

### **Resolution Addressing the Title and Total Compensation Study Job Families, Sub-Families, Career Levels and Career Paths**

(1) Whereas, the Title and Total Compensation (TTC) study is reviewing current job titles and total compensation for the first time since the Hayes-Hill study in the 1980s;

(2) Whereas, the TTC study began in March 2017 and is a joint effort between UW-Madison and UW System;

(3) Whereas, outcomes of the TTC study for UW-Madison and UW System will differ according to the needs of each project;

(4) Whereas, Phase 2 of the TTC study includes completion of a job framework, which includes job families, job sub-families, career levels and career paths;

(5) Whereas, UW-Madison academic staff members are active participants on TTC study committees and teams to create and refine the job framework;

(6) Whereas, the Academic Staff Assembly (ASA) acknowledges and thanks the TTC committees and teams, campus stakeholders and executive sponsors for their efforts over the past year in completing a job framework and also recognizes them for modifying and revising recommendations based on feedback from academic staff and academic staff governance; and

(7) Whereas, the ASA considers the job family, sub-families and levels to be dynamic documents that will evolve over time to meet the ongoing needs of the institution and its employees;

(8) Therefore, be it resolved the UW-Madison Academic Staff Assembly endorses the job framework including job family, sub-families, career paths and career levels documents with the following exceptions and caveats:

#### **Job Families and Sub-Families Document**

- The ASA urges that wording be reinserted into the Outreach Family description regarding the Wisconsin Idea or at a minimum the institution's outreach mission.
- The ASA requests that introductory language be added to the job families and sub-families document to explain the descriptions are not intended to be comprehensive in nature.
- The ASA asks that the sub-families with "Multifunctional" be renamed with another term.

**Career Levels and Career Paths Document**

- The ASA also requests that introductory language be added to the career paths/career levels document explaining that different jobs will have different ranges of levels, and that not all jobs will have all levels available to them.
- The ASA calls for changes to the levels document to make it more applicable to instructional and research roles.
- The ASA asks for the inclusion of a glossary that provides more precise definitions to provide a shared understanding of expected behaviors within job levels (e.g., “collaborate,” “negotiate,” “contribute”).

**Title and Total Compensation Study Overall**

- The ASA reminds those conducting the TTC study that it is essential to follow up in a timely fashion with those who are asked to provide feedback in campus forums. This was an issue with the campus feedback sessions on job families and sub-families.
- The ASA expects those conducting the TTC study to continue to provide an adequate number of opportunities for feedback from academic staff at large, in addition to academic staff governance, and to respond to comments and questions in a timely fashion during all phases of the TTC study, including the evaluation and review of the study’s outcomes.
- The ASA expects those conducting the TTC study to provide clear written and verbal communication on works in progress and results at all stages of the study and in ways readily accessible by all employees.
- The ASA asserts that divergence from UW System’s project tracks may continue to be necessary to meet UW-Madison’s institutional needs.