



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

**UNIVERSITY OF
WISCONSIN SYSTEM**





Study Update for the Advisory Council

Title and Total Compensation Study

December 11, 2018

Agenda

1. Welcome and Introductions
2. Project Status Update
3. Next Steps
4. Emerging Items

Project Status Update

Completed

- Completed development of approximately 660 draft standard job descriptions
- SMEs reviewing Standard Job Descriptions and providing feedback through Qualtrics survey through December 31st (As of Dec.4: 26.7% completion rate)
- Employee Benefits Preferences Survey emailed from MERCER November 26th to all benefits-eligible employees (As of Dec. 6: 25% completion rate)
- Paper copies printed and translated at UW-Madison to address survey accessibility
- Sent follow up employee communications to encourage participation in the Employee Benefits Preferences survey through portal articles, newsletters, and emails

Upcoming or In-process

- Work with Mercer to develop pay ranges based on market comparison
- Collate and incorporate SME feedback into DRAFT Standard Job Descriptions and prepare for publication of drafts in 2019 for further comment
- Continue discussion with UW Service Center leadership regarding impacts on HRS including reporting impacts
- Initiate the FLSA review
- Engage working teams and project teams across UW System to develop tools and materials for upcoming project phases

Advisory Council Charge – Revise or Fulfilled?

The Advisory Council was created for system stakeholders, including governance groups, to serve as an advisory group, representing their constituents.

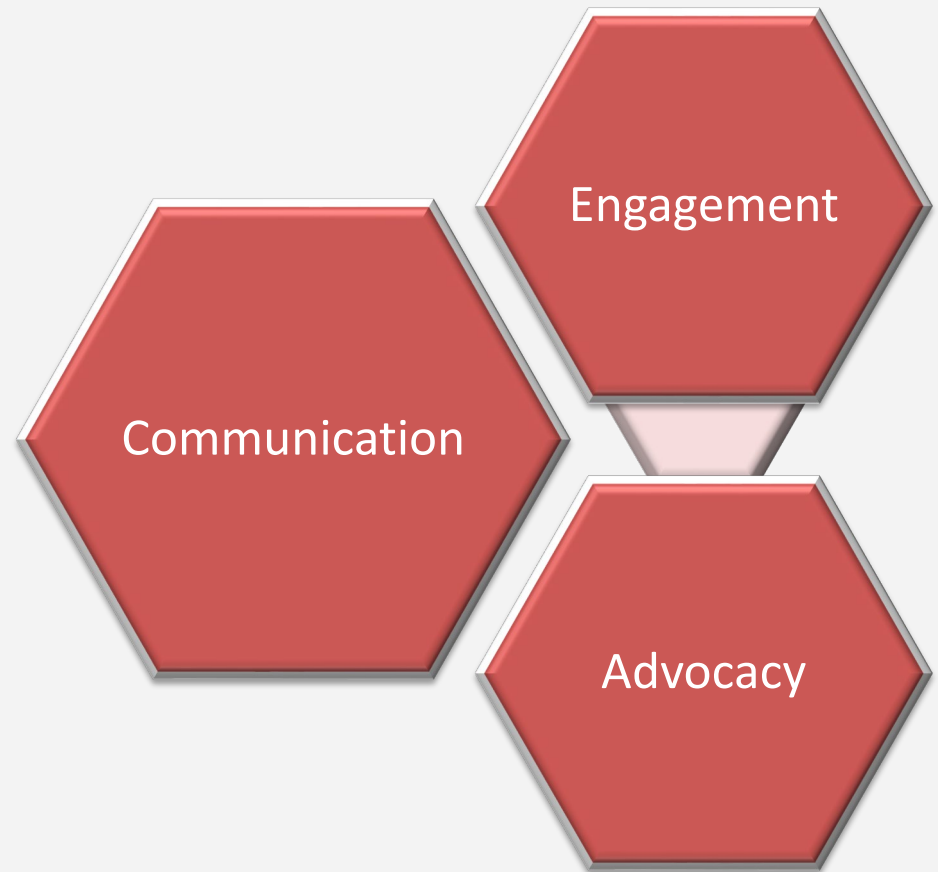
Specific tasks of the Advisory Council members:

- Advise on vision and mission for the project, including the distinctions between the needs of UW-Madison and the UW System Institutions ✓
- Act as representative of, and liaison to, their respective stakeholder groups ✓
- Advocate for the project with all stakeholders ✓
- Endorse the business case for the project ✓
- Participate in meetings of the Advisory Council ✓
- Inform the TTC project team of expressed or potential stakeholder concerns ✓
- Support the TTC project team ✓

Next Steps

Based on the strategic development of the project, TTC leadership proposes an open discussion on the role of the AC during the next project phases focusing on:

- Shifting to Implementation
- Institutional Engagement
- Effective Communication



Re-envisioning the Advisory Council

Current phase: Project Implementation

Moving forward, communication and change management strategies are priority discussions due to the focus on increased project visibility



Suggestions for
discussion

Option 1. Refocus

- Use Joint Governance as interface with stakeholder groups
 - Representation from all institutions
 - Encourage engaged AC members to participate in Joint Governance
 - Effective structure for collaboration and engagement
- Weekly HR Director meetings
- Monthly meetings with Chancellor Mone/ Provost Mangelsdorf

Option 2. Reallocate

- 1 meeting per month  every other month
- Use face to face meeting technology, meet in person when able

Option 3. Dissolve

- AC achieved goals it set for the TTC study

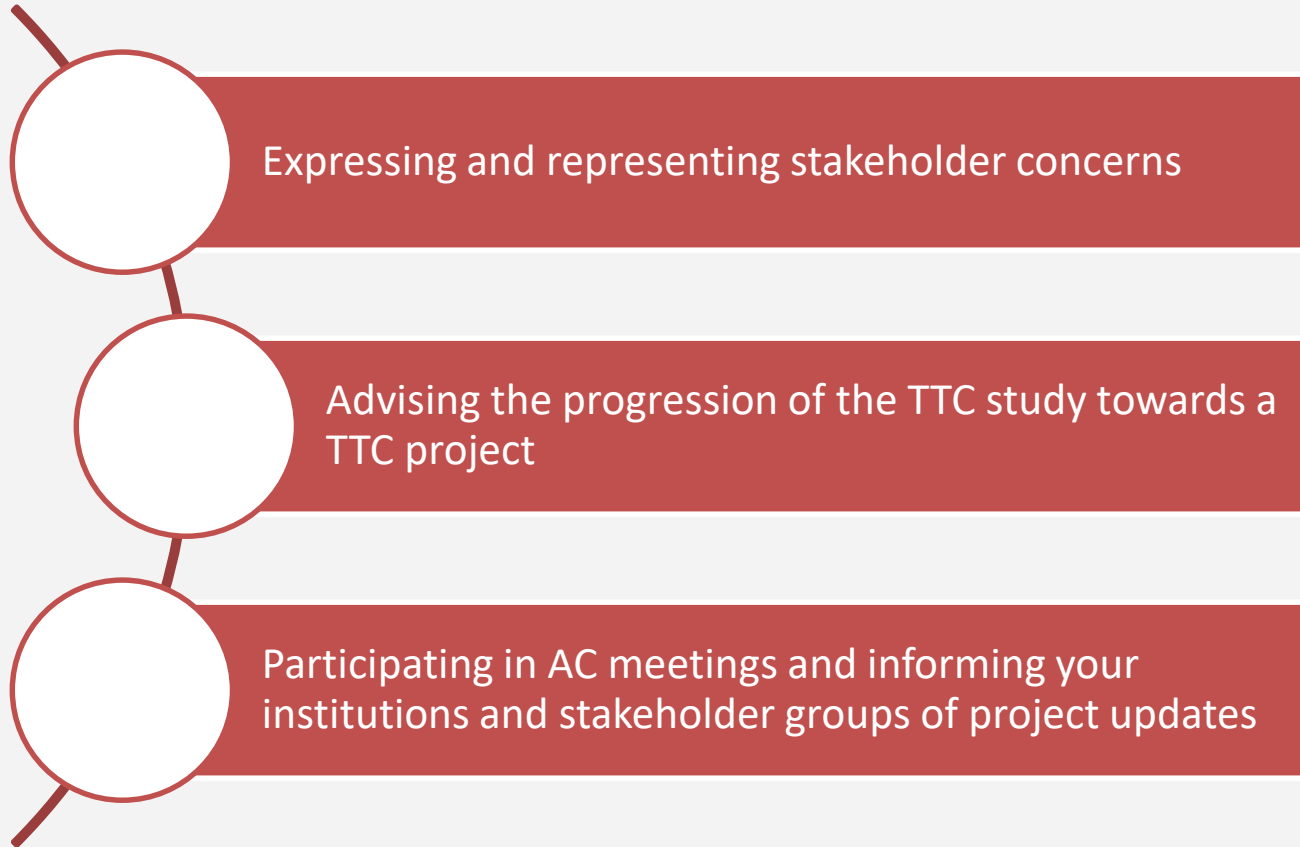
Topics for Further Discussion

Engagement &
Participation

Effective Communication

- What are the best avenues for stakeholder communication?
- Most effective ways to encourage institutional engagement and participation?

Thank You Advisory Council for



Emerging Items

Meeting Summary

- Main points
- Action items

What to Expect

- Next steps

**Thank you
for your thoughts and time.**



**We appreciate your
engagement and participation.**