

## Chancellors Update: Title & Total Compensation - July 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

##### **UW System Institution Communication**

**Materials Are Ready.** A Title and Total Compensation Project update presentation and presenters guide are available to institution Human Resources offices this month. These materials support continued communication, socialization and change management efforts at the institution level, help employees recognize how this project may impact them, and provide an overview of preliminary benefits data.

##### **People Manager Needs Assessment Coming**

**Soon!** A survey for people managers, or those who function as supervisors with responsibility for direct reports, will be sent out this summer to gauge the awareness of the project, attitudes toward the impact/benefits of upcoming changes, and identify concerns or questions. The survey results will inform the structure and framework for communication and training materials for Employee-Manager Meetings starting late Fall 2019 through Winter 2019-

2020. Each institution Human Resources office will receive a unique survey link to solicit feedback in the upcoming weeks.

**Advisory Council Update.** On Friday, July 19 the project team gave a status update to the systemwide Joint Governance Advisory Council. At this meeting, members were briefed on the latest Board of Regents presentation, previewed the preliminary benefits data, and asked to provide feedback on upcoming project milestones and training materials in development. A second session will be held (virtually) on Friday, August 16, 2019, from 9am-11am.

## **TTC Kudos**

**UW-Eau Claire** continues to update employees through institution project team meetings, updates at shared governance meetings, and project notices posted on Blugold Central news site.

The **UW-Green Bay** project team provides regular project updates to employees through the Weekly HR Connect Newsletter that links to the UW System Human Resources (UWSHR) Title and Total Compensation website and the UW-Green Bay Human Resources blog.

The **UW-La Crosse, UW-Milwaukee, UW-Oshkosh,** and **UW-Parkside** project teams met this month to touch base and strategize on upcoming items like the project communications materials and people manager needs assessment survey.

The project team at **UW-Whitewater** met with various stakeholder groups and individuals on campus including the interim Provost, Administrative Affairs, Finance and Human Resources departments.

## In the Queue

**Summary of Results for the Benefits Value Analysis & Employee Benefits Preferences Survey**, estimated completion: September 2019 (Q3)

**Proposed Titles and Standard Job Descriptions Posted Online**, estimated completion: December 2019 (Q4)

**Titles and Standard Job Descriptions Implementation**, estimated completion: March 2020 (Q1)

## 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.

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UW System HR



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