



- Study Timeline
- Scope by Employee Category
- Link to UW-Madison Strategic Framework
- Job Framework
- Employee Involvement
- Questions
- Next Steps



Study 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"> Review Data Develop project plan Stakeholder interviews and focus groups Compensation philosophy guiding principles Preliminary communication and change management strategy 	<ul style="list-style-type: none"> Job titling framework Map positions to the titling framework Create/update job descriptions Stakeholder briefings 	<ul style="list-style-type: none"> Analysis of market data Pay range development Salary administration guidelines Stakeholder briefings 	<ul style="list-style-type: none"> Presentation to stakeholders Finalize program based on stakeholder feedback Finalize communication and change strategy Deliver Targeted communications Training for ongoing program administration
	IV. Review Benefits / Work-life and Leave Structures		
	<ul style="list-style-type: none"> Analysis of work/life and leave benefits Gap analysis and recommend solutions Stakeholder briefings 		



Impact of the Study by Employee Category

Faculty	University Staff, Academic Staff, and Limited Appointees, and Employees-in-training	Student Assistants (Student Hourly are not included in the study)
<ul style="list-style-type: none"> Employee benefits/work-life structures (except state-administered programs that include retirement and health insurance) Employee leave programs 	<ul style="list-style-type: none"> Employee benefits/work-life structures (except state-administered programs that include retirement and health insurance) Employee leave programs Job titles/classifications, compensation structures, and related labor market data 	<ul style="list-style-type: none"> Compensation Structures

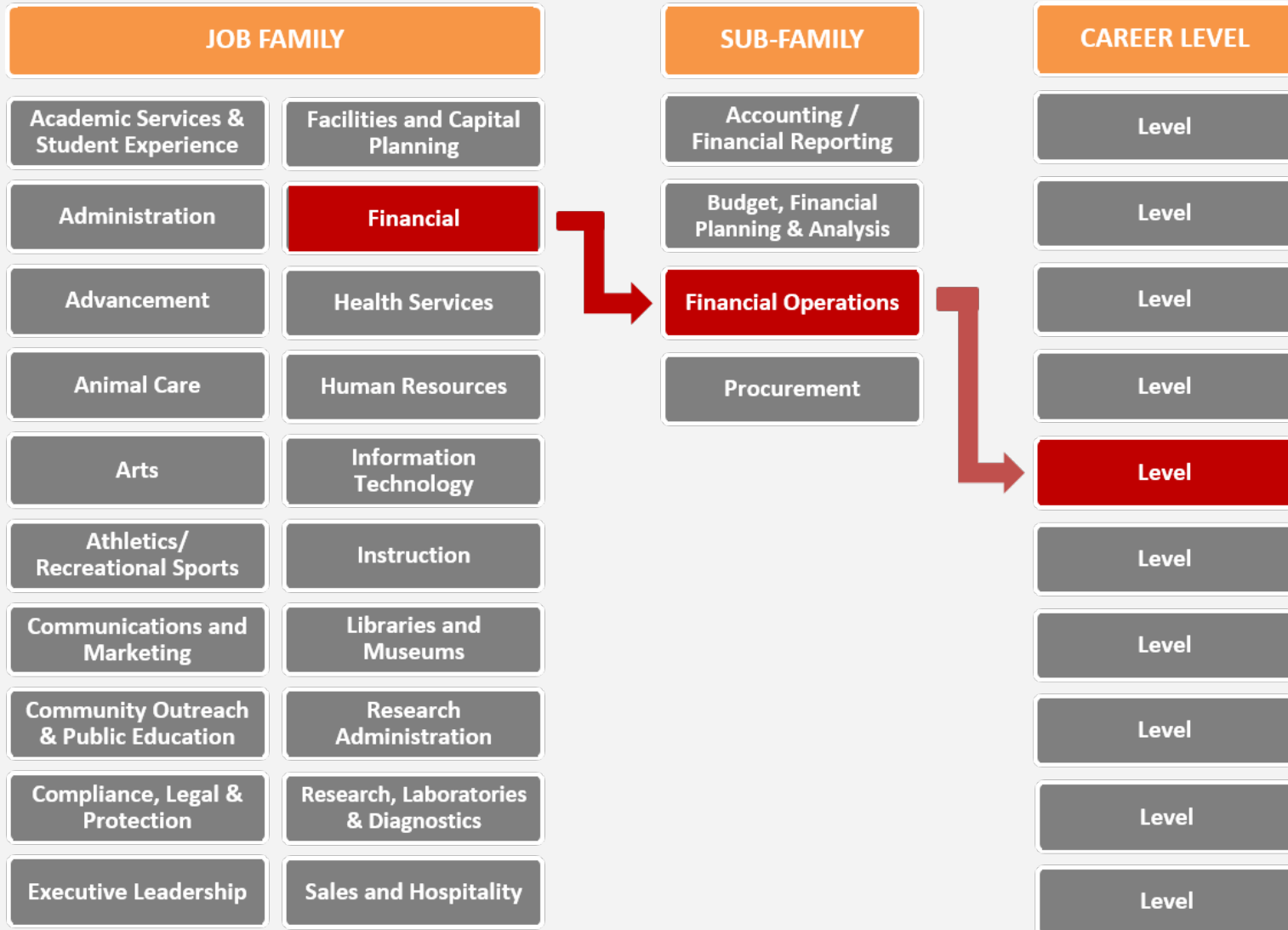


LINKS TO STRATEGIC FRAMEWORK

- Ensure UW–Madison has a workforce that is highly talented, engaged, and diverse by implementing our new personnel/human resource system
- Enhance the strength of our campus through diversity and inclusion by implementing the campus Diversity Framework
- Ensure our ability to attract and retain talent by making progress toward competitive compensation relative to our peers and market medians
- Nurture growth of our people through professional development and performance excellence
- Create the best possible environment in which our people can carry out their responsibilities to the university



Job Framework – Structure ILLUSTRATIVE





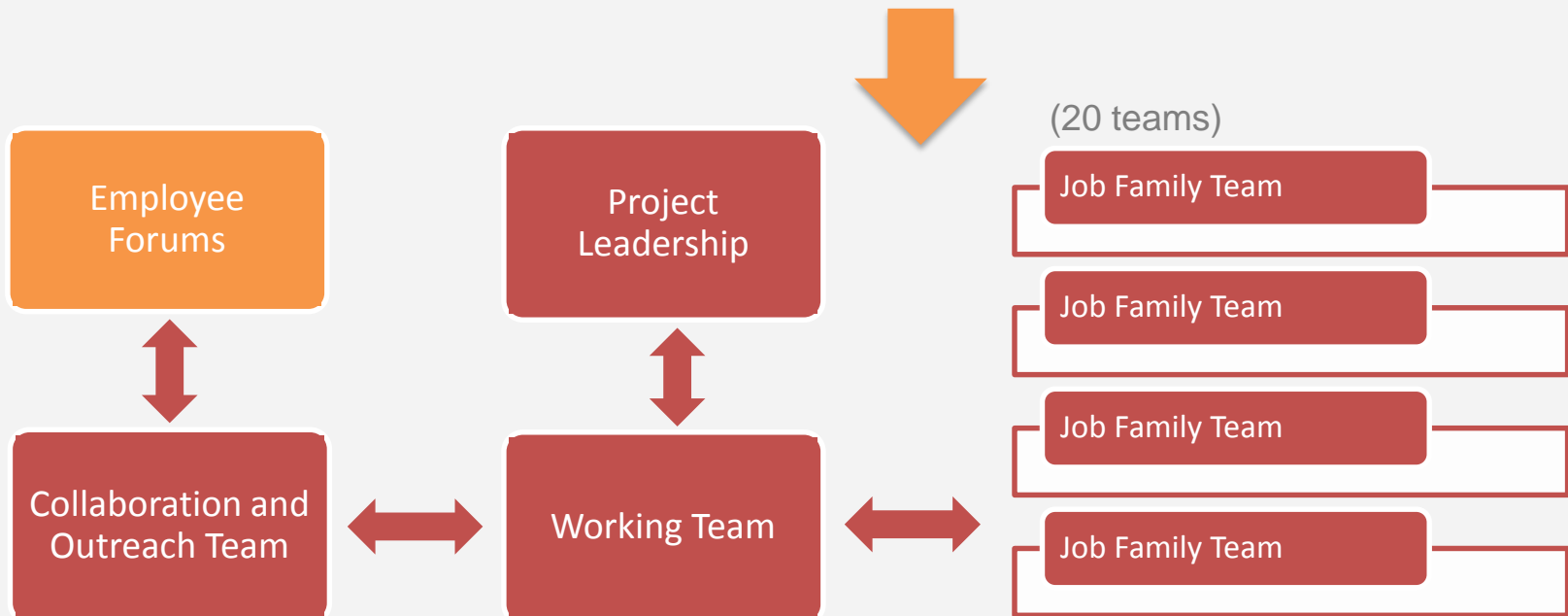
EMPLOYEE INVOLVEMENT

Employee Forums

Governance and Leadership Inclusion and Guidance

250 employees on Project Teams
(HR/Campus Representatives)

ADVISORY COUNCIL, GOVERNANCE, LEADERSHIP





QUESTIONS

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Next Steps