



**WISCONSIN**  
UNIVERSITY OF WISCONSIN-MADISON

**UNIVERSITY OF  
WISCONSIN SYSTEM**



## TITLE AND TOTAL COMPENSATION PROJECT

# SHARED GOVERNANCE

MARCH 19, 2021

# Today's Agenda

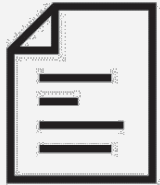
1. Key Project Goals
2. Project Status Update
3. Timeline
4. Key Re-engagement Tasks
5. Discussion and Questions

# 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**

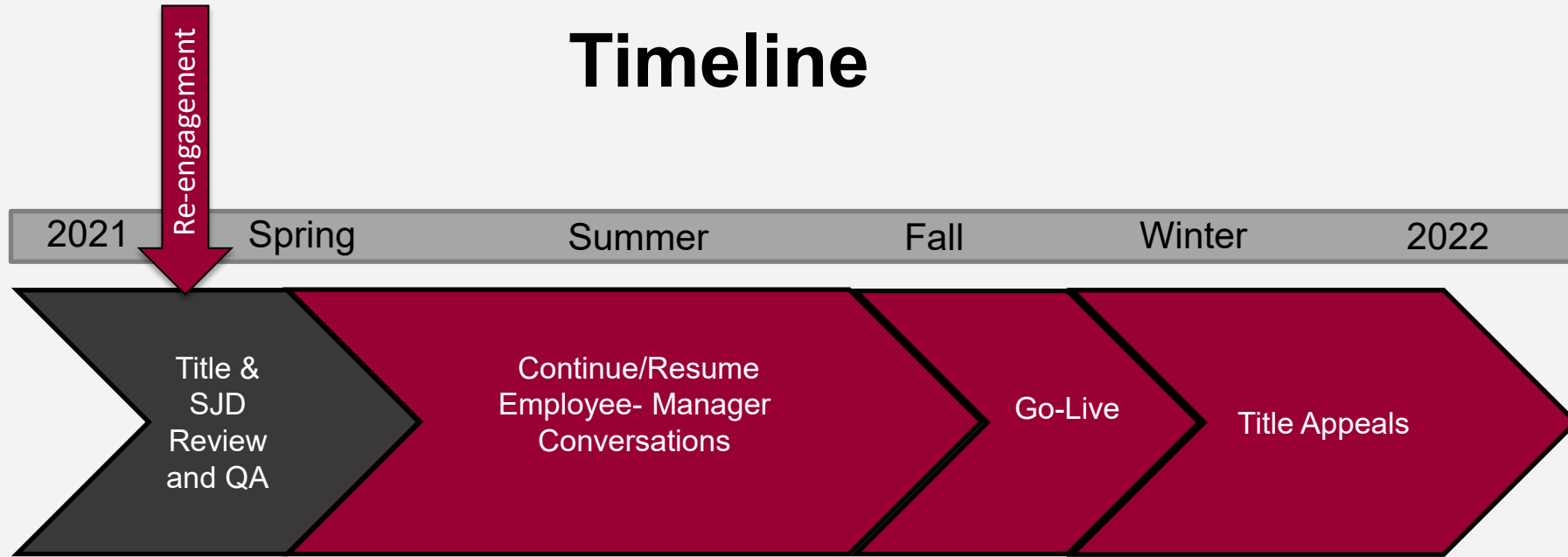
Establish a long-term benefit and compensation strategy aimed at employee retention

## 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



Library Freeze for QA and Go-Live

Mapping Quality Assurance

Market Quality Assurance

Conversations with Leadership, Governance, HR, IT, Managers, and Employees

Titles Go-Live in HRS

Title Appeals



# 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



[wisconsin.edu/ohrwd/title-and-total-compensation-study/](https://wisconsin.edu/ohrwd/title-and-total-compensation-study/)  
[hr.wisc.edu/title-and-total-compensation-study/](https://hr.wisc.edu/title-and-total-compensation-study/)



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Attract. Retain. Engage.  
TITLE AND TOTAL COMPENSATION