Chancellors Update: Title & Total Compensation - August 2019

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TITLE AND TOTAL COMPENSATION PROJECT

Chancellors,

This is the monthly 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

Job titles and job descriptions have been updated based on the work currently performed at the UW System and common market titles. Job titles and standard job descriptions are now being placed into the new Job Framework. This change creates greater consistency of job titles across the UW System. Employees will be able to see their updated job title and job description during a conversation with their manager December 1, 2019 through February 15, 2020.

High level preliminary benefits survey results are previewed in the latest UW System Human Resources project update. Some insights from the Employee Benefits Preferences Survey conducted last fall are listed below:

- UW System employees are initially attracted to work at the UW System because of the mission, type of work, and healthcare benefits UW System offers.
What retains UW System employees are retirement benefits, time off/leave, and flexible work arrangements.

For UW System Employees, the top four most valued components of the overall total compensation offerings are (1) pay, (2) healthcare benefits, (3) a stable work environment/job security, and (4) retirement benefits.

These employee benefits preferences results represent typical market trends, according to Mercer Consulting. More information about the employee-manager conversations and benefits surveys will be posted this fall on the UW System project website and the UW-Madison project website.

UW System hosted an additional Advisory Council Systemwide Joint Governance status update session on August 16.

**TTC Kudos**

**UW-Green Bay** continues to update employees through their weekly HR Connect blog. In July, the new Provost, Michael Alexander, was updated on the history and status of the TTC project. The project team hosted open forums in August for staff returning from summer leave and vacation.

The **UW-La Crosse** project team provided comprehensive project updates for the Chancellor’s Cabinet and shared governance groups. Managers and supervisors were asked to participate in the People Manager Pulse Survey that was distributed in early August. Results from this survey are expected in early September.

**UW-Madison** compensation and titling team has completed initial job mapping ahead of schedule and is sending the job mapping workbooks to
schools, colleges, and divisions. After the July all-campus forums, the project has now engaged with more than 8,000 employees in both training and in the creation of the job framework. An employee pulse survey launched in August is showing 85% of respondents understand that as a result of the Title and Total Compensation Project the university will be able to better match UW job titles with the market.

The **UW-Oshkosh** project team invited all employees to an open conversation about the components of the TTC project and next steps.

**UW-Parkside** developed an ongoing dialogue with managers and supervisors through professional development trainings and regular communications from the UW-Parkside Office of Human Resources. Management skills, the POPE (post-offer pre-employment) Project, and the Title and Total Compensation Project continue to be integrated into these conversations.

The project team at **UW-River Falls**, which includes governance representatives, met to discuss the next steps in communications, training, and project implementation.

**In the Queue**

*Online Learning.* UW System is creating eLearning resources to help employees and managers prepare for the meetings that will take place later this year.

*Virtual Town Hall Meetings.* UW System will host virtual town hall meetings on September 27, October 24, and November 15 to update employees across the system on the project and answer questions. Watch for details of those meetings.

*Human Resources Staff Training at UW System and UW-Madison.* Trainings for Human
Resources staff will continue into October and November. Supervisor training for upcoming Employee-Manager conversations will also begin in October and November.

*UW-Madison All-Campus Forums.* UW-Madison will host all-campus forums in November that will include multilingual and multi-shift sessions, as well as a virtual option.

*Employee-Manager Conversations.* Employee-manager conversations will occur between December 1, 2019 and February 15, 2020 to give employees the chance to review, discuss, and verify their job title and job description. Employees will also see how their job fits in the new UW System Job Framework. Job titles and descriptions will be posted online during these meetings on the UW System [project website](#) on the UW-Madison [project website](#). New job titles and standard job descriptions will take effect March 1, 2020.

**Thoughts and Questions**

We value your feedback. Tell us what's helpful, what's not, and what you'd like to see in future editions of the Title and Total Compensation update. Please email [TTC@uwsa.edu](mailto:TTC@uwsa.edu) to share how this communication can better meet your needs.