

UW System Title and Total Compensation Project

Attract. Engage. Retain.

Title and Total Compensation is a project across all University of Wisconsin (UW) institutions that will modernize job descriptions, compensation, and benefits programs. This is necessary for the UW to remain a competitive employer that attracts and retains top talent.

Learn more at wisconsin.edu/ohrwd/title-and-total-compensation-study.

JOB TITLES & DESCRIPTIONS

More than 700 job titles and job descriptions across the UW have been created during this project. Updated job titles and job descriptions will concisely describe the core job functions, skills, and knowledge for the job. Your updated job title and job description will be mapped to a job family, job sub-family, career path, and career level to help standardize job descriptions across the entire UW.

Your work will stay the same. Your job description will reflect the core responsibilities of your role. Your career path within your job family will be clearly defined. The draft job titles and job descriptions will be posted online this winter 2019-2020. During this time, managers will meet with employees to explain the new job titles and job descriptions. You will be able to provide feedback on your title and job description at this time. New job titles and updated job descriptions will be implemented in early 2020.

COMPENSATION

A third-party research firm, Mercer Consulting, conducted an assessment of UW jobs and pay to similar jobs in the job market. Using this market-informed analysis, the UW will update the pay ranges for every job to align with market rates. Knowing current market rates for similar jobs will allow the UW to be competitive when attracting new talent as well as retaining current employees.

Your base pay will not be reduced. The pay ranges associated with your job will be in-tune with the current market. Going forward, updating the UW title and compensation structures will allow us to assess any potential pay issues.

BENEFITS

In 2018, nearly 40,000 employees in the UW were asked to participate in a benefits preferences survey that assessed the priorities, needs, and wants of employees related to their benefits. Forty-seven percent of employees responded to the survey. UW is working with Mercer Consulting to compare our benefits to what other employers with similar workforces are offering.

UW will use this information to explore ways to enhance the value of UW benefits offerings. Your feedback is helping us evaluate how well our benefits options are meeting your needs. UW is still reviewing the survey results and waiting for Mercer's final analysis and recommendations. A summary of the results will be available to employees upon completion Mercer's analysis.