

UCSB CAREER TRACKS FAQs

May 2018

Is Career Tracks really better than the current classification framework?

- Career Tracks is a fresh, new, and modern approach to naming and leveling positions based on how work is identified and valued in the private, public and higher education sectors.
- Functionally specific titles provide more clearly identified roles and greater transparency across the UC system.
- Career Tracks is a total “reboot” of classification practices where all positions are reviewed and realigned to a market based structure.
- Close alignment with labor market will provide us with data to make better informed salary setting decisions.

What’s wrong with our current classification structure – why change the status quo?

- Our current classification framework is outdated and no longer describes work as it exists today.
- The existing Series Concepts generic titles are not clearly defined, and create confusion and inconsistency.
- Generic titles make it difficult to properly align positions with the labor market.
- Salary setting decisions are internally focused with limited access to labor market data.
- Generic titles and outdated Series Concept descriptions make determining FLSA status difficult, increasing the risk of assigning the incorrect exemption status.

Why does it feel like I’ve been demoted?

- The Career Tracks project is a recalibration and realignment of positions to the new Career Tracks framework and labor market; this is not a promotion or demotion of existing positions.
- The Career Tracks framework is completely different than our legacy framework.
- There is no correlation between the legacy job levels and the new Career Tracks job levels.
- There may be a different number of levels available in each job function compared to our legacy structure:
 - The number of available levels in each Career Tracks title aligns with what typically exists in the labor market.
 - Job levels as listed on the Career Tracks job standards are not a reflection of an individual’s experience, but rather are directly tied to the scope and impact of a position within the broader context of the organization as a whole.
 - Job levels (intermediate, experienced, advanced) within Career Tracks are based on market survey definitions as they apply to the position itself, as it is described within the generic scope, custom scope and key responsibilities for that level.

How will a new title in Career Tracks change how others see me?

- Employees will not be perceived differently by management due to new CT titles and levels.
- Career Tracks will only change your payroll title and salary grade.
- Career Tracks will NOT change your:
 - Working title
 - Business card information
 - Email signature line
 - Duties and responsibilities
 - Reporting structure
 - Organizational structure

Why is there no money tied to Career Tracks? It sounds like a salary program.

- How money is allocated and how positions are funded is not part of Career Tracks.
- Career Tracks is not a salary increase program - there is no money allocated for Career Tracks.
- The purpose of Career Tracks is to “reboot” classification practices into a modern, market based compensation framework.
- Career Tracks:
 - Will allow us to analyze our pay practices more effectively
 - Will allow us to make better pay and salary setting decisions moving forward
 - Will not solve all our pay problems
 - Will not change pay practices overnight
- No salaries are being reduced.

Why is a market-based classification framework important for UCSB if we can't afford to pay people at market?

- Transitioning to Career Tracks is an important first step in identifying current pay practices and how they compare to the labor market.
- Having a classification and compensation framework that is aligned to the labor market provides us with the data to support and strategically plan compensation programs that can help reshape campus pay practices and funding models over time.

Why am I not in a supervisory title when I'm still responsible for supervising others?

- Eligibility for a designated supervisory title in Career Tracks is different than it is in the current framework.
- The standard for having a supervisory or managerial title in CT and in the labor market is based on whether an employee spends the majority (more than 50%) of time on supervision and supervisory related duties.
- If an employee spends the majority of time on individual contributor work, then the position was assigned a professional, non-supervisory title.
- Employees in the professional/individual contributor levels can still be responsible for supervising others even if they do not have a supervisory payroll title in Career Tracks.

Why was my FLSA status changed?

- FLSA status of exempt or non-exempt is pre-determined for each payroll title at UC. Over time, existing payroll titles and the description of work under those titles became outdated, and in some cases obsolete. Career Tracks job titles provide more clearly defined scope definitions, key responsibility statements, and KSA's (knowledge skills and abilities) that align with FLSA designations. Job descriptions were reviewed to determine how the position aligned to the Career Tracks framework based on the scope definitions and responsibility statements, and in some cases the match resulted in an FLSA change.