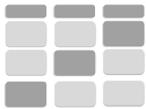


UW System Salary Structure

On November 1, the UW System salary structure will be available on the website [wisconsin.edu/ohrwd/title-and-total-compensation-study/salary-structure](https://www.wisconsin.edu/ohrwd/title-and-total-compensation-study/salary-structure). As part of the Title and Total Compensation (TTC) Project Academic Staff, University Staff, and some Limited Appointment employees will have updated job titles. UW System used these new job titles to create a market-informed salary structure to equitably compensate, retain, and attract employees.

What is a salary structure?



A salary structure provides a framework for rewarding performance, making consistent and equitable pay decisions, and linking career paths and pay opportunities. A salary structure is a set of pay ranges that define the minimum and maximum pay for jobs.

How did UW System update its salary structure?



The UW System first updated job titles and standard job descriptions of most academic staff, university staff, and limited appointment positions to make them consistent with similar jobs across the UW System and in the marketplace. This resulted in approximately 1,200 unique titles in the UW System Job Library. The UW System reviewed market data from organizations of higher education and across various industries to identify market-informed salary ranges for UW System jobs.

What is UW System's salary structure?



Each job is placed into a salary grade based on a combination of both the available market data and where a job falls within the organization of work at the University. Our jobs range from entry-level to professional roles, and management roles through to executive leadership. Each salary grade has a salary range that includes the minimum and maximum pay for that job. Your salary falls within that range based on factors like the rate at which you were hired, experience, skills, quality of work, compensation management practices, and available funds.

What you need to know



Employees will continue to get pay increases or adjustments with the pay actions that exist today, including pay plan, merit/performance, market, equity, parity, and retention.

Employees who are paid below the minimum of their job's salary range may be eligible for a raise to minimum based on their university's policy.

Employees who are paid at or above the maximum of their job's salary range will remain eligible for lump sum payments, but not base-building salary increases until the top of the pay range increases above their current salary, as is current practice.

Salary Structure Town Hall meetings

Attend a UW System Salary Structure Virtual Town Hall Meeting to learn more about the updated salary structure and pay progression. The meetings will be held **Tuesday, November 9, 3-4 pm**, and **Thursday, Nov. 18, 12:30-1:30 pm**. Join at: <https://www.wisconsin.edu/ohrwd/title-and-total-compensation-study/salary-structure-town-hall>