

TTC Questions/Concerns

1. Consistency: If the whole point of TTC is consistency in titling across UW System, why is that not occurring? Example: All USPA/ADAs are Administrative III at another B-level institution whereas most folks at UWEC (also B-Level) are Administrative II. Many other institutions are using Teaching Professor category for IAS whereas all IAS at UWEC is placed in Lecturer-no prefix. Many other examples exist. Individual employee mapping decisions are made by each institution as each institution assigns work differently. Teaching Professor, Research Professor and Professor of Practice are new categories of IAS and are optional for each institution to consider. If an institution decides needed, must work with shared governance to establish and define parameters. Until that time, the titles don't exist for the institution and are not available.
2. Data Fix: For business/working titles that require a data fix, what is the anticipated turnaround time? What title should staff use while waiting for the fix? Business/working titles require HR, working with unit/division leadership, approval. For TTC go live, HR put primary focus on official TTC titles of record due to all the implications with having that correct (i.e. pay range assigned, FLSA status, etc.). HR did not spend significant time looking at working titles and, in most cases, let old working titles roll over with TTC implementation. In the future, HR will need to work with unit/division leadership to review working titles in conformance with UWS guidelines going forward. Process for making a working title change - Changes need to be discussed with designated HR Rep and unit/division leadership and submitted via Change to Contract eform. Once approved by HR, new working title can be used.
3. Pay Progression: When can we expect pay progressions to be available to university and academic staff? As I understand it, currently UW System has no criteria, timeline, or funding in place to allow for staff to apply for pay progression within their new title category. UWS is working on possible guidelines for pay progression. Funding for pay progression will need to be addressed and is a challenge that will need to be resolved. For pay progression, UWS and several institutions have noted that they are not including positions that continue to have promotion in position (not faculty and IAS).
4. Director Titling:
 - a. When is the requirement of two full-time direct reports enforced at UWEC for an employee to have a asst., associate, or full-director TTC official title? When is it not? Who decides? HR, working with unit/division leadership, ultimately decides TTC title assigned. If a TTC standard job description has supervision of 2 FTE listed under responsibilities, it is not negotiable and must be in place to use that TTC title of record. It should also be noted that the 2 FTE supervision is only one of the required duties on the standard job description (i.e. strategic oversight, budget management, and other related duties are required).
 - b. When are staff in the manager or other category allowed to use "director" in their business title? When are they not? Who decides? See answer to question #2.
5. Retention: Is UWEC and/or UW System tracking the number of employees that are leaving fully or in part due to TTC? Note: I know many people with whom I discuss the situation cite TTC as a big part of their departure/desire to depart. Yes, HR does exit interviews with all employees leaving since March of last year. Through December 2021, we had 2 employees mention TTC is a part of the reason for leaving.
6. Appeals: Given that UW System expects appeals to be an ongoing issue as staff duties change in the course of their employment, what is the process for appeals after the February 4 deadline?

This is under development for future title appeals. We envision this will be similar to the initial TTC title appeals process.

7. Solutions: Given the high rate of turnover currently experienced among staff at UWEC, what solutions is UWEC considering to expedite hiring and/or retain staff? UWEC turnover rates are actually lower than national and higher education comparables. In a move to help retain staff, UWEC just paid out over \$1 million in retention payments in addition to our many wellbeing and recognition initiatives. Vacancies create additional pressures on those who remain and create an environment where additional staff will leave. With efforts to speed up hiring and getting new employee access to UWEC resources more quickly, HR has recently added the HR Coordinators to reform routing so HR can be more proactive in getting people entered on our systems so the systems can run updates and grant access within several days. We are also in the process of recruiting for an HR Assistant with primary responsibilities in support of employment processes.
8. There is concern that the TTC process prioritizes maintaining consistency in mapping systemically under-valued positions over mapping staff to job titles that most accurately reflect their responsibilities. Can you speak to that? TTC title assignment is based on each specific position's assigned responsibilities and a best fit analysis, with consistency in mind when evaluating each position.
9. Staff picked titles in the system. Is there a way to create new titles in this TTC process? HR departments at each campus can make requests for new titles to UWS if necessary. UWS has final approval over creation of new titles.
10. If the appeals are denied, how best can we all navigate for staff that submitted appeals in earnest. All findings are final. You can support staff who wish for greater opportunities to develop their skills and encourage them to seek the opportunities that they desire.
11. What can be done from a retention standpoint throughout this process? We are concerned about losing key people related to the changes. You should be an understanding and encouraging supervisor. Our turnover remains low compared to national and higher education comparables.
12. Our Instructional Academic Staff at UWEC were all told that Lecturer is the only appropriate title. However, other campuses are using the Teaching Faculty title as well, based on job responsibilities. Is this discrepancy resolved campus by campus (for example, through the appeal process), or is something being done at System level to standardize titles? Teaching Professor, Research Professor and Professor of Practice are new categories of IAS and are optional for each institution to consider. If an institution decides needed, must work with shared governance to create parameters. Until that time, the titles don't exist for the institution and are not available.
13. For some positions, people are doing more than the listed job responsibilities for the title they were assigned. What can/should be done to have that work recognized? For example, ADAs in departments are not having all their responsibilities recognized, such as financial tracking and budget management, but are getting pushback because they cannot be at the same job title level as the equivalent position at the college level. The TTC standard job description is more of a generic classification description. Each unit/department may have a more detailed job description for each position. Many positions will have some duties that fall into other TTC standard job descriptions, but the majority of the work is what determines TTC standard job description title assigned based on a best fit analysis.
14. For some positions, no job title exists where the posted job responsibilities match the current job duties. The listed job responsibilities are greater than the current job duties. However, the staff were discouraged from submitting a new job title with an accurate job description. How will promotions be handled? We have had, and will continue to have, title changes possible for

positions that duties assigned change significantly over time and when most of the duties assigned no longer are represented by the current assigned TTC standard job description and another title is a best fit. Promotions in position will still occur with Faculty and IAS in accordance with FASRP guidelines. Promotions for other employees occur if they apply for a vacant position that is a higher level.