Frequently Asked Questions
2019 Third Quarter

How will promotions and changing job levels occur in the future? How will the current prefix system be impacted?

In March 2020, the UW will have a new title structure. Find out how this will work with the Progression and Promotion Learning Series.

Will the Distinguished title still exist after TTC goes into effect?

Yes, Distinguished titles will still exist and it can be used as a business title.

When will we see what our new salary will be?

Staff base pay will not change as a result of the TTC Project. In March 2020, staff will see the new salary ranges. The salary ranges will be posted online on the TTC website.

Will separation of title mapping without pay range/grade assignments create confusion?

The TTC Project is strategically separating the title placement discussion from the pay grade identification. We want to make sure employees and managers appropriately assess the duties of the position relative to standard job descriptions/associated titles. Introducing the assigned pay grades during the title placement discussion will result in duty inflation and inaccurate assessment of the recommended titles. We will ensure managers are equipped with talking points that provide information on robust TTC pay tools to explain how employees can move salary-wise within the pay grade vs. the need to move-up in the title structure to get a raise.

Once the TTC Project identifies pay inequities to leadership, what is the decision-making process to address them?

As part of the TTC Project, a new salary structure will be created. The new salary structure will be presented to leadership later this year for review.

Once we determine the market issues from the mapping placement, will the university proceed with a strategy to address the market issues?

In collaboration with colleges and schools, the campus will develop a long-range strategy to address any market deficiencies. The issues will not be corrected overnight but the campus is committed to find the problems and resolve them. This will involve prioritizing and allocating future resources to eliminate the deficiencies.

How much flexibility do supervisors/managers have to change the Standard Job Description (SJD) or Position Description (PD)?

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Managers will confirm the SJD and will use it as a foundation to create the PD. The purpose of the SJD is to use it to match to the labor market. If an SJD has substantial changes, then it could indicate that the job does not closely match that SJD and may not be the right match to a job. Employees will have an opportunity to review and confirm their PD during an employee engagement from Dec. 1, 2019 – Feb. 15, 2020.

Compensation analysts did an initial mapping and worked with division human resources (HR) to confirm the mapping before managers received the SJD. Learn more about the SJD and PD with the TTC Learning Series.

**Will we still have Academic Staff and University Staff employees? Will employees be required to change their status as a result of the TTC Project?**

Academic Staff and University Staff employment categories will not change.

**Why are the instructional staff titles not yet finalized?**

Instructional titles are still evolving based on feedback from colleges and schools. The TTC Project Planning Team has been working with HR representatives to fill in the gaps. For example, the College of Engineering and the College of Letters & Sciences advocated for and helped create a reconstituted three-level “faculty associate” title series and a “teaching specialist” title to provide more options. Subsequently, these new titles are now available for colleges and schools to use in the mapping process. Like all areas in the TTC Project title structure, new titles are being created when unanticipated gaps or needs are identified.

**Can a director supervise a director?**

In most cases, the associate/assistant dean positions transitioning to more market informed titles will be placed in an “officer” title (e.g., chief business officer). There will be no prohibition to these positions supervising other position in director or officer titles (e.g., chief business officer supervising chief information officer). However, the TTC framework will result in some positions not being identified as director in the official titling structure (business or working title can be used for this purpose).

**BENEFITS**

**Will we have a reduction in any benefits? Could we have less paid time off?**

There will be no reduction in benefits as a result of the TTC Project. The goal is to enhance current benefit offerings.

**Is parental leave being considered?**

Parental leave is being considered within a long-term benefits strategy. To date, no decisions have been made.

**How will the benefits recommendations be vetted? How can staff be involved?**

Staff have been involved with the benefits recommendation. In December 2018, 9,601 UW–Madison employees participated in the benefits preferences survey. In January 2019, a long-term benefits strategy will begin, and recommendations that include staff feedback will be presented to leadership.

**QUESTIONS?**

Questions regarding the TTC Project can be submitted at employee engagement events or by emailing the TTC Project. Visit go.wisc.edu/ttcproject.

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