



TITLE AND TOTAL COMPENSATION PROJECT

University of Wisconsin-Madison

TTC Project



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**





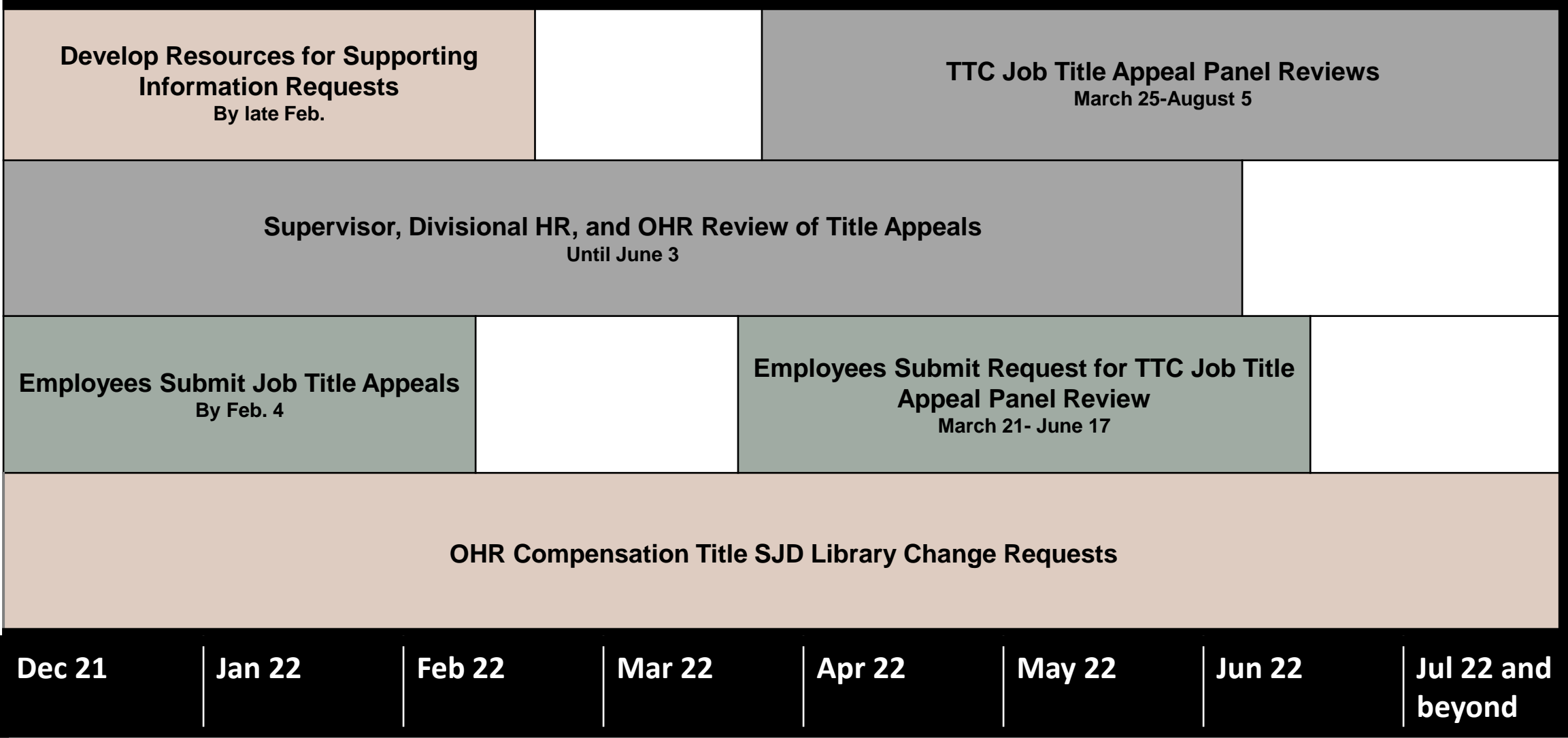
TITLE AND TOTAL COMPENSATION PROJECT

University of Wisconsin-Madison

Project Update



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





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 April 12, 2022

Title concerns
resolved
informally: **431**

Formal Appeals

Appeal Status	Count
Appeal End	78
Appeal Revised	3
Approved	59
Pending Denied	67
Pending Review	65
Grand Total	272



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 Deadlines 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



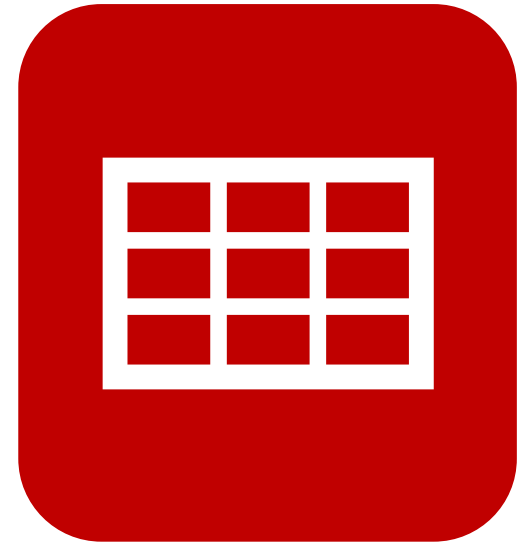
Title and Standard Job Descriptions (SJD)

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



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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Classification & Compensation





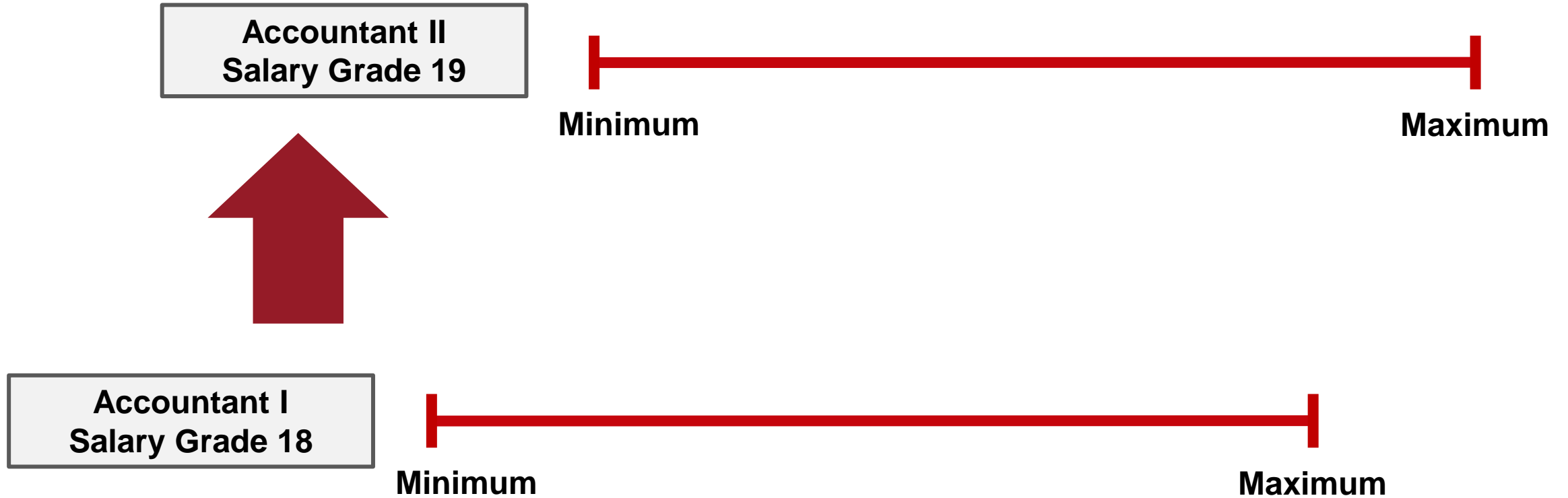
Ways to Promote (Promotion)

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 SJD is more appropriate

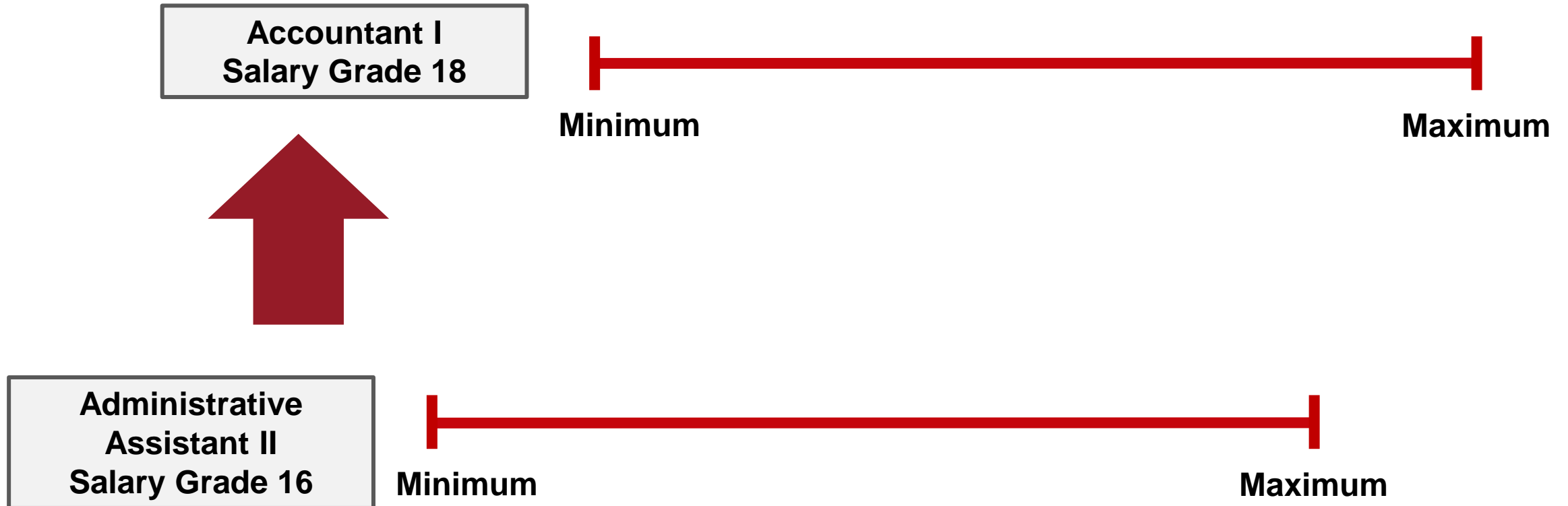


Promotion Example





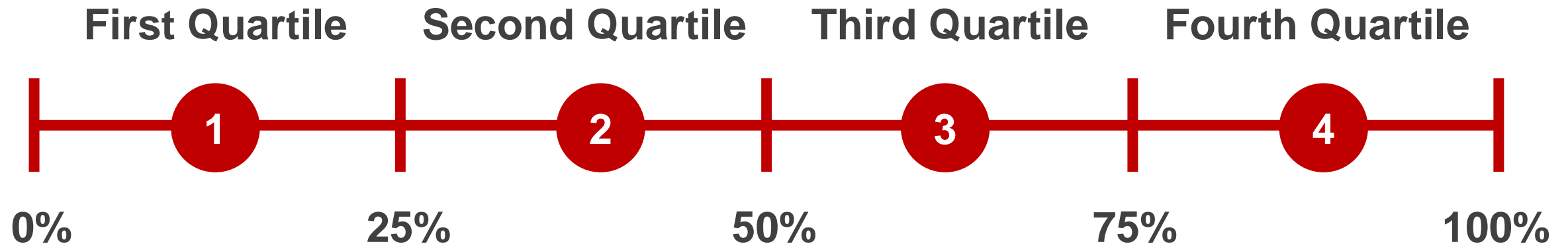
Promotion (Via Recruitment) Example



Salary Grade as Quartiles

Placement based on:

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



Pay Increases

- **Performance** – Recognize exceptional performance
- **Parity** – Maintain salary relationships for same classifications/titles
- **Equity** – Address salary differences relative to protected statuses (e.g., gender, race, age)
- **Market** – Address market and/or retention issues
- **Change in unique duties** – Provide ability to move laterally in pay grade
- **Pay Plan** – Increase approved by Joint Committee on Finance for state employees
- **Lump Sum (bonus)** – One-time payment





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Future Phases



Long-Term Strategy

Compensation

Career
Planning

Benefits



Why

Discover

**Enhance
Conversations**

**Career
Growth**

**Develop
Skills**

**Set
Goals**



Professional Growth



Title Series Growth Option



Job Group Growth Option



University Career Growth Option

**Payroll
Specialist I**

**Financial
Specialist III**

**Financial
Specialist II**



Career Exploration

How to Use the Title and SJD Library:

- Consider growth
- Explore jobs in a new or related field



Explore the Title and SJD Library

- 1) Find your current title
- 2) View jobs in your job group or subgroup
- 3) Read the job descriptions

- Which jobs align with your interests?
- Which jobs align with your career goals?
- Do you have experience and skills when compared to the job responsibilities?



Job of Interest

Review Job Responsibilities:

- Which responsibilities do I currently perform or have experience performing?
- Which responsibilities have I not performed?
- Which of my skills and experience are transferable to the job?
- How can I grow the skills and gain the experiences I need to perform the responsibilities of the job?



Career Support Resources

- View the Title and SJD Library
- Talk to your manager or supervisor about your goals
- Learning Talent Development courses
- Employee Assistance Office



PROFESSIONAL DEVELOPMENT

[HOME](#)

[COURSES](#)

[PROGRAMS](#)

[CONFERENCES](#)

[FUNDS](#)

[COMMUNITIES](#)

UW-MADISON EMPLOYEES,

You have access to thousands of courses, seminars, conferences, online trainings, and events every year.

Maintain, improve, or develop new knowledge and skills that can help you throughout your career.

[SEARCH COURSES AND MORE »](#)

Learn something new, build relationships across UW-Madison, and perform your job at a higher level.

[REVIEW YOUR COURSE HISTORY »](#)

View your official UW-Madison employee learning transcript.

[DEVELOP YOUR CAREER »](#)

Take the next step towards career growth.



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Questions/Comments

Visit: go.wisc.edu/ttcproject

Email: ttcstudy@ohr.wisc.edu





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Appendix

Visit: go.wisc.edu/ttcproject

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TTC Resources

- [Title and Total Compensation Project](#)
 - [Title and Standard Job Description Library-](#)
 - [Standard Job Description \(SJD\) Updates](#)
- [TTC Project Job Title Appeals Webpage](#)
 - [Job Title Appeals Policy](#)
 - [What can and cannot be appealed](#)
 - [Appeals Process](#)
- [Under Review](#)



Employee Resources

Career Growth:

- [Professional Development](#)
- [Develop Your Career](#)

Employee Resources:

- [Employee Assistance Office](#)
- [Career Counseling Services](#)

