



TITLE AND TOTAL COMPENSATION PROJECT

University of Wisconsin-Madison

TTC Updates

Academic Staff Assembly



Agenda

- Introduction
- Project Update
- Classification
- Compensation
- Future Phases
- Questions



Nov. 7, 2021 – Phase I

**Attract
Recruit
Retain**

**Market
Informed**

**Consistent
Titles**

**Enhance
Data**

**Job
Framework**





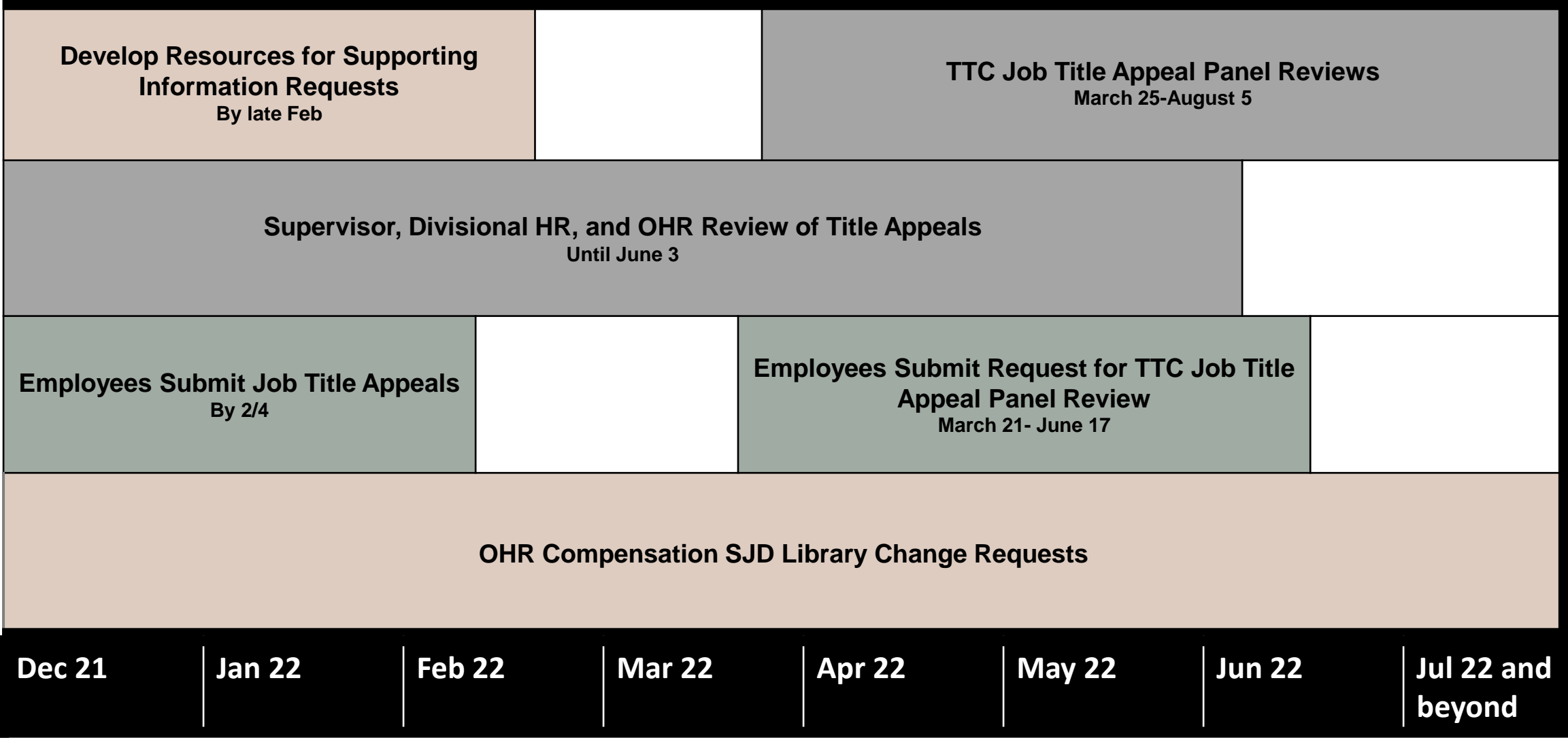
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TTC Updates



TTC Project: Stabilization 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





TITLE AND TOTAL COMPENSATION PROJECT

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- HOME
- TTC & YOU ▾
- ABOUT ▾
- STANDARD JOB DESCRIPTIONS ▾
- RESOURCE LIBRARY
- JOB TITLE APPEALS
- FAQ
- NEWS

UNDER REVIEW

After the Title and Total Compensation (TTC) Project implemented on November 7, 2021, the central Office of Human Resources (OHR) has received feedback from local human resources (HR) professionals, campus leadership and employees about the new job title structure. As with any large project, it is normal to adjust once the new structure is in place.

OHR Compensation will conduct further analysis of the areas listed below to address campus feedback. OHR and local HR professionals will continue to provide information to employees impacted by these areas.

If you have questions or concerns, [contact your local HR professional](#) as they have a process to work with OHR compensation, gather employee feedback, and update employees.

AREAS UNDER REVIEW

Visit: go.wisc.edu/ttcproject



Appeal Numbers as of March 30, 2022

Title concerns
resolved
informally: **426**

Formal Appeals

Appeal Status	Count
Appeal End	15
Appeal Revised	3
Approved	53
Pending Denied	117
Pending Review	89
Grand Total	277



Appeals Website and Resources



[TTC Project 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
- **SJD Updates** – includes details process for select titles with rolling deadlines

Resources

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



Rolling Appeals for Select Titles

SJD UPDATES

[\[NEW\] Executive Assistant to the CEO](#)

March 25, 2022

[\[NEW\] Post-Award Sponsored Programs, Grants & Contracts Accountant II \(Inst\)](#)

March 25, 2022

[\[NEW\] Post-Award Sponsored Programs, Grants & Contracts Accountant I \(Inst\)](#)

March 25, 2022

[\[NEW\] Ombudsperson](#)

March 24, 2022

[\[UPDATED\] Multimedia Producer III](#)

March 24, 2022

[\[UPDATED\] Executive Producer](#)

March 24, 2022

[\[UPDATED\] Clinical Sciences Administrator Titles](#)

March 24, 2022

New Titles and TTC Job Title Appeals

- New titles were added to the Title and Standard Job Description Library after the Title and Total Compensation (TTC) Project went into effect due to an [additional review process](#).
- For specific instructions, due dates, and information about how employees may submit a job title appeal for select titles, click on the titles marked [New].

TTC Job Title Appeals process rolling deadlines for select titles

- [April 29, 2022](#)
- [May 27, 2022](#)

Visit: go.wisc.edu/ttcproject



Appeals Process Reminders

- Five Step Process
 - Not everyone will go through all 5 steps
 - Steps 3 and 4 are independent reviews
 - Objective reviews
 - CHRO review final
 - Independent





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Classification



Title and Standard Job Descriptions

- Reviewing SJDs upon requests
 - Gaps being identified by HR Leads
- Title changes
- Title consistency concerns





Ways to Promote (Promotion)

Employees can move into a higher salary grade through:

- **Recruitment** – Apply and take on a new job
- **A change in responsibilities with a title change** – A change in responsibilities and title may be possible when:
 - A filled position has changes in responsibilities due to organizational business needs, and
 - A different standard job description is more appropriate



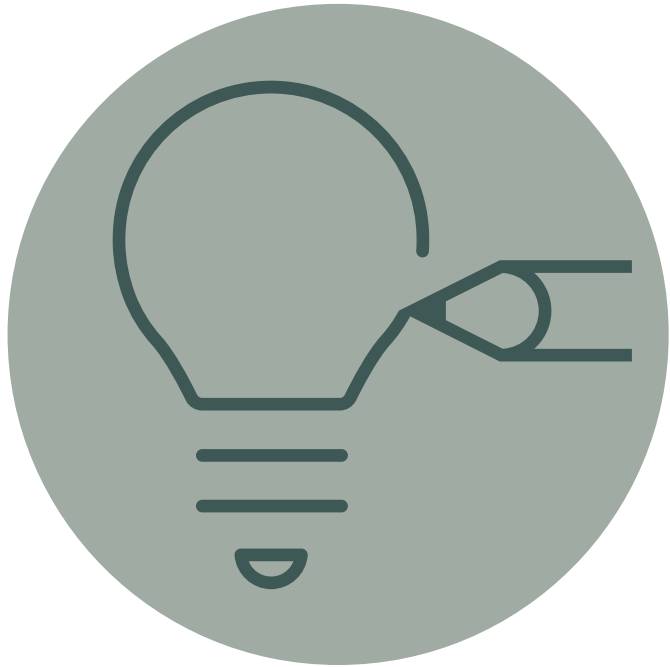
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Compensation



Compensation Strategy



- Training for the Human Resources Community
- Reviews
- Compensation within range
- Future planning



HR Compensation Development



Compensation Training:

- Online
 - Self-paced, multimedia online modules that includes downloadable resources and interactive exercises
- **Virtual Training:**
 - Determine starting salary of new hires
 - Pay progression within a job
 - Promotion to new job due to responsibility changes
 - Assess and address pay parity issues
 - Performance increases
 - Pay increases due to market factors



Salary Structure

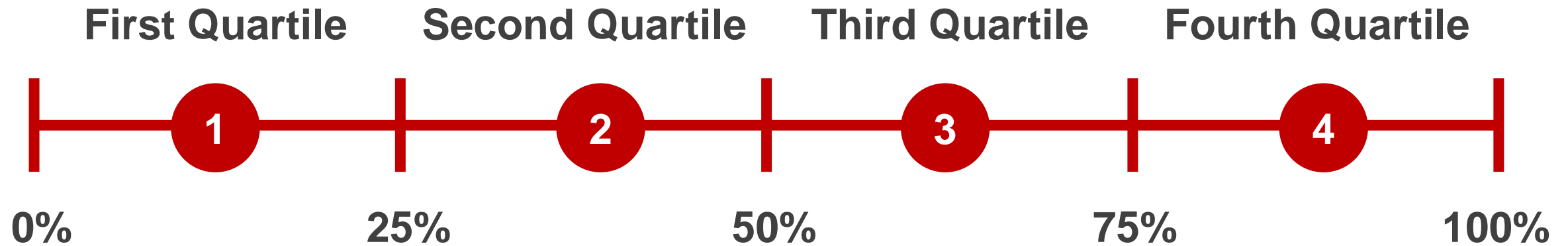
Salary Grade	Salary Range
15	\$ Minimum – \$ Maximum
16	\$ Minimum – \$ Maximum
17	\$ Minimum – \$ Maximum
18	\$ Minimum – \$ Maximum
19	\$ Minimum – \$ Maximum
20	\$ Minimum – \$ Maximum
21	\$ Minimum – \$ Maximum
22	\$ Minimum – \$ Maximum



Salary Grade as Quartiles

Placement based on:

- Knowledge
- Skills
- Performance
- Experience
- Education/certification/license



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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What Is Next



Future Phases

Compensation

**Career
Development**

Benefits





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Questions/Comments

Visit: go.wisc.edu/ttcproject

Email: ttcstudy@ohr.wisc.edu

