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.

<table>
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<tr>
<th>Visit Totals:</th>
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<tbody>
<tr>
<td>August</td>
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<tr>
<td>September</td>
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<tr>
<td>October</td>
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<tr>
<td>November</td>
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<tr>
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Standard Job Description Library

Resources – eLearning, explainer videos, learning series, etc.
Standard Job Description Library

# Virtual Town Halls
(Viewers over 7 minutes)

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<th>Live Viewers</th>
<th>Replay Viewers</th>
<th>Total Viewers</th>
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<td>October 24</td>
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<td>November 15</td>
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<tr>
<td>Total Viewers</td>
<td>717</td>
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In Progress Work
Mercer Consulting & Huron Consulting provided training on creating SJDs.

UW System SJD Writing Team examine current position and market data.

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
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

- 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

Core Components

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

TTC Process

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

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

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