Title and Total Compensation Study

Project Update
May/June 2017
Project Update

Completed

• Stakeholder Interviews
  – Advisory Council, March 21
  – UW – Madison Stakeholders (various), April 12 & 13
  – UW System HRDs, April 12 & 13
  – UW System CBOs, April 20th
  – President Cross, April 20th
  – UW System Joint Governance, May 5th
  Stakeholder meetings will continue through June based on availability

• Communications Strategy (draft)
  – Refined by TTC Planning May 5th

Upcoming

• Preliminary Interview Themes / Guiding Principles for Compensation Philosophy
  – May 23: TTC Planning Committee
  – June 20: Advisory Committee

• Job Framework Education Sessions for UW System and Madison HRDs
  – Late May/early June (dates TBD)

• Stakeholder Interviews
  – UW System Provost Council, June
  – UW System Chancellors, June

• Mercer development of preliminary job family / subfamily framework for UW review/refinement
  – June 13th TTC Planning call
Project by Phases

I. Design and Study Strategy
- Review data
- Develop project plan
- Stakeholder interviews and focus groups
- Compensation philosophy guiding principles
- Preliminary communication and change management strategy

II. Assess Positions and Develop New Job Title Structure
- Job titling framework
- Map positions to the titling framework
- Create/update job descriptions
- Stakeholder briefings

III. Create Compensation Structure
- Analysis of compensation
- Salary structure
- Preliminary cost analysis
- Salary administration guidelines
- Stakeholder briefings

IV. Review Benefits / Work-life and Leave Structures
- Analysis of benefits and work-life and leave structures
- Gap analysis and recommend solutions

V. Implement New Structures
- Presentation to stakeholders
- Finalize program based on stakeholder feedback
- Finalize communication and change strategy
- Deliver targeted communications
- Training for ongoing program administration

We are in this Phase