

Chancellors Update: Title & Total Compensation - May/June 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

TIMELINE IN RESPONSE TO COVID-19

We understand that many of you might have questions about the status of the TTC Project and how COVID-19 has impacted our timeline. The University of Wisconsin System's immediate and primary focus is the health and safety of our students, faculty, staff, and broader community. To that end, supervisors and the Human Resources community will carefully consider current events and use of available resources in determining when TTC activities at institutions will resume.

In response to the unknown variables of the COVID-19 pandemic, the University of Wisconsin System in consultation with UW-Madison, will extend the TTC Project timeline and target an implementation date in later 2021 for new titles and job descriptions. Given the unknown health and safety risks and other variables, we are unable to provide an exact timeline.

As our plans become more clear in the coming months, we will provide further guidance on when employee-manager conversations can resume. This will allow for employees, supervisors, and system institutions to focus on more pressing pandemic issues and ensure employee conversations related to TTC title and job descriptions can resume in a safe environment.

In the interim, we will sustain momentum on the TTC Project by leveraging this time as an opportunity to consider elements that were scheduled for future project phases. This includes starting the visioning process for a long-term comprehensive compensation and benefits strategy. All TTC Project activities will inform the future 2021 implementation efforts.

As new information becomes available, we will provide updates, continue to engage employees and seek guidance from the Joint Governance Advisory Group. The [TTC Project Website](#) remains the source for project communications, updates, and resources. Employees may also get in touch with their institution Human Resources departments for more information.

The TTC Project Team and Executive Sponsors extend their gratitude to all employees for their support and flexibility during these challenging times. We look forward to revisiting the remaining TTC project deliverables in 2021 and finishing this ever-important work to provide the UW-System with a market-informed titling and compensation structure.

We will continue to provide updates via bi-monthly written updates and meetings with the Joint Governance Advisory Group. Note: The information contained in this update will be shared during President Cross' next conference call with Governance on Tuesday, June 16, 2020 at 1:00pm. The next written update is scheduled for August 2020.

UW–Madison TTC

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