



# **TTC Project Updates**

Shana Ullsvik and Diane Blaskowski



# TTC—Agenda

**April Forums – Follow up**

**Upcoming Forums**

**Up Ahead – Draft Timeline**



# April Forums



# April Forums

**April Forums Complete!**

**Total attendance across the three forums was 539.**

**Power point posted on TTC website under [Employee Involvement:](#)**

**Video recording will be posted later this month.**

## [April Forums](#)

April 16, 2019 – April 23, 2019

Learn how the TTC Project benefits your UW career, how it helps the university be a more attractive employer, and project next steps.

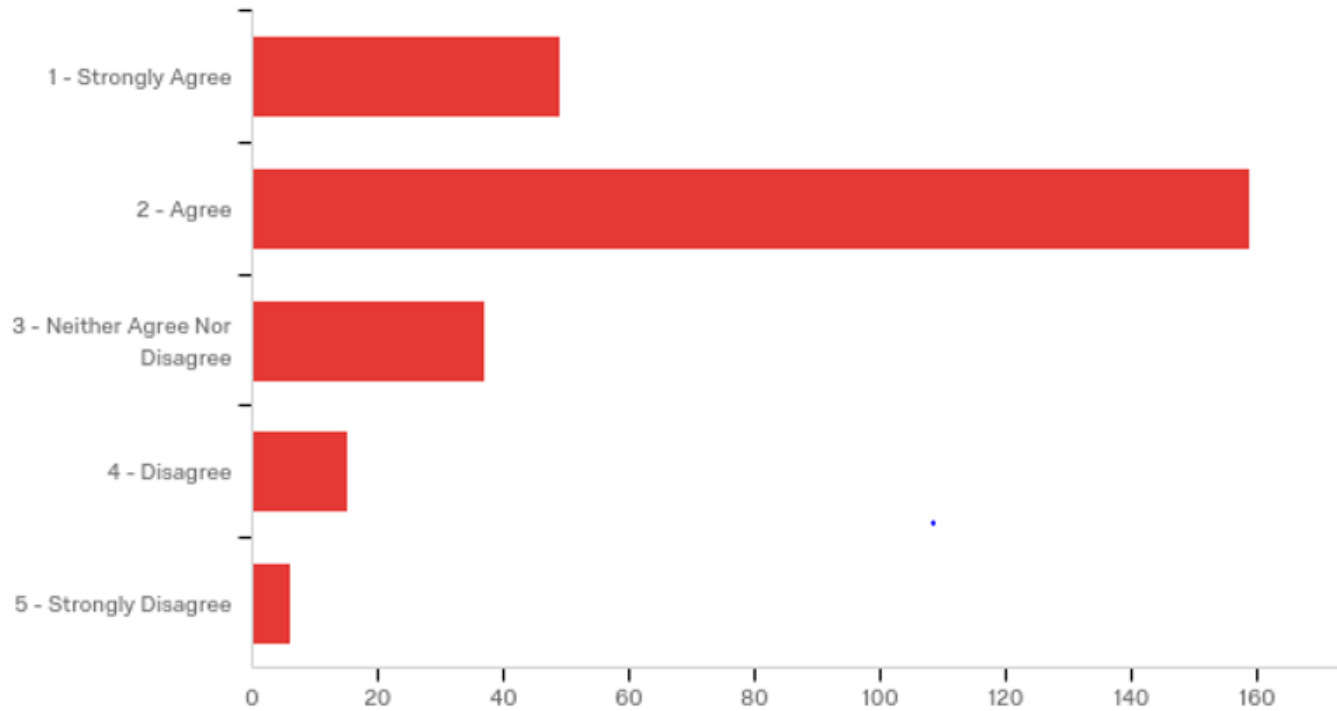
Much of the content may be review if you've attended a previous TTC forum.

[\*\*April Forum Presentation Slides \(PDF\)\*\*](#)



# April Forums - Feedback

Q1 - I feel confident that I can explain what I learned today to a friend or coworker.

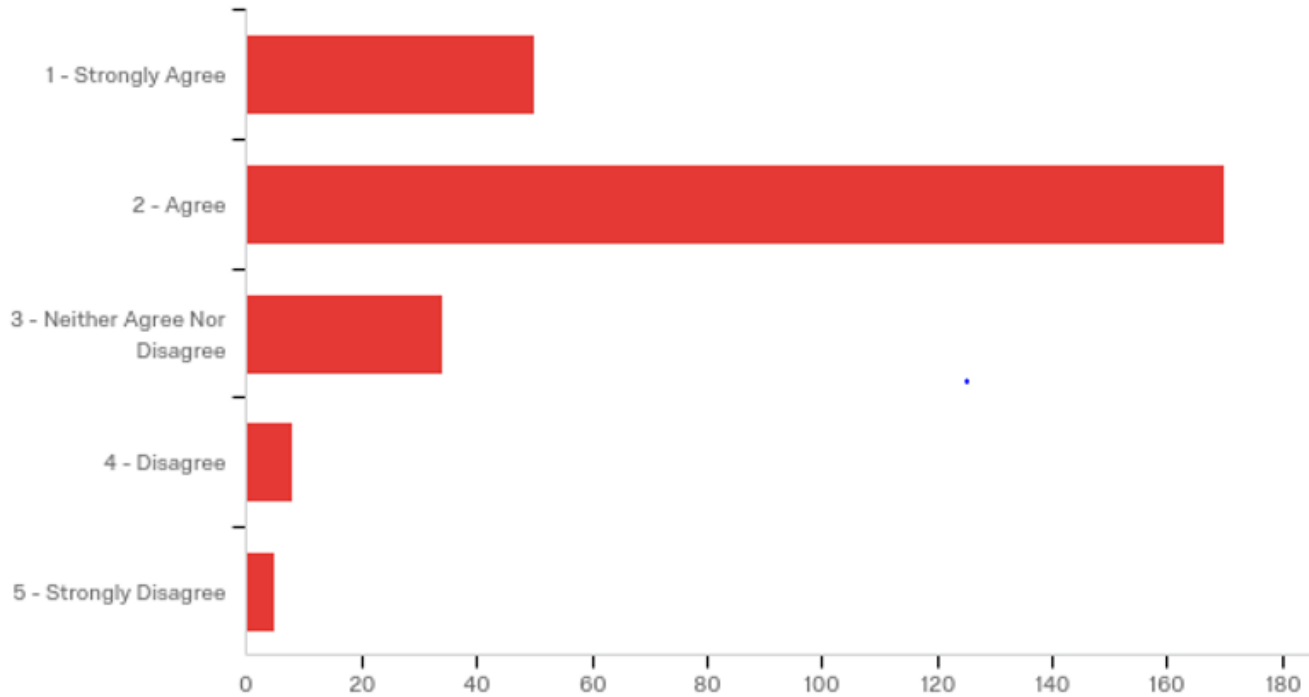


Answer	%	Count
1 - Strongly Agree	18.42%	49
2 - Agree	59.77%	159
3 - Neither Agree Nor Disagree	13.91%	37
4 - Disagree	5.64%	15
5 - Strongly Disagree	2.26%	6
Total	100%	266



# April Forums - Feedback

Q2 - As a result of the forum I feel like I have a general understanding of the Title and Total Compensation Project.

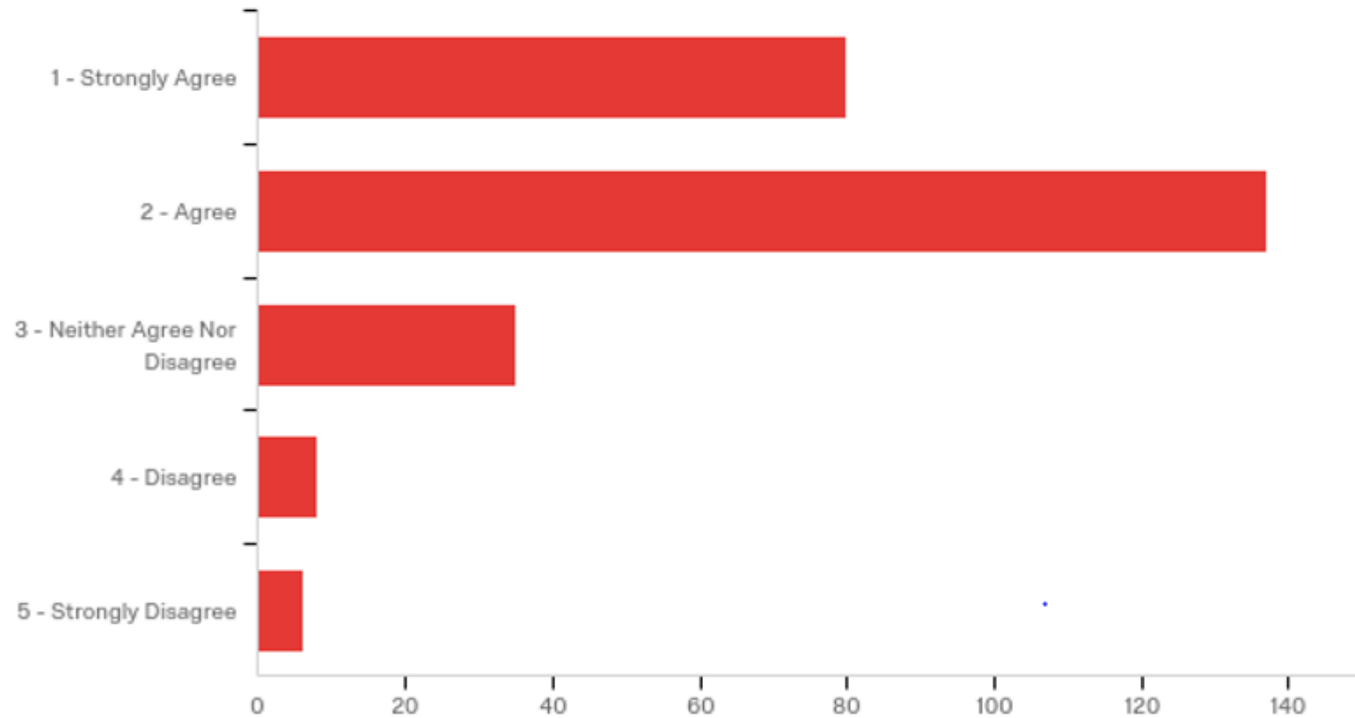


Answer	%	Count
1 - Strongly Agree	18.73%	50
2 - Agree	63.67%	170
3 - Neither Agree Nor Disagree	12.73%	34
4 - Disagree	3.00%	8
5 - Strongly Disagree	1.87%	5
Total	100%	267



# April Forums - Feedback

Q3 - I would recommend to others that they attend a future Title and Total Compensation Project.



Answer	%	Count
1 - Strongly Agree	30.08%	80
2 - Agree	51.50%	137
3 - Neither Agree Nor Disagree	13.16%	35
4 - Disagree	3.01%	8
5 - Strongly Disagree	2.26%	6
Total	100%	266



# April Forums - FAQs

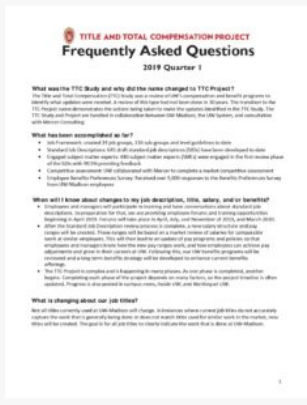


## TITLE AND TOTAL COMPENSATION PROJECT University of Wisconsin-Madison

Search

- HOME
- TTC & YOU
- JOB FRAMEWORK
- EMPLOYEE INVOLVEMENT
- TOOLKIT
- FAQS
- NEWS
- ABOUT
- CONTACT

### FAQ – TITLE AND TOTAL COMPENSATION PROJECT



- [Q1 now available online.](#)
- Working on Q2 and will be posted soon – Based on questions collected from April Forums.





# Upcoming Forums



# July Forums

Date	Location	Event Time
7/9/19	Gordon Dining and Event Center – English only	9:00am – 10:30am
7/9/19	Memorial Union (Translated)	1:00pm – 2:30pm
7/10/19	Health Science Learning Center (Translated) – Late Night	11:00pm- 12:30am
7/11/19	Health Science Learning Center – English only	1:00pm – 2:30pm



# July Forums

## Topics:

- Compensation Philosophy and Market Pricing Approach
- Position Descriptions and Standard Job Descriptions
- Employee/Manager Conversations and Feedback Loop
- Future Timeline/Next Steps



# November Forums\*

Date	Location	Event Time
11/12/19	Union South – English only	9:00am – 10:30am
11/12/19	Gordon Dining & Event Center (Translated)	1:00pm – 2:30pm
11/13/19	Health Science Learning Center (Translated) – Late Night	11:00pm- 12:30am
TBD	Health Science Learning Center – English only	1:00pm – 2:30pm

*\*Final dates, locations, and times, will be confirmed later/closer to the Fall.\**



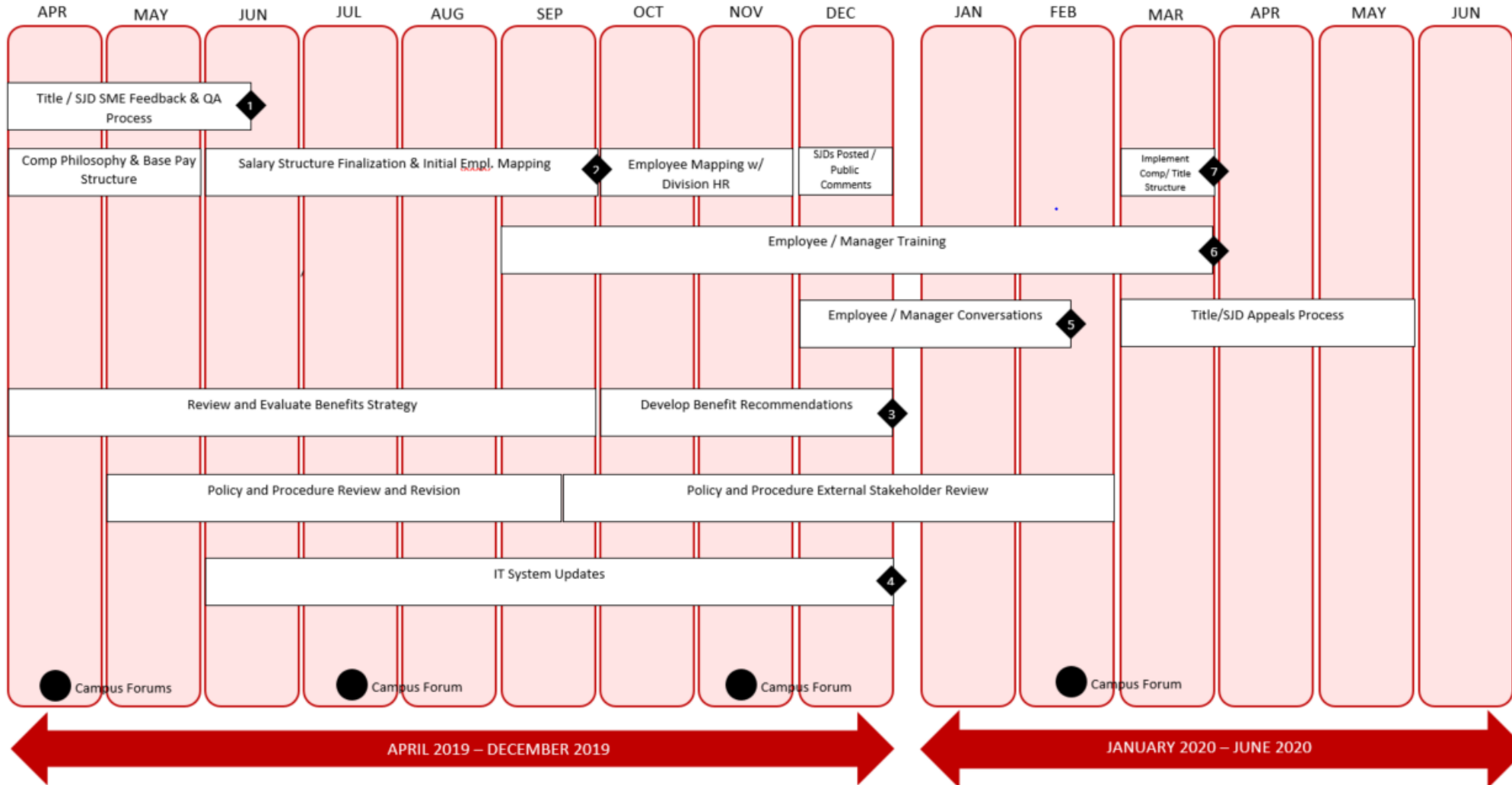
# Up Ahead – Draft Timeline



# Up Ahead – Draft Timeline



## Proposed TTC Project Timeline





# Up Ahead – Draft Timeline

<p>1</p> <ul style="list-style-type: none"><li>• Complete Title and Standard Job Description (SJD) feedback review process by SMEs</li><li>• QA final review of all Title / SJDs</li></ul>	<p>2</p> <ul style="list-style-type: none"><li>• Min. education, certification, licenses reviewed</li><li>• FLSA Review</li><li>• Finalized job framework and title sets</li><li>• Finalized base pay structure</li><li>• Finalized compensation philosophy</li><li>• Salary admin guidelines</li><li>• Career progression framework</li><li>• Match current job codes to new</li><li>• Initial mapping of all UW employees to titles</li><li>•</li></ul>	<p>3</p> <ul style="list-style-type: none"><li>• Review and analysis of Benefits Value Analysis (BVA) and Benefits Preference Survey (BPS) data and Mercer recommendations</li><li>• Develop long-term benefits strategies</li><li>• Develop options and recommendations for leadership</li></ul>
<p>4</p> <ul style="list-style-type: none"><li>• Job codes updates in HRS</li><li>• Repository for SJD, Position Description (PD), and Tasks in JEMS</li><li>• Title and Employee mapping loaded in HRS</li><li>• Explore ties to PMDP</li></ul>	<p>5</p> <ul style="list-style-type: none"><li>• Manager / Employee discussions on Titles, SJD, PD and Tasks</li><li>• Survey completed by employee</li><li>• Feedback from Manager and Employee complete</li></ul>	<p>6</p> <ul style="list-style-type: none"><li>• Critical conversations</li><li>• Job titles</li><li>• SJD / PD / Tasks</li><li>•</li></ul>
<p>7</p> <ul style="list-style-type: none"><li>• Notification letters sent to employees</li><li>• Salary ranges, titles and policies posted on external websites</li><li>• Job codes live in HRS going forward</li></ul>		



# Questions?

