



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

**UNIVERSITY OF
WISCONSIN SYSTEM**





Project Update for the Advisory Council

Title and Total Compensation Study

March 8, 2019

Today's Agenda

1. Clarify project **status and next steps**
2. Communicate “New” Advisory Council **Roles and Expectations**
3. Guiding questions to ensure feedback discussions are **focused, productive, and positive**

Why are we engaged in this work?

COMPENSATION

Market-informed pay
in return for work

BENEFITS

Time off, wellness, and
retirement programs

PERFORMANCE

Alignment of Mission
with employee work

RECOGNITION

Reinforcement of behavior
that supports strategy

WORK LIFE BALANCE

Practices that help achieve
employee success at work and home

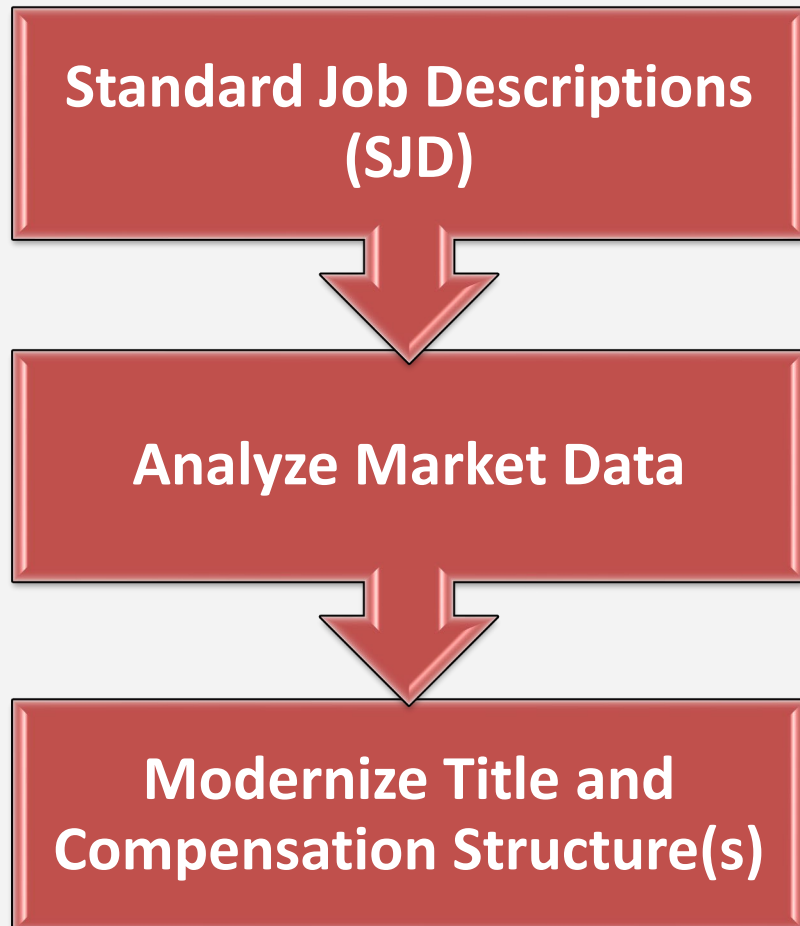
DEVELOPMENT

Opportunities for
professional and personal growth

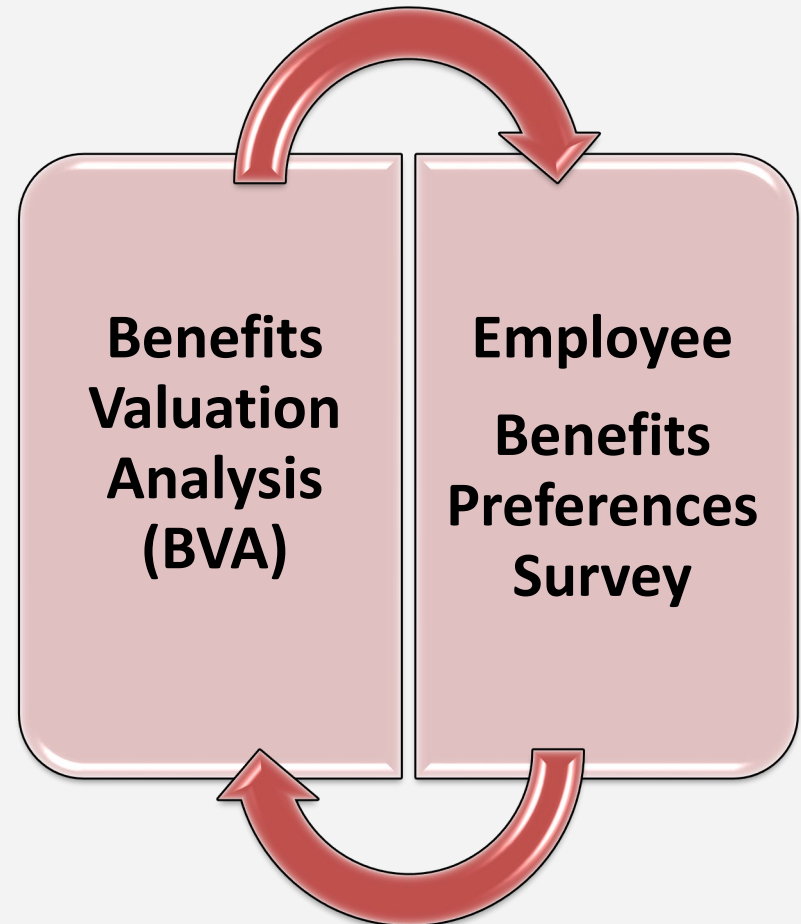


Major Components of Project

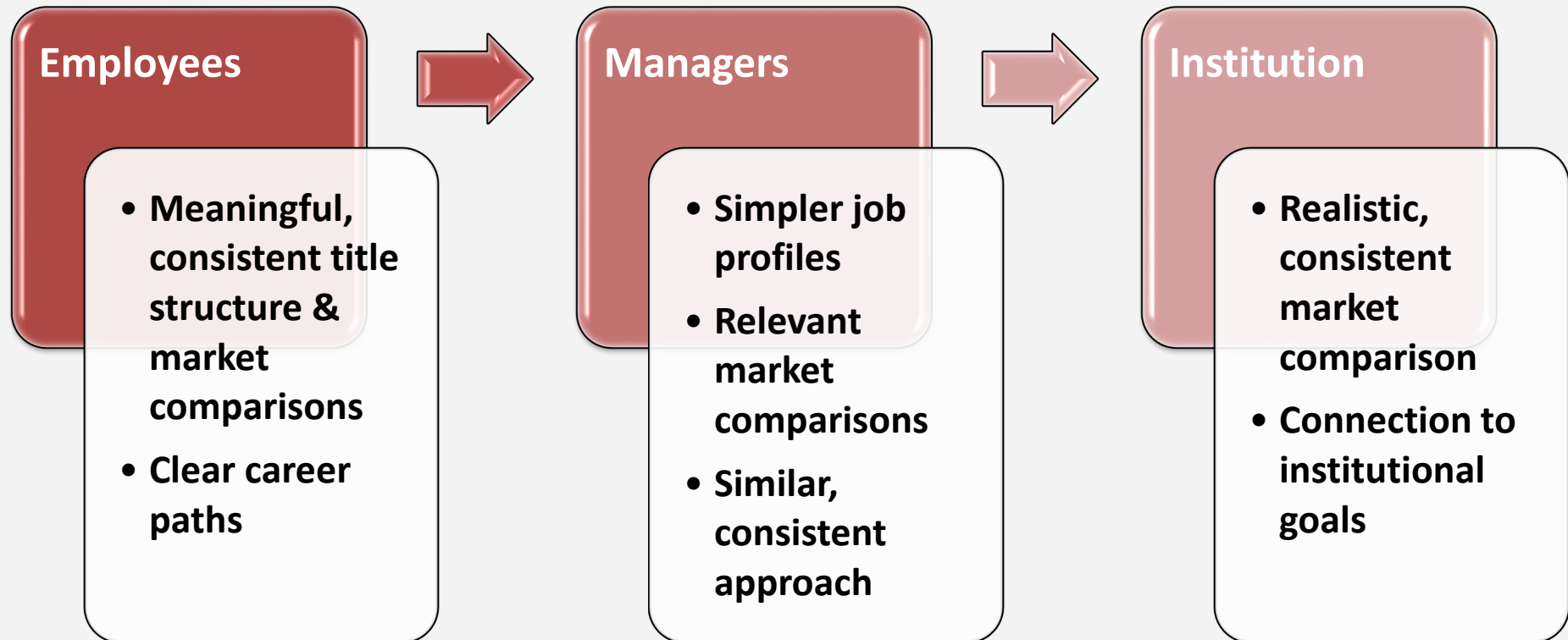
Title and Compensation



Benefits Analysis



Project benefits to TTC Stakeholders



TTC Leadership: Roles & Expectations

TTC Planning Team:

**Project oversight, planning
and direction.**

**Liaison to Joint Governance
Advisory Council**

**Provide project updates,
gather feedback and ensure all
perspectives are considered.**

TTC Institution Project Teams:

***Boots on the ground*, cascade
and communicate information,
provide input and expertise;
support the project through
education and advocacy.**

Advisory Council: Roles & Expectations

Gather feedback at your institution by actively engaging your peers and HR leadership using the provided resources and email communications from TTC leadership.

Share this feedback with TTC leadership during governance or project meetings or at other designated times.

Feedback & Discussion

TTC Project leadership is eager to hear **Joint Governance Advisory Council feedback**. The following format is a **proposed framework** to facilitate a focused, productive, and positive feedback process.

Feedback

Employment Categories

- Academic Staff
- Faculty
- University Staff

UW Institutions

Guiding Questions

- Major challenges or issues from stakeholder perspective
- Proposed solutions to challenges
- Recent successful project communication (*which can be used as a learning tool for other institutions*)

Points of Pride

Systemwide Trainings

Trained more than ~500
Reviewers & HR professionals

Standard Job Descriptions (SJD)

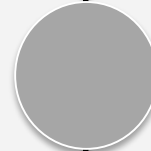
645 **draft** (SJDs)

Employee Benefits Preferences Survey

Received nearly 18,000 responses to the
Benefits Preferences Survey from
benefits-eligible UW employees



January 2018



August 2018



January 2019

Up next

(SJD) Review Teams

Train Reviewers & HR professionals

Quality Assurance Teams

Develop, revise and confirm
(Several iterations of
Reviewer Feedback)

Publish SJD Public Review Period

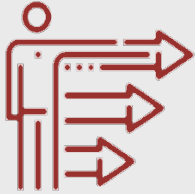
Publish SJDs, job families/groups and
open web-based feedback portal



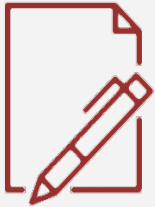
*February –
June 2019*

September 2019

SJD Feedback Review Team Roles



Prioritize and **review** Standard Job Description feedback



Recommend Standard Job Descriptions revisions based on respondent feedback



Note need for **new Standard Job Descriptions**



Note commonly encountered **themes**

Quality Assurance (QA) Team Roles

Quality Assurance teams will work all Job Families/Job Groups in this way:

Develop missing standard job descriptions (SJDs) based on SJD Feedback Review Team comments

Revise standard job descriptions based on the recommended changes from the SJD Feedback Review Team; **Confirm** that respondent feedback was addressed

Provide **ongoing SJD support** and revisions

Advisory Council: Feedback & Discussion

Feedback

Employment Categories

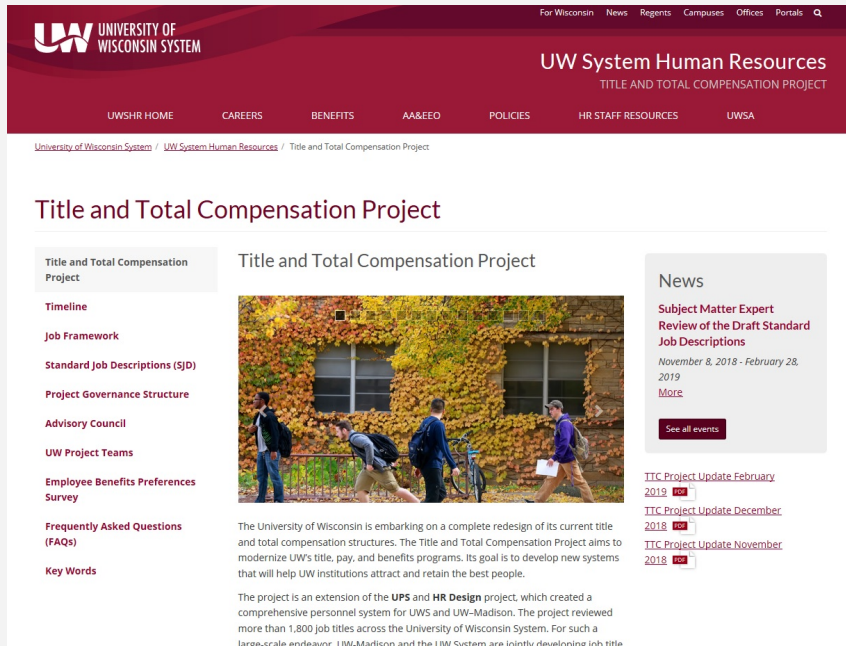
- Academic Staff
- Faculty
- University Staff

UW Institutions

Guiding Questions

- Major challenges
- Proposed solutions
- Recent successful project communication (*which can be used as a learning tool for other institutions*)
- Most pressing questions

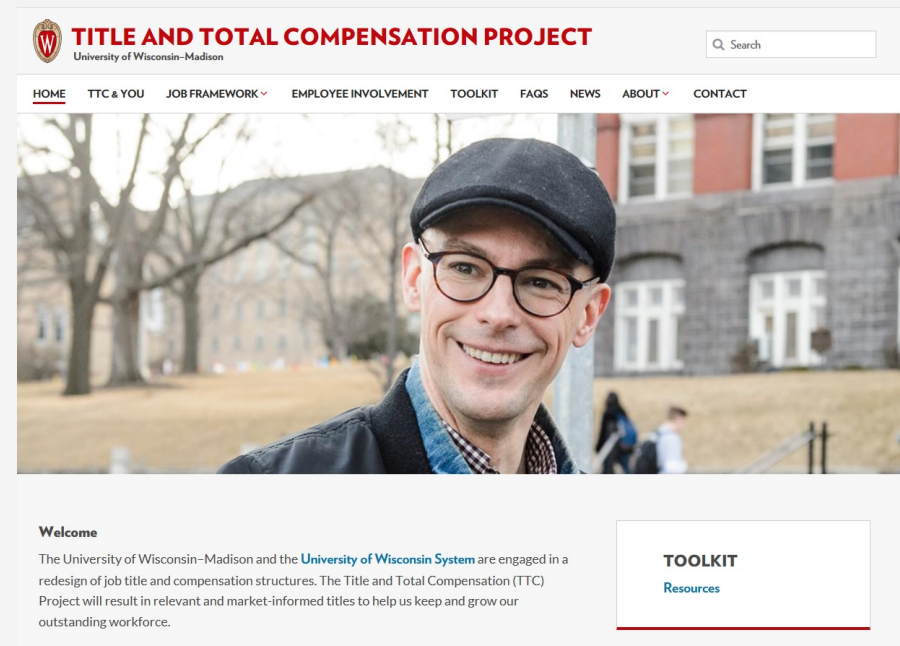
Project Resources and Contacts



The screenshot shows the UW System Human Resources website. The header includes the UW logo and navigation links for various university departments. The main content area is titled "Title and Total Compensation Project" and features a sidebar with links to project resources, a central image of people walking on a path, and a news section with updates from 2018 and 2019.

<https://www.wisconsin.edu/ohrwd/title-and-total-compensation-study/>

Email: ttc@uwsa.edu



The screenshot shows the University of Wisconsin-Madison Title and Total Compensation Project website. The header includes the UW-Madison logo and navigation links. The main content area features a large photo of a smiling man wearing a cap and glasses, a "Welcome" message, and a "TOOLKIT Resources" button.

<https://hr.wisc.edu/title-and-total-compensation-study/>

Email: ttcstudy@ohr.wisc.edu



Thank
You