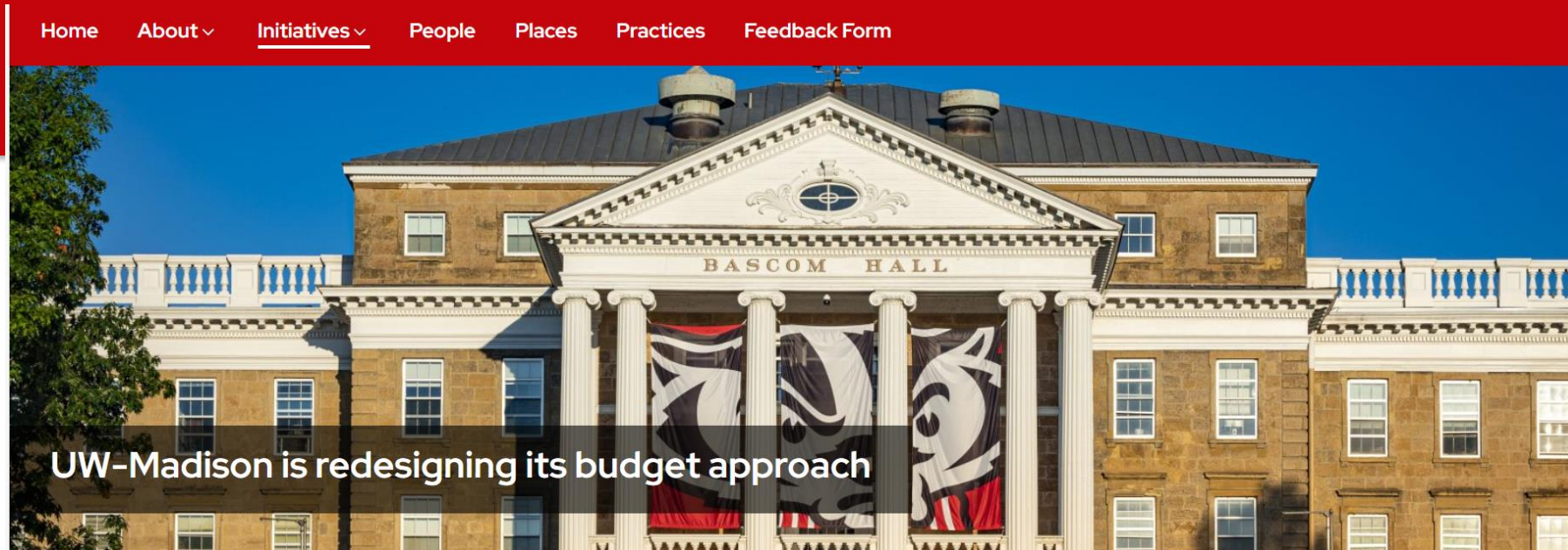
Next steps & timeline

Timeline to Implementation

NEW START DATE



Questions?



We likely have more questions than answers

- Updates throughout FY25 and FY26
- Send questions to the fiscal team
- Follow on the new campus budget webpage
 - [webpage](#)