



UNIVERSITY OF
WISCONSIN SYSTEM



Study Update for the Advisory Council

Title and Total Compensation Study

July 10, 2018

Agenda

1. Introduction and Roll Call
2. Project Framework
3. Project Status Update
4. Engagement Activities
5. TTC Desired Outcomes Focus and Review
6. Recalibration Activities
7. Standard Job Descriptions
8. Roadmap of Next Steps
9. Monthly Advisory Council Report-Out

TTC Project Framework

I. Design and Study Strategy	II. Assess Positions and Develop New Job Title Structure	III. Create Compensation Structure	V. Implement New Structures
<ul style="list-style-type: none">• Review Data• Develop project plan• Stakeholder interviews and focus groups• Compensation philosophy guiding principles• Preliminary communication and change management strategy	<ul style="list-style-type: none">• Job titling framework• Map positions to the titling framework➤ Create/update job descriptions• Stakeholder briefings	<ul style="list-style-type: none">➤ Analysis of market data (Mercer)• Pay range development• Salary administration guidelines• Stakeholder briefings	<ul style="list-style-type: none">• Presentation to stakeholders• Finalize program based on stakeholder feedback• Finalize communication and change strategy• Deliver Targeted communications• Training for ongoing program administration
	IV. Review Benefits / Work-life and Leave Structures		
	<ul style="list-style-type: none">➤ Analysis of work/life and leave benefits (Mercer)• Gap analysis and recommend solutions• Stakeholder briefings		

Project Status Update

Completed

- Implemented a plan to complete standard job descriptions utilizing JDXpert
- Discussed market pricing and salary structure design with Mercer
- Initiated work with Mercer project manager to establish a project plan for a system-wide employee benefits survey
- Completed preliminary discussions of recalibration of project plan
- Decided to conduct employee benefit survey across UW (all institutions) to gauge which benefits are valued

Upcoming or In-process

- Continue discussions on recalibration and deliverables in each phase
- Formulate a plan to vet standard job descriptions with institution subject matter experts
- Work with Mercer to refine development of employee survey to gauge which benefits are valued
- Develop process to create/modify title and pay policies
- Further define compensation philosophies based on developed compensation principles

Engagement Activities

UW System

- Continue the discussion with institutions about the standard job descriptions and migration of completion to UW-Madison
- Continue weekly Title and Total Compensation teleconferences with the UWS Project Steering Committee
- Continue to discuss and develop the change management tool kit for institutions – subgroup formed

UW-Madison

- Implemented job writing team, assimilating SJDs that are incomplete into job writing to move to completion, absorbed writing of standard job description for all UWS and UW-Madison
- Reviewing TTC communication to refresh and update
- Implemented revised TTC team structure, redefining roles to support implementation and cadence for structure decision process
- Begin identification of operational requirements to implement standard job descriptions and identifying work flow requirements for socialization,

Collaboration UW System & UW-Madison

- Continue weekly Title and Total Compensation Planning Team meetings including time with Mercer
- Continue discussions on the recalibrated project plan and implementation requirements
- Continue discussions about socializing standard job descriptions and related impacts to HR workforce tools such as applicant tracking, employee data management, etc.
- Provide updates to Joint Governance

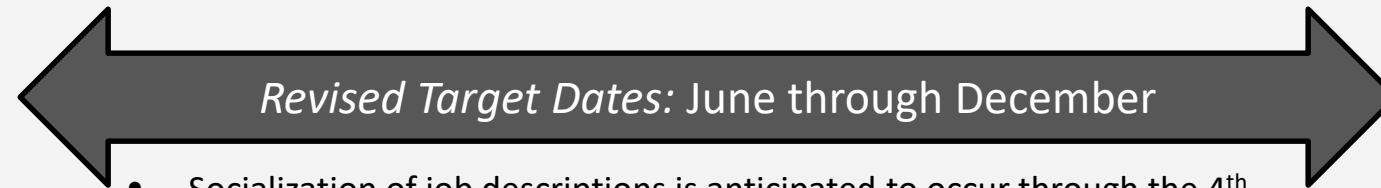
TTC Desired Outcomes Focus and Review

- Relevant market informed total compensation and benefits
- Improve matching of jobs to market and employees to positions
- Position UW to attract, develop and retain a highly skilled workforce
- Provide line of sight opportunities and incentives for employees
- Improve employee confidence in pay practices with fair, consistent and transparent pay policies
- Develop efficient, nimble and flexible rewards structure that remains current and adapts to the changing workforce demographics and marketplace
- Establish baseline to evaluate competitiveness of pay to market

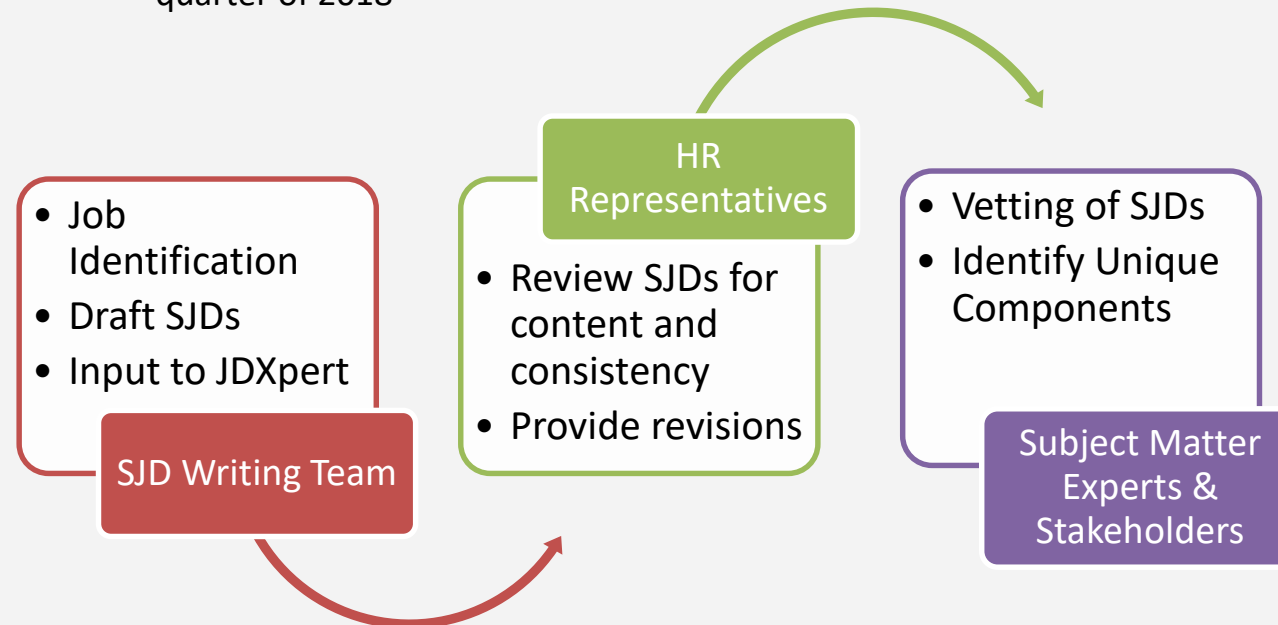
Recalibration Activities

- Review each phase and review key deliverables
- Reassess time allotted for each deliverable and recalibrate appropriately
- Determine additional resources needed (people, technology, etc.)
- Carefully assess communication and change management needs for key deliverables
- Engage leadership on proposed changes to project timeline
- Implement additional processes to support institution human resources leaders through project implementation

Standard Job Descriptions (SJD)



- Socialization of job descriptions is anticipated to occur through the 4th quarter of 2018

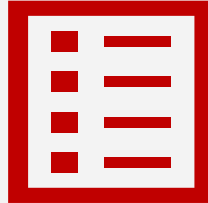


Track 1: Development of Job Descriptions

Track 2: Revise Existing Job Descriptions

1

Job Description Development



2

Competitive Market Analysis

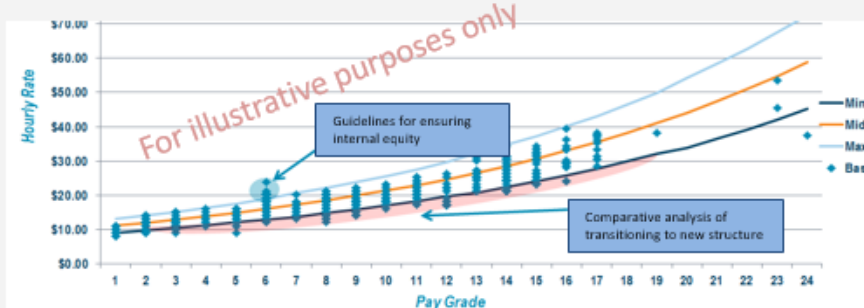
CNE Job Title	Gallagher Survey Match	Survey 50th
RN	Registered Nurse - All	\$35.96
Respiratory Therapist	Respiratory Therapist, Reg.	\$29.79
Mental Health Worker	No Match	--
Patient Access Associate	Patient Representative?	\$19.42

- Match jobs to survey benchmarks
- Similar titles across OUs

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Ongoing market review

- Process repeats starting with refreshing the competitive market analysis



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Develop Structure

Grade	Min	Mid	Max	Range Spread	Midpoint Progression
1	\$9.00	\$11.25	\$13.50	50%	
2	\$9.90	\$12.38	\$14.85	50%	10%
3	\$10.89	\$13.61	\$16.44	50%	10%
4	\$11.98	\$14.97	\$17.97	50%	10%
5	\$13.18	\$16.47	\$19.77	50%	10%
6	\$14.49	\$18.12	\$21.74	50%	10%
7	\$15.94	\$19.93	\$23.92	50%	10%
8	\$17.54	\$21.85	\$26.21	50%	10%

- Range Spread?
- Midpoint Progression?
- Separate ranges for market sensitive jobs?

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Move jobs into Structure

Jobs	Minimum	Midpoint	Maximum
Job A			
Job B	\$28.55	\$38.54	\$48.53
Job C			

- Each job will be assigned to a new pay range
- Market-based midpoints
- Maintain equity between levels
- Assign grades to jobs

Advisory Council Report Out

Advisory Council members provide updates on TTC-related engagement activities:

- Ways in which you engaged constituent groups (e.g. group email, focus group, face-to-face, stakeholder meetings, web-postings, blogs, etc.)
- Interactions you had with your institution HR directors? Project teams? Workgroups?
- Specific concerns employees raised with you about the study
- Other issues or concerns would you like to bring forward

Thank you!