



**WISCONSIN**  
UNIVERSITY OF WISCONSIN-MADISON

**UNIVERSITY OF  
WISCONSIN SYSTEM**





# **Project Update for the Advisory Council**

**Title and Total Compensation Study**

**May 10, 2019**

# **TITLE AND TOTAL COMPENSATION PROJECT**

# **ADVISORY COUNCIL**

# **UPDATE**

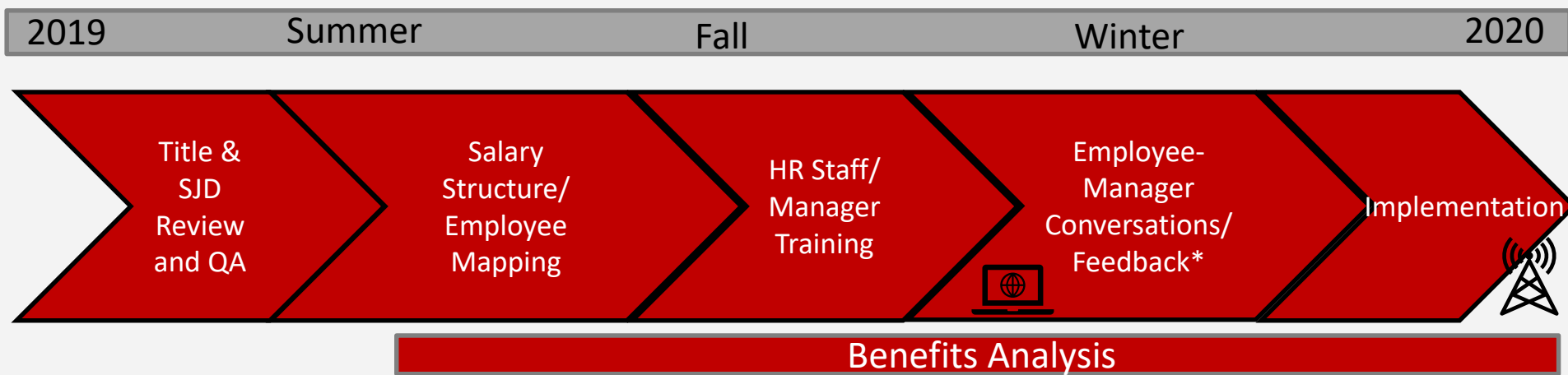
**MAY 10, 2019**

## Today's Agenda

1. Project Status and Next Steps
2. Proposed Post Employee-Manager Meeting Feedback Survey Tool
3. Possible Elements for TTC Appeals Process
4. Your Questions Answered

# Project Status and Next Steps

# Project Status & Proposed Timeline for Next Steps



Online Posting of DRAFT SJDs and employee feedback



Go-live, notification letters, appeals process

## Proposed Feedback Shared Goals

1. Develop mutual understanding of Job Titles and Standard Job Descriptions.
2. Opportunity to provide meaningful feedback.
3. Facilitate productive employee-manager conversations.

### Best Practices of Change Management:

- Communicate the change on all levels
- Time it right
- Provide ongoing support and resources
- Be transparent

# **Proposed Post Employee-Manager Meeting Feedback Survey Tool**



## Survey Tool

*For Illustrative Purposes Only*

Q1

Does this job title adequately describe the work you do?

→ Agree

→ Disagree

Why?

Q2

Does this standard job description reflect at least 80% of your job duties?

→ Agree

→ Disagree

Why?

# Possible Elements for TTC Appeals Process

# Appeals Process

## What can be appealed?

**Assigned job title**, specifically whether the majority of the work you do falls within the scope of the assigned job title and description.

# Possible Appeals Process Elements

## Core Components

### Step 1 Initial Review and Determination

- Employee initiates appeal
- HR initial determination

### Step 2 Committee Review and Recommendation (minimum recommendations)

- 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 from employee notification – 90 days

Report appeals and determination to TTC Project Team

TTC Project Team identifies trends and if necessary, notifies CHRO/HRD of any systemwide updates

# Your Questions Answered

# General Feedback & Discussion

## *Feedback*

### **Employment Categories**

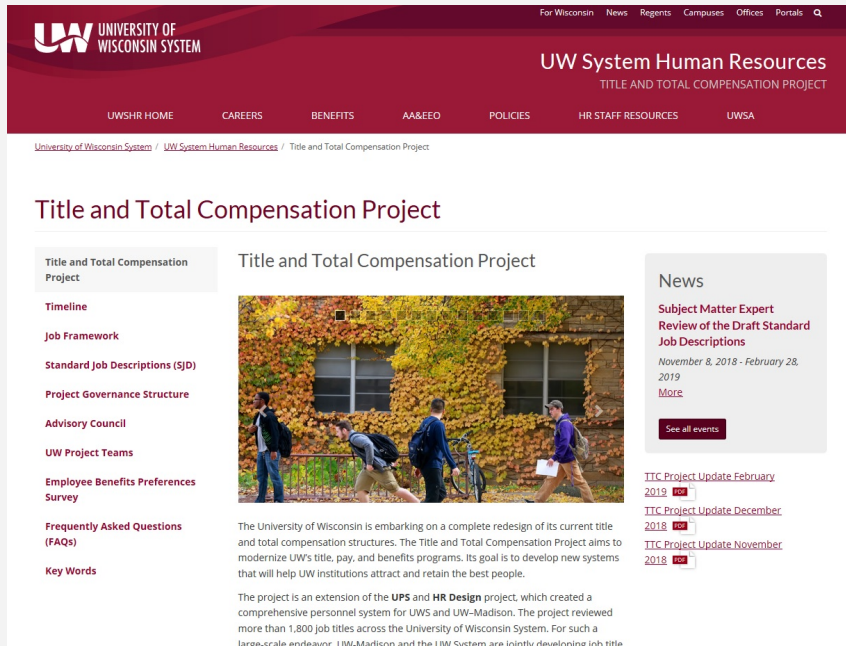
- Academic Staff
- Faculty
- University Staff

### **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



**UW System Human Resources**  
TITLE AND TOTAL COMPENSATION PROJECT

UWSHR HOME CAREERS BENEFITS AA&EO POLICIES HR STAFF RESOURCES UWSA

University of Wisconsin System / UW System Human Resources / Title and Total Compensation Project

## Title and Total Compensation Project

**Title and Total Compensation Project**

- Timeline
- Job Framework
- Standard Job Descriptions (SJD)
- Project Governance Structure
- Advisory Council
- UW Project Teams
- Employee Benefits Preferences Survey
- Frequently Asked Questions (FAQs)
- Key Words

**Title and Total Compensation Project**



The University of Wisconsin is embarking on a complete redesign of its current title and total compensation structures. The Title and Total Compensation Project aims to modernize UW's title, pay, and benefits programs. Its goal is to develop new systems that will help UW institutions attract and retain the best people.

The project is an extension of the **UPS** and **HR Design** project, which created a comprehensive personnel system for UWS and UW-Madison. The project reviewed more than 1,800 job titles across the University of Wisconsin System. For such a large-scale endeavor, UW-Madison and the UW System are jointly developing job title

**News**

**Subject Matter Expert Review of the Draft Standard Job Descriptions**  
November 8, 2018 - February 28, 2019  
[More](#)

[See all events](#)

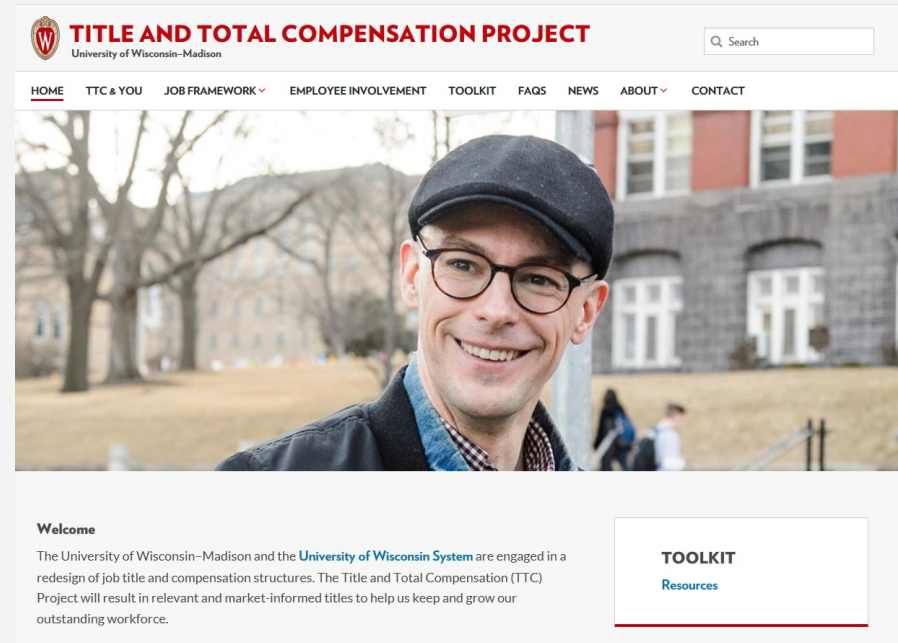
[TTC Project Update February 2019](#)

[TTC Project Update December 2018](#)

[TTC Project Update November 2018](#)

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


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**TITLE AND TOTAL COMPENSATION PROJECT**  
University of Wisconsin-Madison

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**Welcome**

The University of Wisconsin-Madison and the [University of Wisconsin System](#) are engaged in a redesign of job title and compensation structures. The Title and Total Compensation (TTC) Project will result in relevant and market-informed titles to help us keep and grow our outstanding workforce.

**TOOLKIT**  
[Resources](#)

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

Email: [ttcstudy@ohr.wisc.edu](mailto:ttcstudy@ohr.wisc.edu)



A wooden-framed chalkboard with the words "Thank You" written in white chalk. The chalkboard is placed on a rustic wooden surface. To the left of the chalkboard is a vintage orange rotary telephone. To the right is a portion of a black typewriter. Above the chalkboard, a green leafy plant is partially visible.

Thank  
You