Chancellors Update: Title & Total Compensation - March 2021

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TITLE AND TOTAL COMPENSATION PROJECT

Chancellors,

This is the briefing on the systemwide Title and Total Compensation (TTC) Project. Chief Business Officers, Provosts, Senior Student Affairs Officers, Chief Human Resources Officers/Human Resources Directors, and Systemwide Joint Governance Representatives are copied on this email.

This project remains an important systemwide initiative to create a market informed title and compensation structure to attract, retain, and reward employees.

Key Updates

Project Timeline & Re-Engagement. In the Spring of 2020, the project team communicated an extension to the 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 target November 2021. This timeline recognizes the need for institutional HR departments to re-engage with managers, for managers and employees to have conversations about the title assignments, and for revisions to related policies to be completed.

Project Activities. During the last year project work has continued in refining the standard job
library and defining the salary structure with market data. Additionally, the project team was able to develop guidelines for the new non-tenure track Research and Teaching Professor titles. These titles are available for adoption at each institution at their discretion.

**Employee-Manager Conversations.** A critical component in project re-engagement are the Employee-Manager conversations. Given the timeline announcement, we are advising institution HR departments to coordinate efforts at their institutions so conversations can be completed by early Fall.

Project leadership thanks you for your continued support. We are looking forward to implementing this important project in 2021 to provide UW System with a market-informed title and compensation structure.

UW System Project Website

UW-Madison Project Website

UW System Human Resources

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