WISCONSIN

UNIVERSITY OF WISCONSIN-MADISON

UNIVERSITY OF WISCONSIN SYSTEM
UW

Project Update
for the Advisory Council

Title and Total Compensation Study

December 13, 2019

Today's Agenda

1. Learning & Engagement Resources

2. In Progress Work

3. Discussion

Learning & Engagement Resources

Website

Website visits jumped by 323% from August to mid-November.

Standard Job Description Library

Resources – eLearning, explainer videos, learning series, etc.

Visit Totals:
August	789
September	2380
October	2602
November	3338

Standard Job Description Library

https://www.wisconsin.edu/ohrwd/title-and-total-compensation-study/standard-job-description-library/

Virtual Town Halls
(Viewers over 7 minutes)

September 27
Live Viewers   186
Replay Viewers   85
Total Viewers   271

October 24
Live Viewers   212
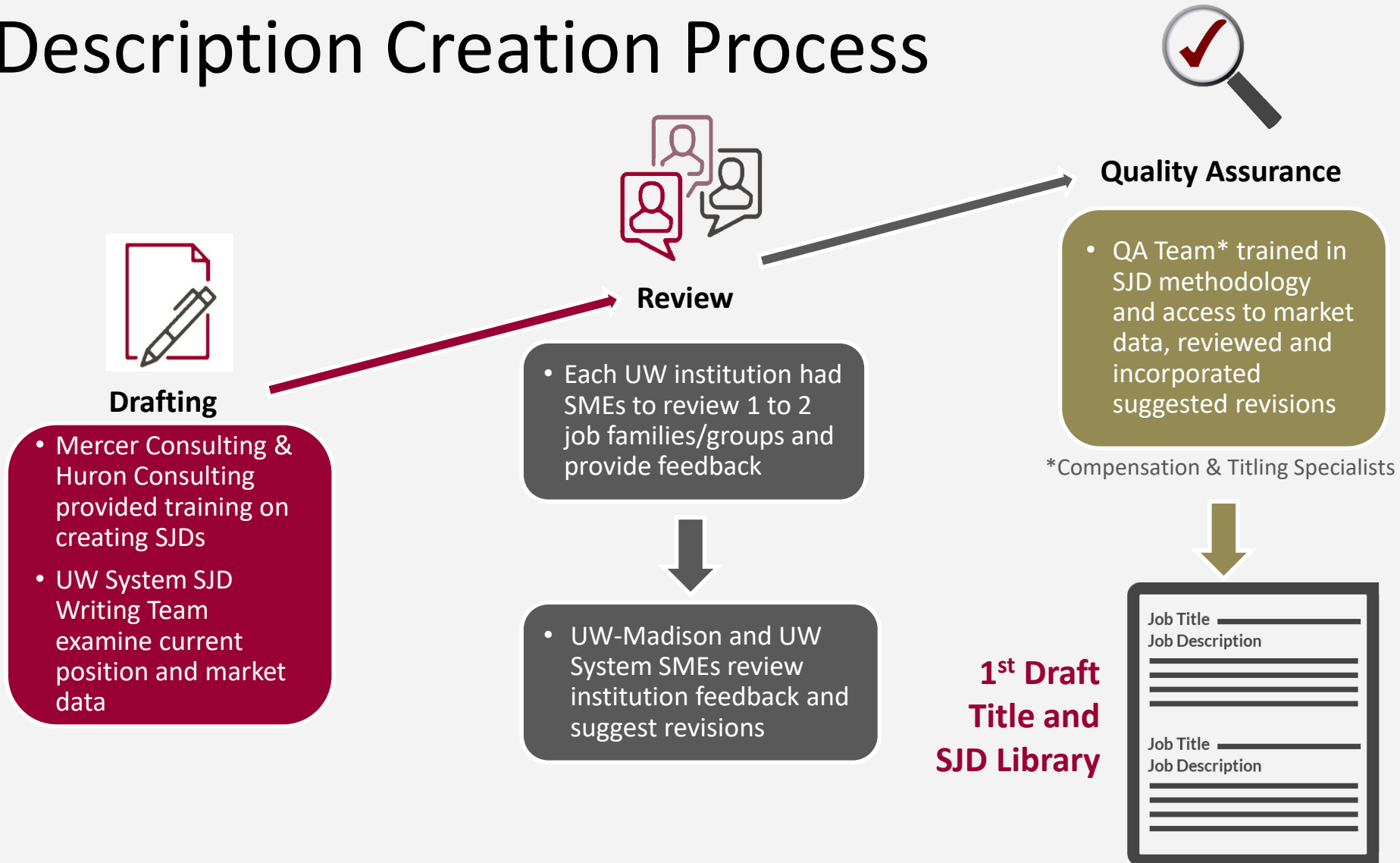Replay Viewers   79
Total Viewers   281

November 15
Live Viewers   149
Replay Viewers   6
Total Viewers   155

TOTAL
Live Viewers   547
Replay Viewers   170
Total Viewers   717

In Progress Work

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UW System Title and Standard Job Description Creation Process

Drafting

- Mercer Consulting & Huron Consulting provided training on creating SJDs
- UW System SJD Writing Team examine current position and market data

Review

- Each UW institution had SMEs to review 1 to 2 job families/groups and provide feedback

- UW-Madison and UW System SMEs review institution feedback and suggest revisions

Quality Assurance

- QA Team* trained in SJD methodology and access to market data, reviewed and incorporated suggested revisions

*Compensation & Titling Specialists

1st Draft Title and SJD Library

Job Title
Job Description

Job Title
Job Description

UW System Job Mapping Process
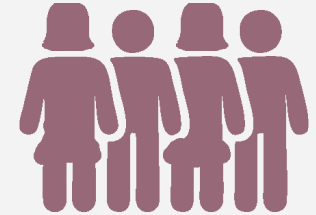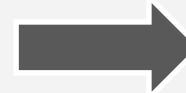
Quality Assurance Team*
*Compensation & Titling Specialists

- Created the initial proposed job mapping workbook
- Matched current employees to updated titles & SJDs by looking at current position descriptions 1:1, 1:many, and not mapped categories

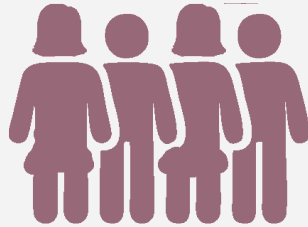**Institutional HR Job Mapping Teams**

- Reviewed and revised the employee matches

Institution Department Leaders

- Institutional HR job mapping teams engaged Division and Department leaders
- Reviewed the proposed job mapping matches

Job Mapping → Employee Conversations

Institution Department Leaders

- Institutional HR job mapping teams engaged Division and Department leaders
- Reviewed the proposed job mapping matches

Managers will review their employee matches

Employees will review their employee matches

Appeals Process Elements slide presented May 10, 2019

Core Components

TTC Process

Step 1 Initial Review and Determination

- Employee initiates appeal
- HR initial review and determination

Step 2 Panel Review and Recommendation

- HR representation/recommend knowledge of titling and compensation
- Joint governance representation/recommend knowledge of job family/group(s) in question

Step 3 Final Review and Determination

- Final institution CHRO/HRD determination

Report out to TTC Project Team for data tracking and quality assurance

Report appeals and determination to TTC Project Team

TTC Project Team identifies trends and if necessary, notifies CHRO/HRD of any systemwide updates

Title & SJD Areas of Concern

⟫ IT Titles

⟫ Lecturer Title

⟫ Health & Wellness Titles

⟫ Library and Archives Titles

⟫ Power Plant/Utility/Waste Management Titles

Discussion

What we need Joint Governance Advisory Council to continue to do?

- Continue to meet and share with Human Resources, Governance colleagues and answer employee questions

- Champion and support the project

- Access the project websites and stay current

- Bring ideas, solutions and constructive feedback to the project Planning Team

For More Information

wisconsin.edu/ohrwd/title-and-total-compensation-study/

hr.wisc.edu/title-and-total-compensation-study/

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Attract. Retain. Engage.

TITLE AND TOTAL COMPENSATION