Frequently Asked Questions
2019 Quarter 1

What was the TTC Study and why did the name changed to TTC Project?
The Title and Total Compensation (TTC) Study was a review of UW’s compensation and benefit programs to identify what updates were needed. A review of this type had not been done in 30 years. The transition to the TTC Project name demonstrates the actions being taken to make the updates identified in the TTC Study. The TTC Study and Project are handled in collaboration between UW Madison, the UW System, and consultation with Mercer Consulting.

What has been accomplished so far?
• Job Framework: created 24 job groups, 116 sub-groups and level guidelines to date
• Standard Job Descriptions: 645 draft standard job descriptions (SJDs) have been developed to date
• Engaged subject matter experts: 440 subject matter experts (SMEs) were engaged in the first review phase of the SJDs with 99.5% providing feedback
• Competitive assessment: UW collaborated with Mercer to complete a market competitive assessment
• Employee Benefits Preferences Survey: Received over 9,000 responses to the Benefits Preferences Survey from UW-Madison employees

When will I know about changes to my job description, title, salary, and/or benefits?
• Employees and managers will participate in training and have conversations about standard job descriptions. In preparation for that, we are providing employee forums and training opportunities beginning in April 2019. Forums will take place in April, July, and November of 2019, and March 2020.
• After the Standard Job Description review process is complete, a new salary structure and pay ranges will be created. These ranges will be based on a market review of salaries for comparable work at similar employers. This will then lead to an update of pay programs and policies so that employees and managers know how the new pay ranges work, and how employees can achieve pay adjustments and grow in their careers at UW. Following this, our UW benefits programs will be reviewed and a long term benefits strategy will be developed to enhance current benefits offerings.
• The TTC Project is complex and is happening in many phases. As one phase is completed, another begins. Completing each phase of the project depends on many factors, so the project timeline is often updated. Progress is also posted in campus news, Inside UW, and Working at UW.

What is changing about our job titles?
Not all titles currently used at UW-Madison will change. In instances where current job titles do not accurately capture the work that is generally being done or does not match titles used for similar work in the market, new titles will be created. The goal is for all job titles to clearly indicate the work that is done at UW-Madison.
How will my job title and job description be determined?
Draft standard job descriptions are created using current campus information and market norms. These drafts are then reviewed in a 2 phase process, using subject matter experts from the Madison campus and across UW System to review and provide feedback. A quality assurance team of compensation and title professionals revises the SJDs based on the feedback provided and market analysis. Final drafts are posted on the TTC website where employees can review them as well. The finalized SJDs are used to update current job descriptions. Employees and managers then review and discuss the updated job descriptions.

Why are we reviewing employee compensation?
An in-depth review of both pay and benefits has not been done on a comprehensive basis at the institution for almost 30 years. The TTC Project allows UW-Madison to compare what is being offered currently to what other employers that have similar workforces (and who we compete for talent) are offering. The results guide us toward making our compensation and benefits competitive with our peers and markets. The project does not include a review of faculty pay; however, we will review faculty benefits. The goal is to have a compensation structure and benefits that are market-informed, and to establish an ongoing title and total compensation review cycle.

What are we comparing our compensation packages to?
Experts recommend comparing compensation and benefits to what is being offered by other employers for similar work. This is known as a market competitive assessment. Mercer consultants are market experts and will help us find market comparisons and evaluate our compensation programs. Market information will inform the development of updated salary ranges and benefits programs. The specific employers used in their market research will be unknown to UW as that information is proprietary to Mercer. We do know however that it includes other higher education institutions, local Madison businesses and regional markets around the state.

How will changes in salary or benefits be determined?
The project helps to determine improvements or changes that should be made to our compensation and benefits programs. A goal of the project is to review and evaluate pay and benefits programs to market data to ensure competitiveness so we can attract, engage and retain employees. Please note that no employees will lose their jobs and salaries will not be reduced based on recommendations from the TTC Project.

What if I am concerned about how changes might affect me?
The TTC Project team is interested in answering your questions and receiving your feedback and suggestions. If you have a concern that you feel has not been addressed, please contact: ttcstudy@ohr.wisc.edu

Last updated Monday, April 12, 2019

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