Chancellors Update: Title & Total Compensation - September/October 2020

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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.

Key Updates

Project Timeline & Re-Engagement. The project timeline was extended earlier in 2020 to allow for institutional responses to COVID-19 and the return to campus. In October and November, the project team continues the foundational work of employee mapping. This process will allow the project team to gather the necessary titling and compensation data for leadership review to determine when in 2021 the project will be implemented.

Project Activities. Work has continued behind-the-scenes on the project to prepare for an efficient implementation, including refining the job library, titling structure, and salary structure. Additional activities include developing a career framework and drafting guidelines for the new non-tenure track Research and Teaching Professor titles (that can be adopted or adapted by institutions who choose to use these titles for their Instructional Academic Staff).
Employee-Manager Conversations. The work of onboarding employees to new job titles and descriptions is a critical component in completing the mapping process prior to implementation. Human Resources departments will coordinate employee-manager conversations as a final mapping confirmation prior to implementation. The timing of the employee-manager conversations is dependent upon the selection of an implementation date in 2021.

Potential Challenges. Some potential challenges include the need to schedule the TTC project implementation to ensure success given competing priorities throughout the academic year.

Learning Resources. The UW System project website and UW-Madison project website have learning resources including videos that will quickly explain key concepts of this project, as well as Learning Series fact sheets that go into more detail about employee-manager conversations, title/pay progression, and business titles.

UW System TTC

UW-Madison TTC

UW System HR

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