

## Chancellors Update: Title & Total Compensation - October 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

**Downstream IT Shadow Systems Impact Assessment.** Chief Human Resources Officers/Human Resources Directors, in coordination with IT Directors, began the process of assessing and mitigating the potential downstream technical impacts of this project on human resources information systems.

**Virtual Town Halls.** Over 300 UW System employees participated in Virtual Town Halls in September and October. On November 15th at noon, join us for the last Virtual Town Hall in 2019 and participate in a live Q&A session. To join, click the Virtual Town Hall link on the [UW System project website](#). Please encourage employees to participate and share these details.

**Forums.** UW-Madison will host 6 all-campus forums in November. In addition to sessions during the day, there will be a late-night session for third shift employees, an online session, as well as sessions delivered in Spanish, Hmong,

Mandarin, Tibetan, and Nepali. Forum details are on the [UW-Madison project website](#). We encourage employees to participate and share these details.

**Explainer Videos.** Information on the new Job Framework is shared through newly developed Explainer Videos. These videos are integrated into the Title and Total Compensation Project communication plan.

**Job Mapping.** Institutions are continuing the work to match employees to updated job titles. Chief Human Resources Officers/Human Resources Directors may be contacted for job mapping updates. The process of updating job titles has involved feedback from Chancellors, VPs, Division, and Department Heads, and Governance. The project team is targeting the end of October 2019 to complete job mapping initial matching. The immediate next step is for the project team to produce a more accurate cost impact estimate for consideration by project and institution leadership.

To learn more about the results of the **benefits surveys** conducted last fall, check out the [Benefits section](#) of the UW System project website.

## **TTC Kudos**

The **UW-Green Bay** project team continues to meet one-on-one with divisional leaders to discuss the mapping process. The team discussed project updates and next steps with combined shared governance, the University Staff council, and all employees through the weekly HR connect newsletter.

The project team at **UW-La Crosse** regularly engages with combined shared governance to

discuss any surfacing issues about the project. The project team additionally provided information to various levels of campus leadership, management, and supervisors.

After the October Annual Benefits Fair, employee mapping labs, and September Trades Forums, the **UW–Madison** project team has had over twenty-thousand engagements through trainings, surveys, and in the creation of the actual job framework. Also in October, the project launched a [Resource Library](#) on the UW-Madison project website with materials to explain key concepts.

The **UW-Milwaukee** project team is creating more targeted communications for Academic Staff, University Staff, Limited Appointees, and Faculty about specific expectations and impacts looking towards project implementation in 2020.

At **UW-Oshkosh**, the project team began inviting campus directors to review and provide input during the job mapping process. All managers with direct reports were sent an email to re-engage this group of employees in the project and prepare them for upcoming meetings with employees and project implementation.

**UW-Parkside** continues a strong culture of communication and engagement with all levels of campus managers and supervisors. The project team has been proactive in preparing managers of direct reports impacted by the project for upcoming employee-manager conversations.

The project team at **UW-Stevens Point**, sent communications to all levels of campus leadership encouraging participation in the Virtual Town Halls and directing employees towards the updated resources on the [UW System project website](#).

The **UW-Stout** project team spoke about the project at various team and departmental

meetings to give an in-person project update. The project team additionally sent a campus-wide project email update.

## **In the Queue**

*Human Resources Staff Training at UW System and UW-Madison.* Trainings for Human Resources staff, managers/supervisors, and employees will continue into November.

*Systemwide Joint Governance.* The TTC Project Team will provide a project update to Systemwide Joint Governance on Friday, November 1 at 2pm.

*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 confirm their job title and job description. Employees will also see how their job fits in the new Job Framework. Job titles and descriptions will be posted online for employees to view on the [UW System](#) and [UW-Madison](#) project websites November 11, 2019. New job titles and 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.

UW System TTC

UW-Madison TTC

UW System HR



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