



TITLE AND TOTAL COMPENSATION PROJECT

University of Wisconsin-Madison

Academic Staff Assembly

December 13, 2021



Agenda

- Method to Create the Salary Structure
- Post Go-Live Activities
- Job Title Appeals Process
- Questions



Salary Structure Process

Industry Standard Best Practice



Building the Salary Structure

Consultant Considerations

**\$15 per hour
minimum**

**Leading
Market
Practices**

Competitive

**Consistency in
Salary Grades**

**Attracts
Rewards
Retains**

**21 unique
salary grades**



Salary Data



Data is grouped to
not reveal individuals
or specific
organizations



Compliant with
antitrust laws



Salary data is from
2019-2020



Higher Education Salary Survey

College and University Professional Association-HR

- Official Salary Peers
- Association of American Universities (AAU)
- Big Ten Academic Alliance (BTAA)
- Data Anonymity



Willis Towers Watson

General Industry

- 840 organizations
- More than 2.8 million reported employees
- Includes all industries except health care (e.g., HR, finance, IT,)
- Public and private organizations

Market surveys:

- \$1-3 billion
- \$3-6 billion revenue organizations

Health Care

- 279 organizations
- More than 1.7 million reported employees
- Public and private organizations

Market surveys:

- \$1.5-3 billion
- \$3-5 billion revenue organizations



Example: Matching to the Market

Marketing Specialist

Job Summary

Contributes to strategy development and implements marketing projects in support of institutional or unit marketing goals.

Job Responsibilities

- Develops, implements, and maintains strategic marketing plans based on research and established strategies
- Develops, implements, and disseminates marketing materials through various communication mediums utilizing appropriate technologies and techniques
- Collects, analyzes, prepares, summarizes, and disseminates data and trends relevant to ongoing or future marketing



Match to University's Salary Structure

**Marketing
Specialist**

SJD

\$59,250

Salary Grade	Minimum	Midpoint	Maximum
23	\$58,000	\$82,800	\$107,600
22	\$53,700	\$76,700	\$99,700
21	\$49,700	\$71,000	\$92,300
20	\$46,000	\$65,700	\$85,400
19	\$42,600	\$60,800	\$79,000
18	\$39,400	\$56,300	\$73,200
17	\$36,500	\$52,100	\$67,700
16	\$33,700	\$48,200	\$62,700
15	\$31,200	\$44,600	\$58,000



Midpoint Is Average of All Data Points

**Marketing
Specialist**

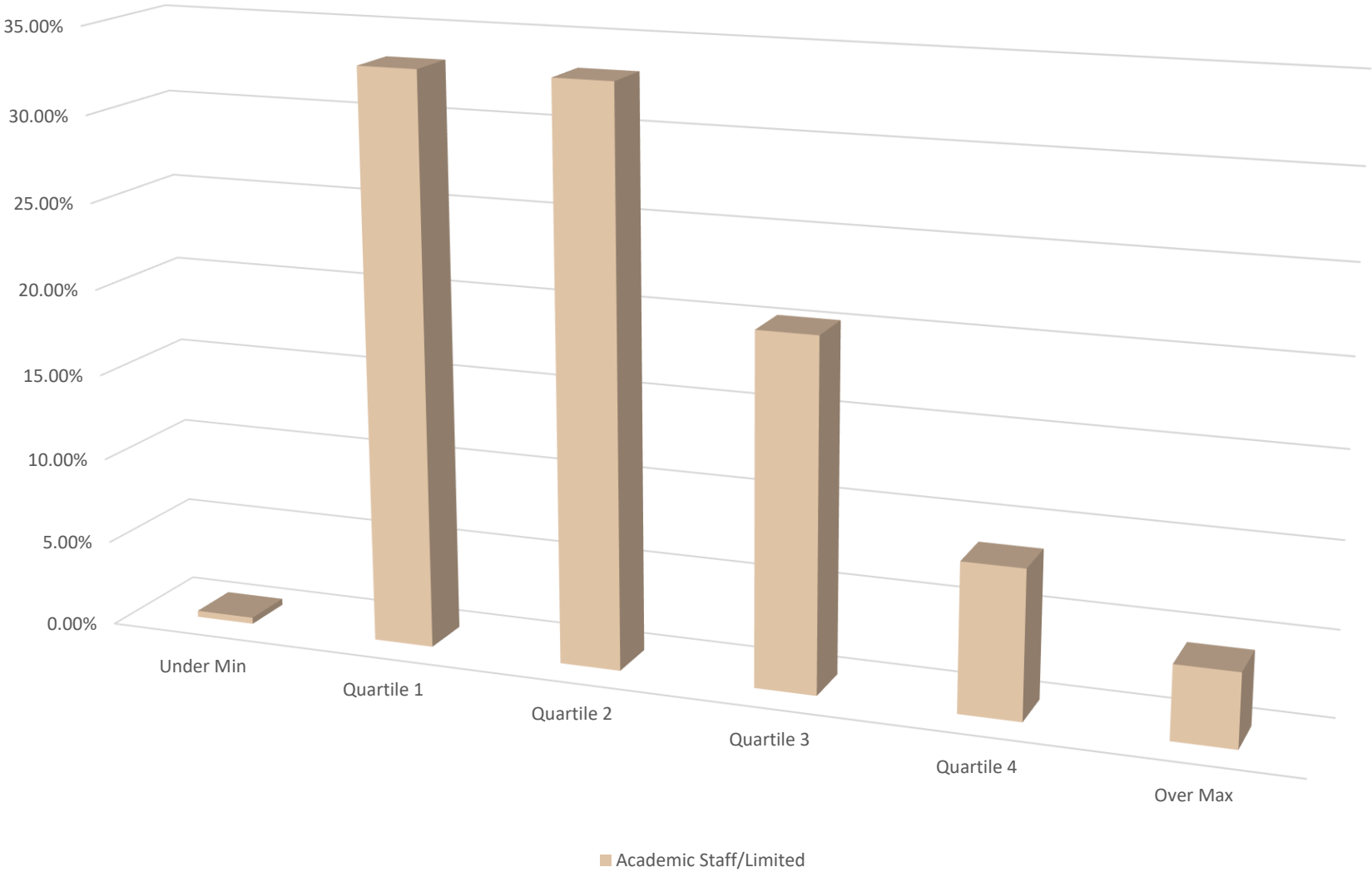
**Standard
Job
Description**

\$59,250

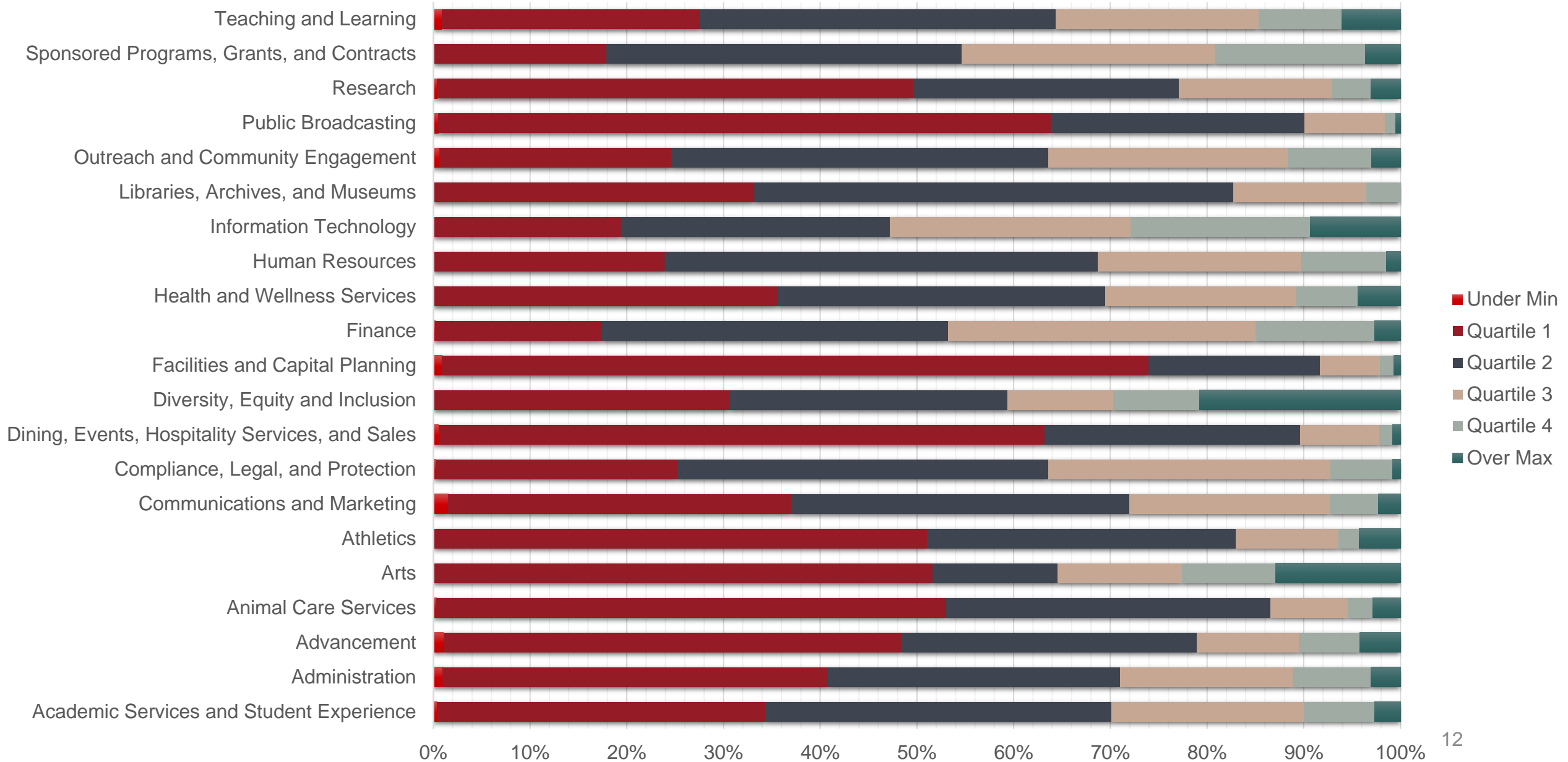
- Salary Grade 19
- Salary Range:
\$42,600 – \$79,000
- Midpoint = \$60,800



Employee categories by quartile

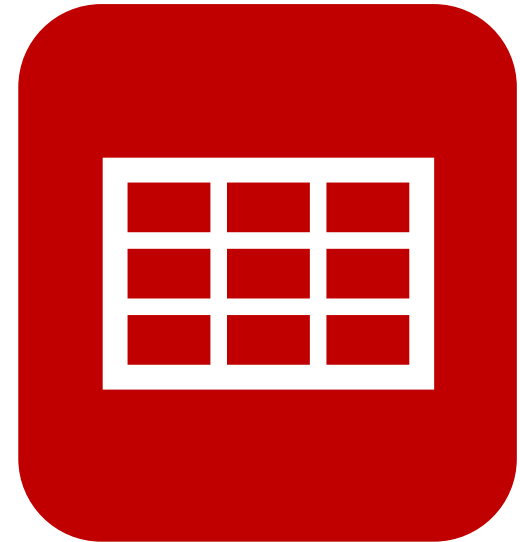


Quartile by Job Group



Maintain the Structure

- Salary survey data is only available yearly
- New titles will continue to be added to the library
- Salary ranges will remain current with the market





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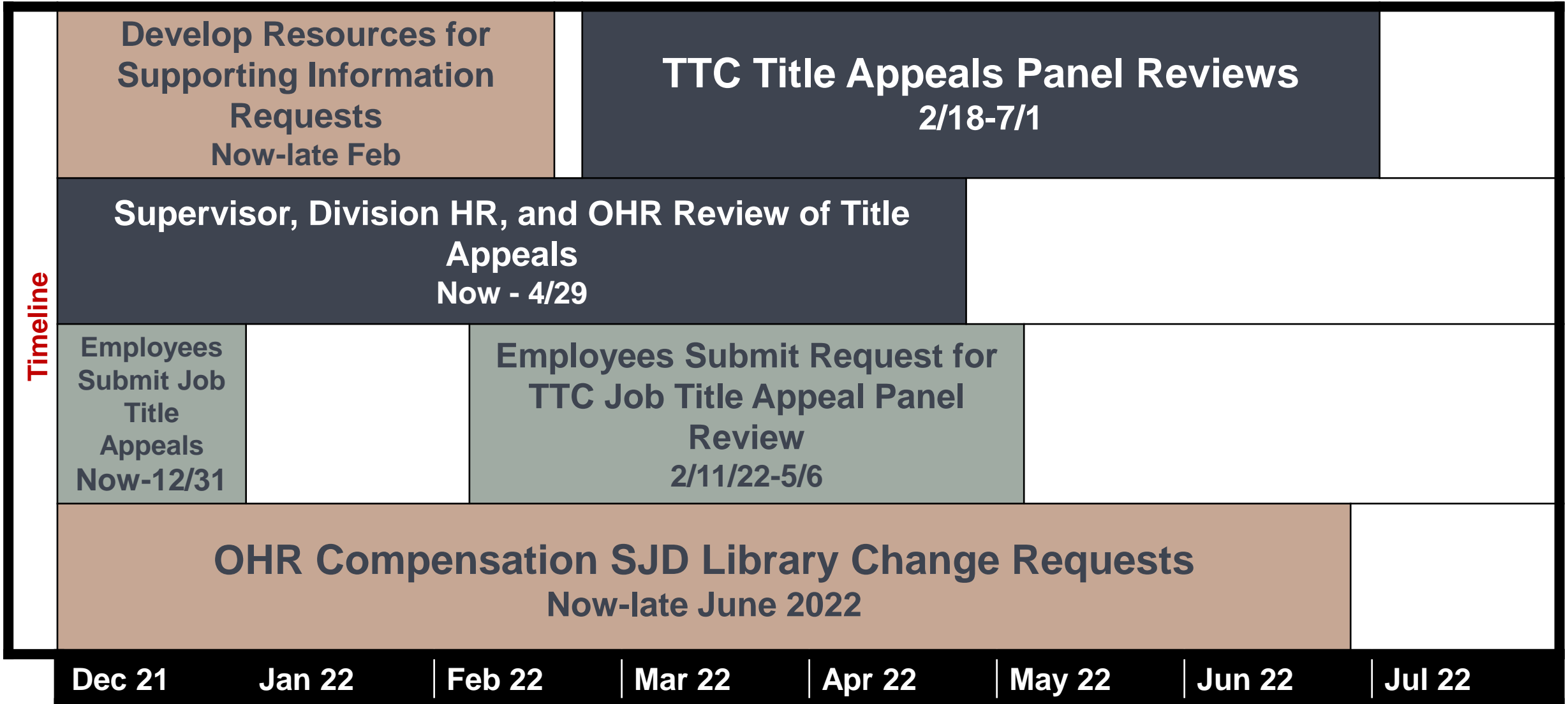
University of Wisconsin-Madison

Post Go-Live Activities





TTC Project Post Live and Title Appeals Timeline



Prioritize and Address Concerns

Process

- HR professionals collect feedback from employees, supervisors and leadership
- The central Office of Human Resources collaborates with areas across the university, the HR community, and UW System

May Add New Titles

TTC Team will communicate any changes via:

- Local HR community
- Direct employee email to those impacted
- Post in the Title and SJD Library
- Publish on TTC website



Employee Concerns

Contact Your Local HR Professional:

- For questions about how you were assigned to your title
- If your title doesn't reflect your current duties but another title doesn't exist

Why:

- Local HR professionals have the most information about your situation and how you were mapped
- They make decisions regarding pay
- They follow processes to ensure collaboration across campus occurs including discussions with the central Office of Human Resources





TITLE AND TOTAL COMPENSATION PROJECT

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Job Title Appeals Update

Visit: go.wisc.edu/ttcproject

Email: ttcstudy@ohr.wisc.edu



Appeals Website and Resources



[Job Title Appeals Webpage](#)

- [Job Title Appeals Policy](#)
- [What can and cannot be appealed](#)
- [Appeals Process](#) – details of 5 steps with timeline of action steps and anticipated decisions
- [Paper Applications](#)



- Automated, online Job Title Appeals Application available November 22

Resources

- [Employee Guide to Job Title Appeals](#)
- [Employee Guide to Access & Navigate the Automated Title Appeals System](#)



Informal Resolution & Appeals

Informal Resolution

- 82 title changes
- 61 were for Academic Staff/Limited Appointee positions
- Informal resolutions are from 13 college/schools/divisions

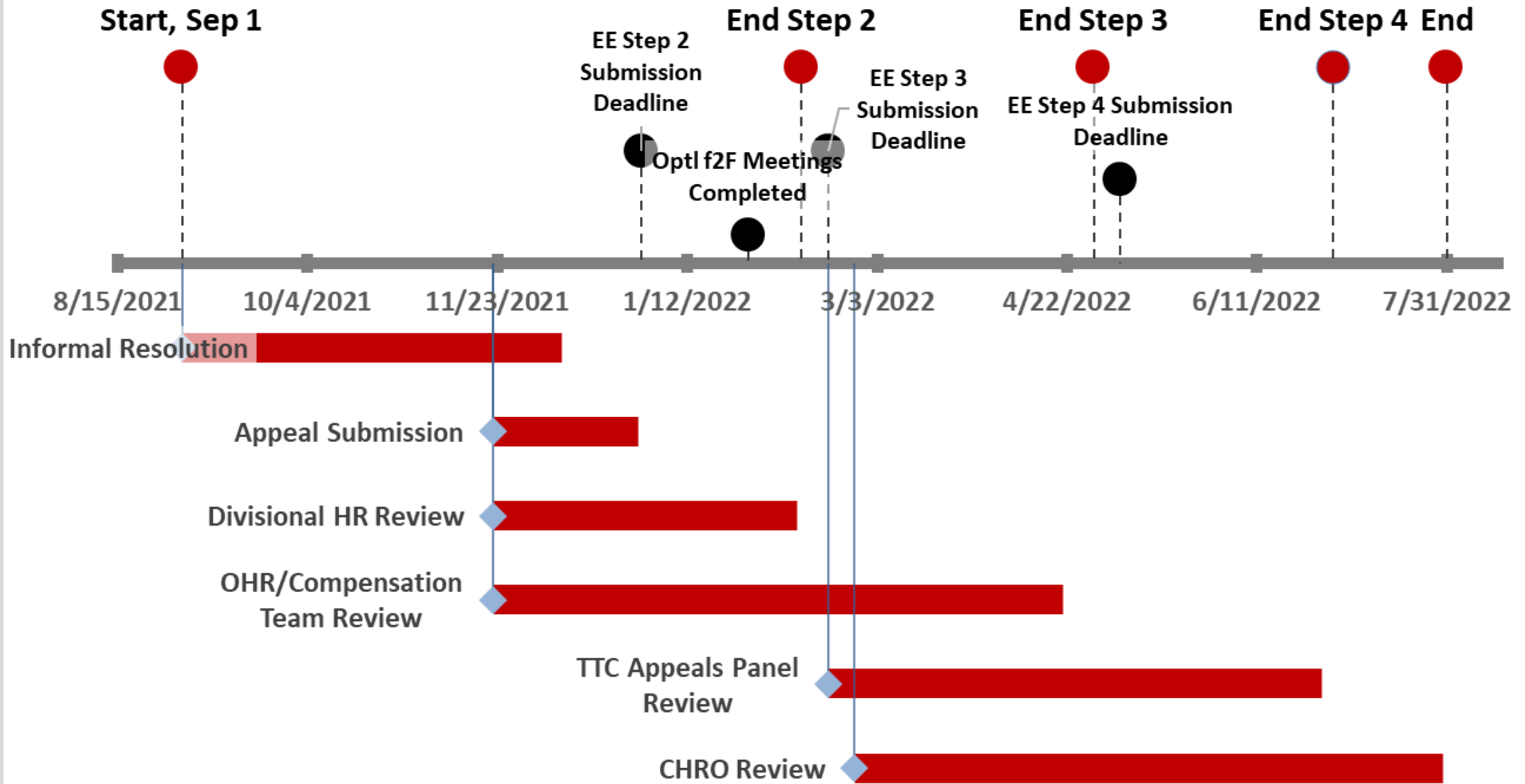
Formal Appeal

122 - In Draft or Pending Review:

- 2 of 122 are Limited Appointee and in draft status
- 98 of 122 are Academic Staff
- 31 of the Academic Staff pending review
- 22 of 122 are University Staff
- 8 of the 22 University Staff are pending review
- 9 duplicate submissions



TTC Title Appeals Timeline



Dates to Remember

December 31:

Formal Job Title Appeals Submissions

- If you missed the informal resolution deadline you may still submit an appeal
- No requirement for meeting with supervisors or long documentation

February 18:

Request to advance appeal to the Central Office of Human Resources Compensation Team

May 6:

Employees May Request to Advance Their Appeal to the TTC Job Title Appeals Panel

For more detail visit go.wisc.edu/ttcproject





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Questions/Comments

Visit: go.wisc.edu/ttcproject

Email: ttcstudy@ohr.wisc.edu





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Appendix

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CUPA Peer Groups



Official Salary Peers

- Indiana University (Bloomington, IN)
- Michigan State University (East Lansing, MI)
- Purdue University Main Campus (West Lafayette, IN)
- The Ohio State University (Columbus, OH)
- University of California-Berkeley (Berkeley, CA)
- University of California-Los Angeles (Los Angeles, CA)
- University of Illinois at Urbana-Champaign (Champaign, IL)
- University of Michigan-Ann Arbor (Ann Arbor, MI)
- University of Minnesota-Twin Cities (Minneapolis, MN)
- University of Texas at Austin (Austin, TX)
- University of Washington (Seattle, WA)
- University of Wisconsin-Madison (Madison, WI)

Big Ten Academic Alliance

- Indiana University (Bloomington, IN)
- Michigan State University (East Lansing, MI)
- Northwestern University (Evanston, IL)
- Pennsylvania State University (University Park, PA)
- Purdue University Main Campus (West Lafayette, IN)
- Rutgers the State University of New Jersey New Brunswick Campus (New Brunswick, NJ)
- The Ohio State University (Columbus, OH)
- University of Illinois at Urbana-Champaign (Champaign, IL)
- University of Iowa (Iowa City, IA)
- University of Maryland College Park (College Park, MD)
- University of Michigan-Ann Arbor (Ann Arbor, MI)
- University of Minnesota-Twin Cities (Minneapolis, MN)
- University of Nebraska - Lincoln (Lincoln, NE)
- University of Wisconsin-Madison (Madison, WI)

CUPA Peer Groups- Association of American Universities



- Boston University (Boston, MA)
- Brandeis University (Waltham, MA)
- Brown University (Providence, RI)
- California Institute of Technology (Pasadena, CA)
- Carnegie Mellon University (Pittsburgh, PA)
- Case Western Reserve University (Cleveland, OH)
- Columbia University in the City of New York (New York, NY)
- Cornell University (Ithaca, NY)
- Dartmouth College (Hanover, NH)
- Duke University (Durham, NC)
- Emory University (Atlanta, GA)
- Georgia Institute of Technology (Atlanta, GA)
- Harvard University (Cambridge, MA)
- Indiana University (Bloomington, IN)
- Iowa State University (Ames, IA)
- Johns Hopkins University (Baltimore, MD)
- Massachusetts Institute of Technology (Cambridge, MA)
- Michigan State University (East Lansing, MI)
- New York University (New York, NY)
- Northwestern University (Evanston, IL)
- Pennsylvania State University (University Park, PA)
- Princeton University (Princeton, NJ)
- Purdue University Main Campus (West Lafayette, IN)
- Rice University (Houston, TX)
- Rutgers the State University of New Jersey New Brunswick Campus (New Brunswick, NJ)

- Stanford University (Palo Alto, CA)
- Stony Brook University (Stony Brook, NY)
- Texas A & M University (College Station, TX)
- The Ohio State University (Columbus, OH)
- The University of Arizona (Tucson, AZ)
- The University of Utah (Salt Lake City, UT)
- Tulane University (New Orleans, LA)
- University at Buffalo, State University of New York (Buffalo, NY)
- University of California-Berkeley (Berkeley, CA)
- University of California-Davis (Davis, CA)
- University of California-Irvine (Irvine, CA)
- University of California-Los Angeles (Los Angeles, CA)
- University of California-San Diego (La Jolla, CA)
- University of California-Santa Barbara (Santa Barbara, CA)
- University of California-Santa Cruz (Santa Cruz, CA)
- University of Chicago (Chicago, IL)
- University of Colorado Boulder (Boulder, CO)
- University of Florida (Gainesville, FL)
- University of Illinois at Urbana-Champaign (Champaign, IL)
- University of Iowa (Iowa City, IA)
- University of Kansas Main Campus (Lawrence, KS)
- University of Maryland College Park (College Park, MD)
- University of Michigan-Ann Arbor (Ann Arbor, MI)
- University of Minnesota-Twin Cities (Minneapolis, MN)
- University of Missouri - Columbia (Columbia, MO)

- University of North Carolina at Chapel Hill (Chapel Hill, NC)
- University of Oregon (Eugene, OR)
- University of Pennsylvania (Philadelphia, PA)
- University of Pittsburgh (Pittsburgh, PA)
- University of Rochester (Rochester, NY)
- University of Southern California (Los Angeles, CA)
- University of Texas at Austin (Austin, TX)
- University of Virginia (Charlottesville, VA)
- University of Washington (Seattle, WA)
- University of Wisconsin-Madison (Madison, WI)
- Vanderbilt University (Nashville, TN)
- Washington University in St. Louis (Saint Louis, MO)
- Yale University (New Haven, CT)