



UNIVERSITY OF WISCONSIN – MADISON

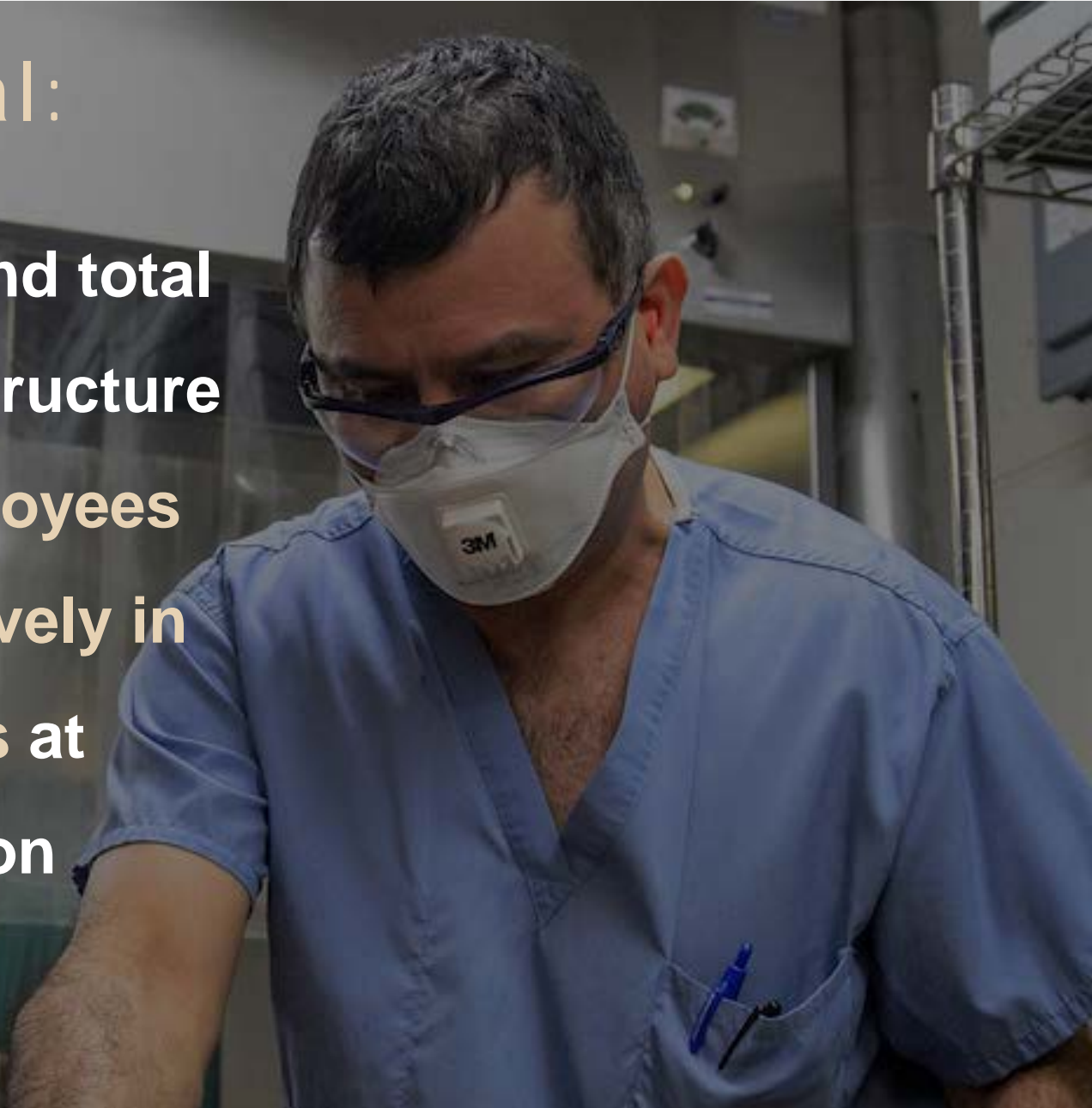
# TITLE AND TOTAL COMPENSATION STUDY





Our Goal:

To build a title and total  
compensation structure  
that helps employees  
advance effectively in  
their careers at  
UW–Madison





## CLEARING UP ANY MISNOMERS

No employees will lose their jobs

Employee base pay will not be reduced

The study results will provide guidance  
on how to address market issues over time





## WHERE WE **ARE** GOING

The Title and Total Compensation Study will result in **relevant** and **market-informed** titles and pay ranges.

- You will see how your job and title compares to positions across campus and at other organizations
- You will have clear guidelines to make informed choices about advancing in your career at UW-Madison
- Managers will have tools to make informed decisions about pay and promotional opportunities for their employees



An aerial photograph of a city waterfront at sunset. The sun is low on the horizon, casting a golden glow over the scene. The water is dark blue with many sailboats scattered across it. The city buildings are visible on the left side, and a large body of water curves around the right side. The text "HOW WE GET THERE" is overlaid in the center in white, bold, sans-serif font.

**HOW WE GET THERE**



# PROJECT TIMELINE



I. Design and Study Strategy	II. Assess Positions and Develop New Job Title Structure	III. Create Compensation Structure	V. Implement New Structures	
<ul style="list-style-type: none"> <li>Review Data</li> <li>Develop project plan</li> <li>Stakeholder interviews and focus groups</li> <li>Compensation philosophy guiding principles</li> <li>Preliminary communication and change management strategy</li> </ul>	<ul style="list-style-type: none"> <li>Job titling framework</li> <li>Map positions to the titling framework</li> <li>Create/update job descriptions</li> <li>Stakeholder briefings</li> </ul>	<ul style="list-style-type: none"> <li>Analysis of compensation</li> <li>Salary structure</li> <li>Preliminary cost analysis</li> <li>Salary administration guidelines</li> <li>Stakeholder briefings</li> </ul>	<ul style="list-style-type: none"> <li>Presentation to stakeholders</li> <li>Finalize program based on stakeholder feedback</li> <li>Finalize communication and change strategy</li> <li>Deliver Targeted communications</li> <li>Training for ongoing program administration</li> </ul>	
	<th data-bbox="488 1099 1439 1159">IV. Review Benefits / Work-life and Leave Structures</th> <td data-bbox="964 1159 1439 1325"> <ul style="list-style-type: none"> <li>Analysis of work/life and leave benefits</li> <li>Gap analysis and recommend solutions</li> <li>Stakeholder briefings</li> </ul> </td> <td data-bbox="1439 1099 1912 1325"></td>	IV. Review Benefits / Work-life and Leave Structures	<ul style="list-style-type: none"> <li>Analysis of work/life and leave benefits</li> <li>Gap analysis and recommend solutions</li> <li>Stakeholder briefings</li> </ul>	



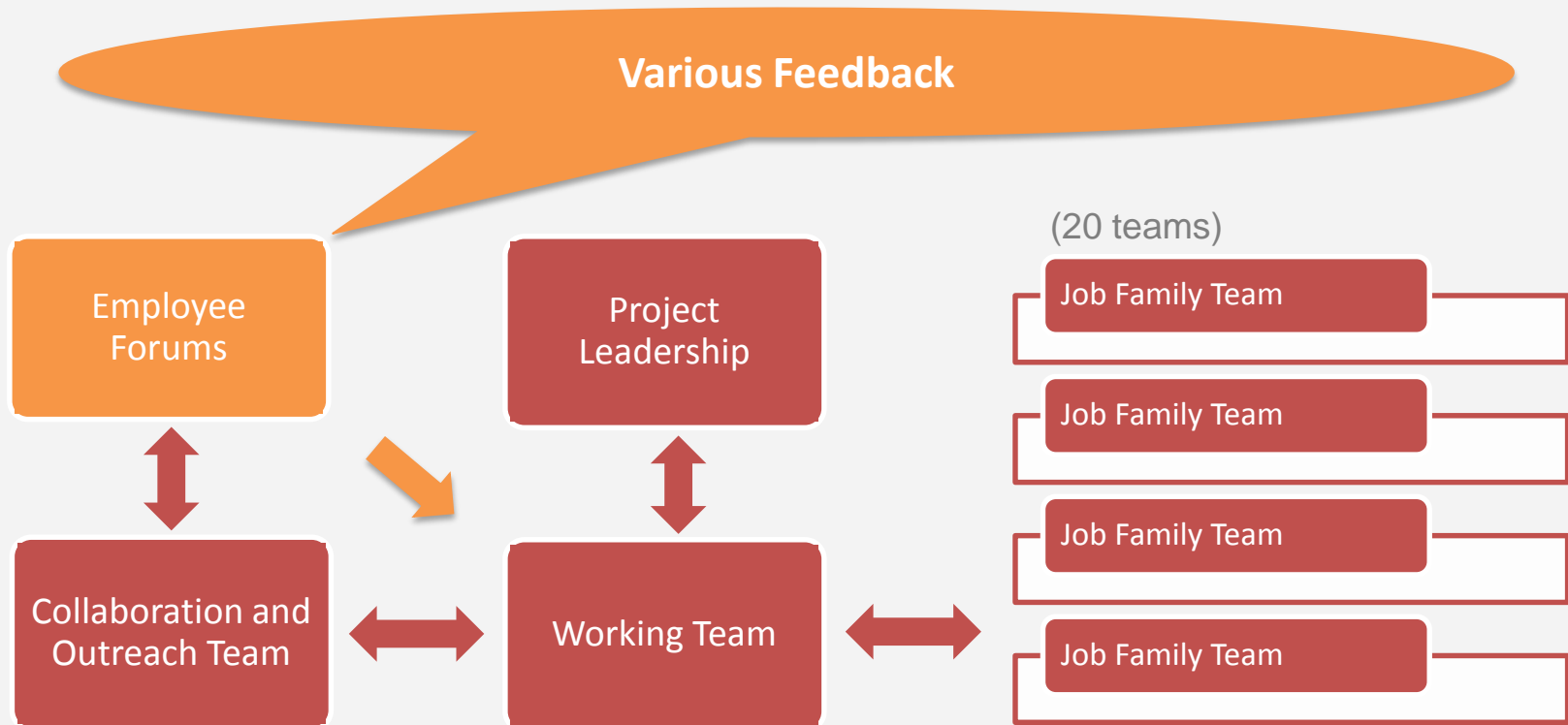


# HOW WE GET THERE: YOUR INPUT

Employee Forums

Multiple Project Teams

250 employees on Project Teams  
(HR/Campus Representatives)



An aerial photograph of a city waterfront at sunset. The sun is low on the horizon, casting a warm, golden glow over the scene. The water is dark blue with many sailboats scattered across it. The city buildings are visible on the left side, and a large body of water curves around the right side of the image. The overall atmosphere is peaceful and scenic.

**WHAT ARE JOB FAMILIES?**





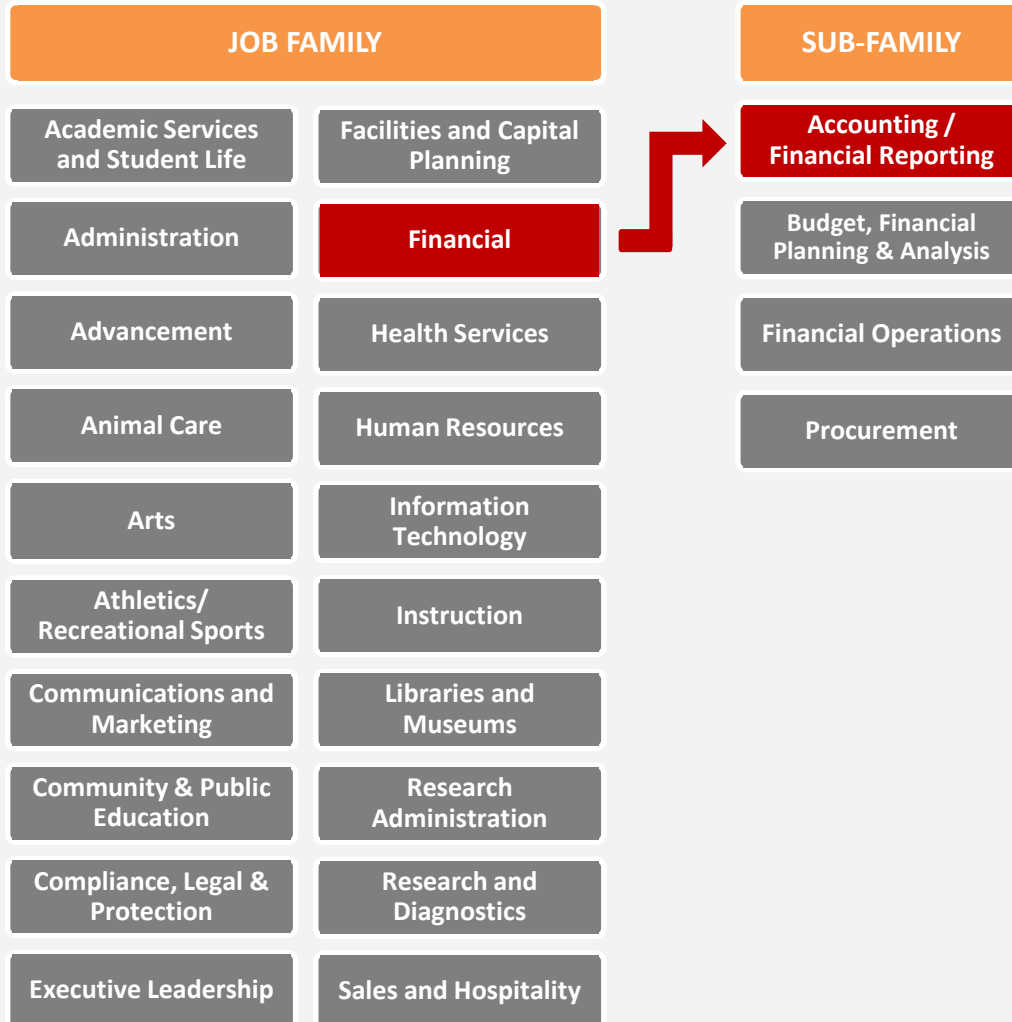
# WHAT ARE JOB FAMILIES?

- **Job Family:** group of jobs involving similar types of work and requiring similar training, skills, knowledge, and expertise
- **Sub-family:** a sub-set of a job family that describes a specialized function





# WHAT ARE JOB FAMILIES?



## Financial

Collects, analyzes, monitors and reports on the institution's financial matters. Manages and ensures compliance with the institution's policies, professional standards and all laws.

## Accounting / Financial Reporting

Involves accounting functions such as analyzing, monitoring, preparing and reconciling financial information to reflect the condition of the organization and provide financial and other statistical data to control operations.



An aerial photograph of a city waterfront at sunset. The sun is low on the horizon, casting a golden glow over the city buildings and the water. The water is dark blue with many sailboats scattered across it. The city buildings are visible on the left side of the frame, and a large body of water occupies the right side. The overall scene is peaceful and scenic.

# YOUR INPUT ON JOB FAMILIES





## CAMPUS FORUMS SCHEDULE

### **Late Night Session (Multi-Lingual)**

*Wednesday, September 13*

11:00 p.m. to 12:30 a.m.

Health Sciences Learning Center

### **Morning (Multi-Lingual)**

*Monday, September 25*

9:00 to 10:30 a.m.

Pyle Center

### **Online Afternoon Session (English)**

*Thursday, September 28*

1:30 to 3:00 p.m.

Live online forum and recording for ongoing use by employees

### **Morning Session (English)**

*Monday, October 2*

9:00 to 10:30 a.m.

Gordon Dining and Event Center, Sonata and Concerto Rooms

### **Afternoon Session (English)**

*Tuesday, October 10*

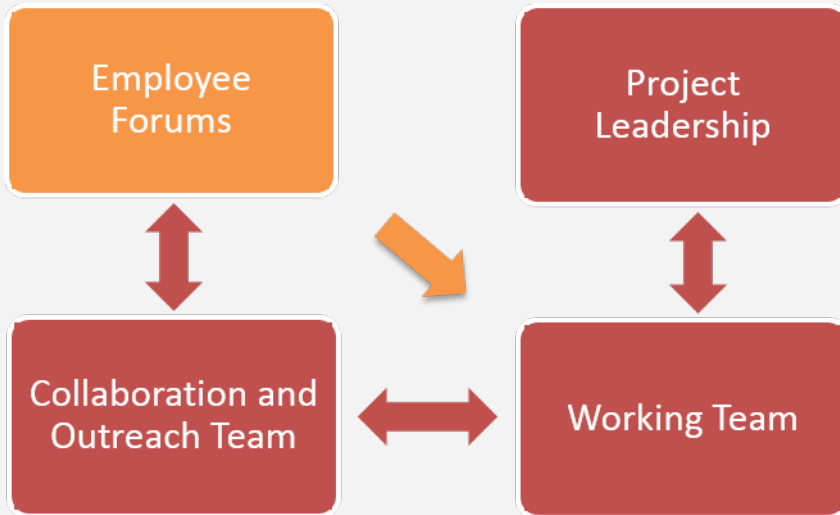
1:30 to 3:00 p.m.

Union South, Varsity Hall II



# CAMPUS FORUM INPUT

Feedback from in-person and online campus forums will be provided to the Study.



 **TITLE AND TOTAL COMPENSATION STUDY**  
University of Wisconsin-Madison

**JOB FAMILY EXERCISE**

Today we are gathering your input on the Job Families under consideration for the future Jobs Framework at UW-Madison. We will provide your feedback to the Study.

Your current job title: \_\_\_\_\_

Your college, school or division: \_\_\_\_\_

1. What job family/families do you think your duties fit into? Check all that apply.

- |   |   |
|---|---|
| <input type="checkbox"/> Academic Services and Student Experience | <input type="checkbox"/> Facilities and Capital Planning  |
| <input type="checkbox"/> Administration                           | <input type="checkbox"/> Financial                        |
| <input type="checkbox"/> Advancement                              | <input type="checkbox"/> Health Services                  |
| <input type="checkbox"/> Animal Care                              | <input type="checkbox"/> Human Resources                  |
| <input type="checkbox"/> Arts                                     | <input type="checkbox"/> Information Technology           |
| <input type="checkbox"/> Athletics/Recreational Sports            | <input type="checkbox"/> Instruction and related services |
| <input type="checkbox"/> Clinical Faculty                         | <input type="checkbox"/> Libraries and Museums            |
| <input type="checkbox"/> Communications/Marketing                 | <input type="checkbox"/> Research Administration          |
| <input type="checkbox"/> Compliance, Legal and Protection         | <input type="checkbox"/> Research and Diagnostics         |
| <input type="checkbox"/> Community Outreach and Public Education  | <input type="checkbox"/> Sales and Hospitality            |
| <input type="checkbox"/> Executive Leadership                     |   |

2. What additions/changes would you suggest to the definition(s) to help you see where your job fits into the Job Family structure?

3. Are there additional questions you would like to have answered at future forums, or in Frequently Asked Questions on the TTC website ([go.wisc.edu/ttstudy](http://go.wisc.edu/ttstudy))?

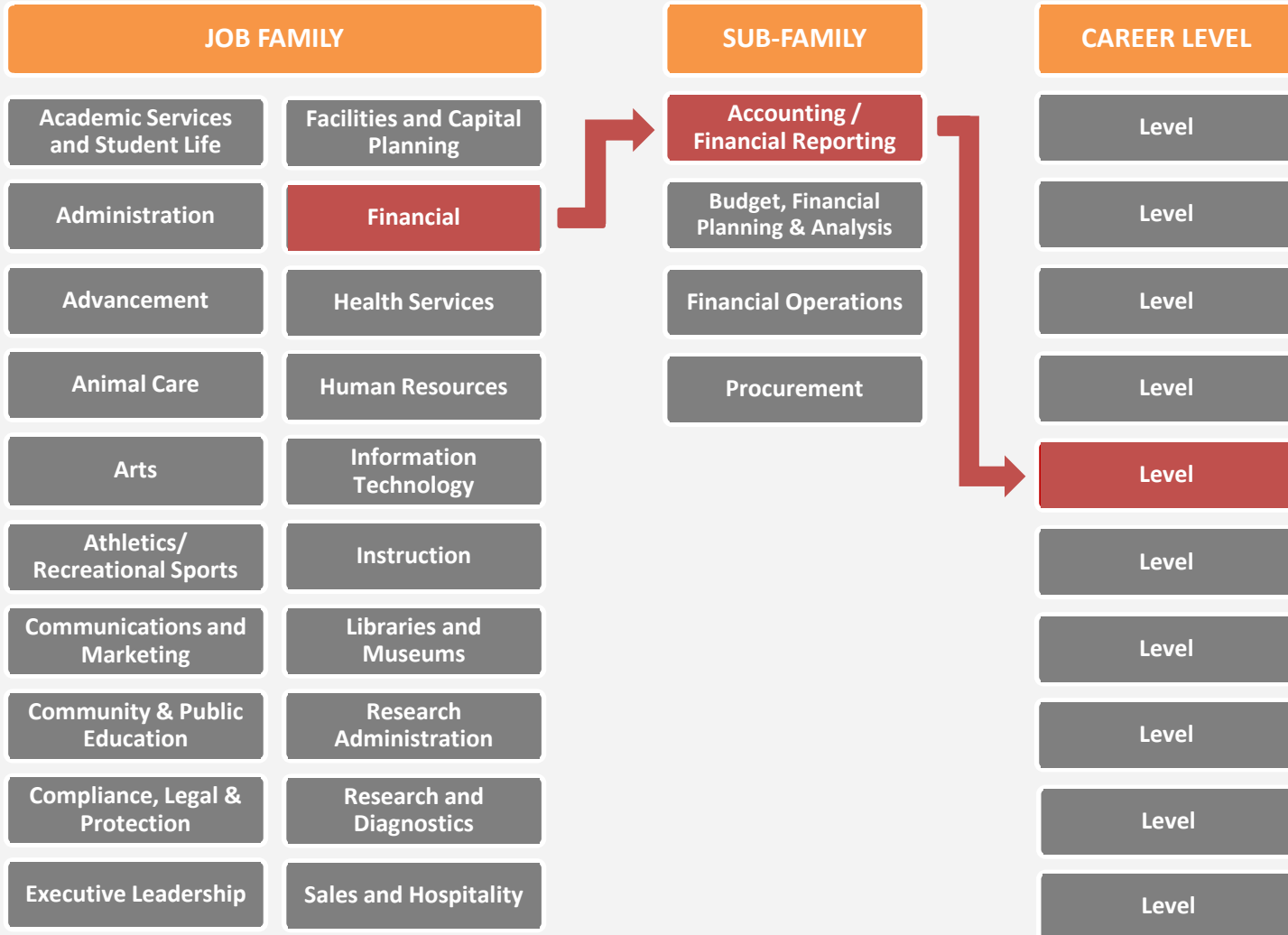
An aerial photograph of a city waterfront at sunset. The sun is low on the horizon, casting a golden glow over the scene. The water is dark blue with many sailboats scattered across it. The city buildings are visible on the left side, and a large body of water curves around the right side. The text "UPCOMING IN PHASE TWO" is overlaid in the center of the image.

**UPCOMING IN PHASE TWO**





# THE BIG PICTURE!





## WHAT'S NEXT...

- Your job family will be reviewed by a Job Family Team with expertise in your family.
- You will be invited by your Job Family Team to provide input on the sub-families
- Jobs at UW-Madison will be mapped to the complete Job Framework
- With the assistance of your manager, you will enter the unique job duties and typical education and experience for your position into an online system





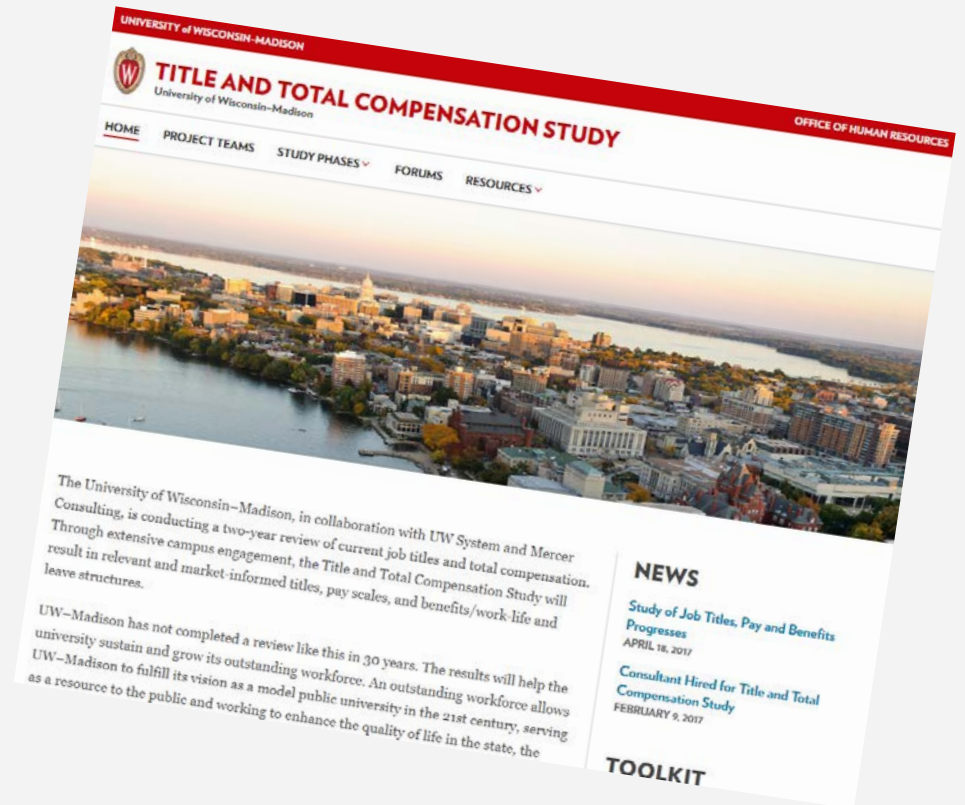
# Questions

Website:

[go.wisc.edu/ttcstudy](http://go.wisc.edu/ttcstudy)

Email:

[ttcstudy@ohr.wisc.edu](mailto:ttcstudy@ohr.wisc.edu)





**THANK YOU.**

