# Top Items to Address for IT Titling & Compensation

The IT Titling and Compensation Gap Analysis project team respectfully submits the following key issues that should be addressed to best support a successful implementation of a new titling and compensation system. The team acknowledged that the variations and inconsistencies in our landscape, including personal experiences, administrative structures, management practices, and resources all contribute to existing challenges.

**HR IT Support and Practices**
- HR activities for IT units and staff outside of DoIT are inconsistently supported. We must develop a strategy for providing more up-to-date, consistent, robust IT HR support to ensure more uniform practices across all divisions.
- We need to create processes for reviewing and updating IT titles and job descriptions to keep pace with the changing nature of IT work, and to improve alignment of IT titles, pay scales, and advancement options with rest of IT industry.

**Metrics**
- Establishing and utilizing key metrics is critical to identifying issues and monitoring progress. Data is needed in order to assess areas of strength and areas of improvement. Most metrics needed span across job types - time to fill positions, diversity of applicant pools and workforce, turnover trends, etc.
- Pressing issues for the IT workforce include the need for salary data for particular technologies and market values for hot skills, as well as changing labor market trends (e.g. projected growth rates for IT occupations, labor force shortages, increased labor force diversity, etc.) This information must be used when assessing equity concerns and how to best utilize our limited budgets.

**IT Definition**
- We need to be able to measure IT personnel expenditures to accurately inform strategic planning and decision-making for IT, both at the division level and campus-wide. To do that, we need to have job titles that align with our shared understanding of what does and doesn't count as IT work on our campus.

**Career Advancement**
- Advancement tracks are needed for both managerial and technical roles spanning over long-term careers (30+ years rather than 7 years).
- IT Positions must clearly and transparently compare skills and duties across campus and across environments in order to properly identify growth opportunities and pay structures. Employees and employers should be able to assess differences/similarities in positions relating to things such as: complexity of work (size and scope), risk level, amount of specialized vs diversified duties, and decision making authority.

**Benefits**
- We must be aware of the value of our compensation and total compensation packages in order to understand and promote our competitive advantage.  Benefits beyond traditional benefits must be explicitly identified; work/life balance, work environment, professional development, UW Mission, etc.
- We need a marketing strategy and promotional tools to better present why UW-Madison is a great place to work with meaningful impact.  It is critical that we craft messages that appeal to the IT workforce and the new generations of employees who expect flexibility and value work/life balance, for example.