



The IT Titling and Compensation Gap Analysis Project

Summer 2016
UW-Madison



Agenda

- Welcome and project background
- Information about today's activity
- Discussions (two rounds)
- Report-outs
- Wrap-up



Job Title and Total Compensation Study begins

June 7, 2016

Recognizing that the University of Wisconsin's most important resource is people, UW-Madison is collaborating with the UW System to begin a redesign of the current job titling and compensation structure.

On July 1, 2015, UW-Madison began implementing a new personnel system. This new system, "[HR Design](#)," was a unique opportunity to develop a more efficient and responsive human resources system tailored expressly to the needs of UW-Madison. The next step in this redesign process is to evaluate the job title and total compensation system in order to ensure the university can continue to attract and retain the best talent.



Business Case: Why We Need the Study

- Number of job titles excessive and redundant
- Title structures confusing and not well understood
- Job titles do not adequately reflect duties
- Two divergent title structures
- Current structures do not include career and professional growth opportunities
- Salary structures do not consistently reflect market salaries



Goals: Job Title and Total Compensation Study

- Better job title and total compensation structures
- Review of benefits programs
- Better job titles that reflect duties/responsibilities
- Market-informed title and compensation structures
- Better career progression where it makes sense
- Better recruitment and retention

Note: Focus is on job titles and compensation structures for academic, university and limited staff



Other Groups Preparing for Study

- Academic staff governance
 - Compensation and Economic Benefits Committee
 - Ad Hoc Committee on Academic Staff Titling and Compensation
 - Ad Hoc Committee on Academic Staff Degree Requirements
- University staff governance

IT Titling and Compensation Gap Analysis Project

- Who are we?
- What's this project about?
- How will we be gathering input?





Business Case: Why We Need This Project

- Both Academic and University IT staff
- IT work constantly changing
- Barriers to exercising new flexibilities
- IT staff in both central and distributed units
- Lack of consensus on what counts as IT work
- Hard to generate data about IT activities

Deliverables

- Define the term “IT”
- Describe current state of IT titling and compensation
- Document needs/gaps or pain points
- Prepare written report
- Keep stakeholders apprised





World Cafe

Setup and Instructions

- Writing period (5 min)
- Discussion #1
- Switch Tables/Topics
- Writing period (5 min)
- Discussion #2
- Report Outs



Wrap Up/Next Steps

- Complete input sessions
- Analyze input
- Prepare report
- Share with Bruce Maas
- Publish for community





Feedback



What worked well?
What would you change?



Thank You!

Bruce Maas, CIO, sponsor

Kevin Cherek, AIMS

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