TITLE AND TOTAL COMPENSATION PROJECT

SHARED GOVERNANCE

MARCH 19, 2021
Today’s Agenda

1. Key Project Goals
2. Project Status Update
3. Timeline
4. Key Re-engagement Tasks
5. Discussion and Questions
Key Project Goals

Rebuild a system-wide titling (classification) and compensation structure for all positions other than faculty
Set salaries based on market data rather than opinion; Provides consistency in titling across the organization

Create Shorter, Consistent Format for Job Descriptions
Reduce long position descriptions (to 5 to 7 key responsibilities) to help employees and supervisors better understand core job duties and function

Create a Compensation Center of Excellence
Serve as a resource to institutions to improve consistency and understanding across the system

Responsive to Employee Needs
Establish a long-term benefit and compensation strategy aimed at employee retention
Project Status Update

In Spring 2020, the project communicated an extension to the project timeline in response to the COVID-19 pandemic.

In consultation with UW–Madison, the scheduled implementation of new titles, job descriptions and salary structure will occur in the Fall of 2021. This update is the beginning of the re-engagement process where we will continue the conversations & considerations from last spring.
Timeline

2021
- Spring: Title & SJD Review and QA
- Summer: Continue/Resume Employee-Manager Conversations
- Fall: Go-Live
- Winter: Title Appeals
- Re-engagement

2022
- Spring: Library Freeze for QA and Go-Live
- Summer: Conversations with Leadership, Governance, HR, IT, Managers, and Employees
- Fall: Titles Go-Live in HRS
- Winter: Title Appeals
- Fall: Mapping Quality Assurance
- Fall: Market Quality Assurance

**Notes:**
- Continue/Resume Employee-Manager Conversations
- Mapping Quality Assurance
- Market Quality Assurance
Key Re-engagement Tasks

- **Institution HR**
  Finalize mapping & review best practices with supervisors
  Update compensation-related policies

- **Institution HR & Governance**
  Define and set up Institutional appeals process

- **Supervisors and Employees**
  Refresh knowledge of project / Review project resources
  Engage in conversations about assigned title

- **TTC Compensation Team & Institutional Leadership**
  Finalize market informed salary structure
Discussion and Questions
For More Information

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