

## Chancellors Update: Title & Total Compensation - September 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 Mapping.** Institutions received job mapping workbooks and started the work to match each in-scope employee to an updated job title. Check in with your institution's Chief Human Resources Officer or HR Director for job mapping updates. Institution human resources units were asked to likewise, check in with Chancellors, VPs, and Department Heads during this process. The project team is targeting the end of October 2019 to complete job mapping. The immediate next step is for the project team to produce a more accurate cost impact estimate for consideration by project and institution leadership.

**Upcoming Virtual Town Hall.** Join a live online meeting to get an update on the work to modernize the job title and compensation programs at the UW System. Learn about upcoming meetings between employees and managers to discuss changes in job titles and job descriptions. Participate in a live Q&A session.

To join, click the Virtual Town Hall link on the [project website](#) Friday, September 27th from 3-4pm. Encourage employees to participate and share these details.

View and [share](#) the below explainer video about updates to job titles and standard job descriptions as part of the Title and Total Compensation Project.

#### **UW System People Manager Pulse Survey**

**Results.** This pulse survey was used to benchmark awareness of the project. The project team heard from 1,062 [UW System](#) and 749 UW-Madison people managers with direct reports. In summary, while managers feel confident explaining to employees that their work will not change and they will not lose their jobs, managers want more information about standard job titles and compensation to communicate to employees. Submitted questions will be addressed in communications and training materials for October and November.

#### **UW-Madison All-Employee Pulse Survey**

**Results.** An August employee pulse survey resulted in over 3,000 respondents. 85% of respondents indicated an understanding that as a result of the TTC Project, the university will be better able to match UW job titles with the market to ensure competitive pay and benefits, which will help to attract and retain quality staff.

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**

**UW-Eau Claire** hosts regular meetings with their project team, including representatives from Human Resources, Shared Governance, and communications staff. The project team reports monthly to their respective stakeholder groups.

The **UW-Green Bay** project team hosted open forums September 7-8 to share the project background, recent updates, and next steps. Additionally, the project team met with the Vice Chancellor of Business and Finance, Business and Finance Directors, and the Provost and division leaders in Academic Affairs about the job mapping process currently underway.

**UW-Madison** schools, colleges, and divisions began a mapping all employees to the new title structure. To support the mapping process, the Office of Human Resources compensation analysts are assisting staff on site, holding special HR sessions and labs and providing training for managers.

The **UW-Milwaukee** project team engaged their institutional leadership including strategy leaders and division leaders about the job mapping process. Employees receive regular updates from Human Resources on the project status and next steps.

The **UW-Platteville** project team shared the most recent project information highlighted in the monthly Chancellor's update with all employees through an open forum September 18th and a Human Resources eNewsletter. Administrative Services Directors were also provided a project update.

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

The **UW-Whitewater** project team launched their job mapping process and set up meetings

with departments and units to discuss the upcoming changes.

## **In the Queue**

*Virtual Town Hall Meetings.* UW System will host live 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 Trades Forums.* UW-Madison will host two Trades forums in September specifically designed to address questions from their trades community. In addition, all-campus forums in November will be held to include multilingual and multi-shift sessions, as well as a virtual option. For more information or to view videos of the forums or TTC learning series, please visit [go.wisc.edu/TTCProject](http://go.wisc.edu/TTCProject).

*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 UW System Job Framework. Job titles and descriptions will be posted online during these meetings on the [UW System](#) and [UW-Madison](#) project websites. 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.

UW System TTC

UW-Madison TTC

UW System HR



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