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

PERFORMANCE
Alignment of Mission with employee work

WORK LIFE BALANCE
Practices that help achieve employee success at work and home

BENEFITS
Time off, wellness, and retirement programs

RECOGNITION
Reinforcement of behavior that supports strategy

DEVELOPMENT
Opportunities for professional and personal growth

ATTRACT
ENGAGE
RETAIN
MOTIVATE
Major Components of Project

**Title and Compensation**
- Standard Job Descriptions (SJD)
- Analyze Market Data
- Modernize Title and Compensation Structure(s)

**Benefits Analysis**
- Benefits Valuation Analysis (BVA)
- Employee Benefits Preferences Survey
Project benefits to TTC Stakeholders

**Employees**
- Meaningful, consistent title structure & market comparisons
- Clear career paths

**Managers**
- Simpler job profiles
- Relevant market comparisons
- Similar, consistent approach

**Institution**
- Realistic, consistent market comparison
- Connection to institutional goals
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.

**Employment Categories**
- Academic Staff
- Faculty
- University Staff

**UW Institutions**

**Feedback**

**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

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

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

Email: ttc@uwsa.edu

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Thank You