

FW: Have you heard the latest on the Title and Total Compensation Project?

John Acardo <jacardo@uwlax.edu>

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To: John Acardo <jacardo@uwlax.edu>

Bcc: [REDACTED]

Colleagues,

As an update to The UW System's Title and Total Compensation Project, please find below a status update from Dr. Shenita Brokenburr, the Senior Associate Vice President for Human Resources for The UW System Human Resources.

You can continue to find updates to the TTC Project on the [UWL HR website here](#).

JA



John Acardo

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PGPs: He/Him/His



From: Shenita Brokenburr <sbrokenburr@uwsa.edu>

Subject: Have you heard the latest on the Title and Total Compensation Project?

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Attract. Retain. Engage.

TITLE AND TOTAL COMPENSATION

Colleagues,

We are nearing completion of our comprehensive update of the title and compensation structures at the University of Wisconsin System! UW System, in partnership with UW-Madison and Mercer Consulting, has standardized market-informed job titles and job descriptions, which lays an important foundation for our ability to **attract** and **retain** the best talent because we can more easily compare our jobs to other public and private organizations. This helps us build a foundation for a truly differentiated and unique employee experience that begins with competitive compensation and benefits, and continues through supporting meaningful and fulfilling work that matters.

Who is impacted?

Academic Staff, University Staff, and Limited Appointees

What we've accomplished so far!

Market-informed job titles and standard job descriptions that reflect the work in current positions across the UW System have been developed, are in draft format and accessible via the project websites at [UW System](#) and [UW-Madison](#). Those titles and job descriptions are continuing to be mapped and assigned to the new titling structure. It is important to note that the process is iterative and along the way, employees are continuously engaged in this process through the project website and participation in virtual town halls, forums, and in-person trainings.

As part of our total compensation review, more than 40,000 employees were surveyed on [benefits preferences](#) in order to develop recommendations that enhance our supplemental benefit offerings. We are developing and refining recommendations based on this input.

When will the project be implemented?

We are extending the project timeline to allow for a more in-depth quality assurance review. This ensures titles will be more consistent across UW System's institutions. More importantly, managers and supervisors will also have more time to complete training and engage in conversations with employees. Although we extended the timeline for review, employees will begin receiving notification of updated job titles and job descriptions in **Spring 2020**.

What's next?

Employee-Manager Conversations will begin as early as mid-January 2020 at each UW System institution. These conversations will provide the opportunity for managers and employees to review the employee's title, discuss the new standard job descriptions and titling structure, ask questions, and address concerns. Human Resources will coordinate scheduling at the campus level.

How can I learn more?

- **[Take this 30-minute interactive eLearning](#)**. This easy online resource is designed to help employees learn about the different project components and their role. Training is available on demand at any time!
- **[Visit the Standard Job Description Library](#)**. Review the draft job titles in the library by job family and job sub-family, or use the search tool to look for key words in job titles and job summaries. **Please note** that the Library does not match job titles to individual employees. This library will be updated based on employee and manager feedback, as needed.
- **[Watch an Explainer Video](#)**. The project website has learning resources including videos that will quickly explain key concepts of this project, as well as Learning Series factsheets that go into more detail about employee-manager conversations, title/pay progression, and business titles.

Please note that while the foundational titling and compensation structures are developed, compensation issues will not be addressed at this time and no changes are imminent.

To learn more about what to expect in the coming months, visit the [project website](#) and send your questions, comments, and concerns to ttc@uwsa.edu.

Thank you,

Shenita Brokenburr, Ph.D.

Senior Associate Vice President & Chief Human Resource Officer

University of Wisconsin (UW) System Human Resources



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