

Title and Total Compensation (TTC) Project

Academic Staff Assembly

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Total Rewards



TTC Goes into Effect March 1, 2020



What Is Changing?

- Job titles
- How work is described
- Titles will be market informed
- Market-informed salary structure

Stays the Same

- Your job responsibilities and tasks
- Your supervisor
- Your pay and benefits

Academic Advisor – Today



Job Summary

Provides information, interpretation of policy, advice and counsel to students in academic departments, academic programs service areas such as financial aid, career planning and placement, registration or admissions. Advises students individually or in small group settings. **May have advising responsibilities in more than one area** or may have other related student services administrative duties.

After March 1, 2020



Academic Advisory I & II Job Summary

Engages students in decision making processes and promotes appropriate and responsible choices on academic matters, such as course selection and degree requirements. Maintains appropriate confidentiality, updates student advising records and contributes to the development of academic advising related programming. This individual will work to ensure students receive accurate, timely and holistic advising services in support of promoting student success, retention and program completion.

Standard Job Description



Academic Advisor I

1. Handles academic inquiries
2. Serves as a main point of contact for students
3. Implements academic advising programs
4. Maintains confidentiality and accurate student records

Academic Advisor II

1. Handles academic inquiries
2. Serves as a main point of contact for students
3. Implements academic advising programs
4. Maintains confidentiality and accurate student records
5. **Participates in campus-wide advising community, providing input to leadership regarding advising/co-curricular/recruitment programs**
6. **Leads daily operational activities of staff and facilitates training**

Administrative Program Specialist – Today



Job Summary

These administrative staff include department, unit and small school/college level staff who provide specialized services associated in managing daily administrative activities in a variety of areas including instructional and research areas. They have greater responsibility and independence of action than the support focus provided by an Administrative Specialist. Such professional staff work can be distinguished from a Program Manager in that the area is not typically recognized as a free standing activity. They may be similar in function to Administrative Officer, but may have less direct control of policy development and are often in units smaller than the usual size of a school, college, or administrative division. These individuals often have expertise in the discipline area which directly affects their ability to perform their job.

After March 1, 2020



Instructional Designer Job Summary

Designs, develops and implements comprehensive learning programs utilizing various mediums, formats and technologies to meet organizational training needs and promote a culture of learning and development.

What Changed?



After March 1, 2020

- Title accurately describes work
- Titles and descriptions aligns with the labor market
- Standard job descriptions (SJD) are concise and focus on responsibilities not tasks

Today

- Titles do not accurately describe work performed
- Same titles for different work

New Official Titles Will Provide Clarity



Provide a more specific description of work performed



Add clarity to the job function, group and classification



Consistent with professional industry and industry practices



In select instances, some staff may have a business title after March 1, 2020

How UW Becomes a Model Employer



Modern compensation program with clear, consistent guidelines effective March 1



Long-term benefits enhancement strategy



Long-term compensation strategy will address compensation issues in the future

Questions?



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