



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER™

**SPONSORED EMPLOYEE
JOB TITLE CHANGE, WORK LOCATION
CHANGE OR INTERNAL TRANSFER**

UPDATED: December 2022

Please return the completed forms and all supporting documents by mail or email to:

**TTUHSC Institutional Compliance
Immigration & Compliance Services
3601 4th Street, STOP 8165
Lubbock, TX 79430
Ph: (806) 743-4826
Email: ICS@ttuhsc.edu**

SPONSORED EMPLOYEE PROMOTION, DEMOTION OR DEPARTMENT TRANSFER
PREVAILING WAGE & ACTUAL WAGE DETERMINATIONS

When a sponsored employee has a job title change, work location change (including remote agreements), or changes departments within TTUHSC, Immigration & Compliance Services (ICS) must be notified. ICS will review specific aspects of the job change: the new job duties, and the new wage to ensure that requirements are maintained. ICS will also review the job changes to determine whether the Dept. of Labor and USCIS need to be notified. Notification is required if the job changes are material or significant (per Dept. of Labor criteria).

In order to meet this requirement, the responsible department must complete the Prevailing Wage and Actual Wage Determination information below. Any questions regarding this requirement should be directed to ICS **PRIOR** to notifying the sponsored employee. Please note ICS requires a minimum of 30 days to complete a petition.

REASON FOR CHANGE IN EMPLOYMENT (Select all that apply)	<input type="checkbox"/> Promotion <input type="checkbox"/> Demotion <input type="checkbox"/> Reduction in Hours of Work (within same department) <input type="checkbox"/> Change or Additional Worksite Locations <input type="checkbox"/> Transfer to Another Department
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Current Department Administrative Contact: <div style="text-align: right;">Name:</div> <div style="text-align: right;">Phone:</div> <div style="text-align: right;">Email:</div>	
<u>If Transferring to New Department</u> New Department Administrative Contact: <div style="text-align: right;">Name:</div> <div style="text-align: right;">Phone:</div> <div style="text-align: right;">Email:</div>	
Foreign Employee Name: <div style="text-align: right;">Last Name:</div> <div style="text-align: right;">First Name:</div> <div style="text-align: right;">Middle Name:</div>	
New Job Title (if Job Title is Changing):	
Highest Academic Degree Required for Position:	
Minimum Years of Work Experience Required	
Are Licenses, Certifications, etc., Required for the Position?	

<p>Brief, Non-Technical Description of New Duties:</p>	
<p>List <u>ALL</u> New or Changed Worksite Addresses for Employee:</p>	
<p>New Annual Salary or Hourly Wage Rate:</p>	
<p>Full-Time/Part-Time:</p>	<p>Full-Time</p> <p>Part-Time Part-Time Hours/Week:</p>
<p>Date Employment Changes Take Effect</p> <p><u>NOTE:</u> No changes should occur prior to review from ICS</p>	

ACTUAL WAGE DETERMINATION

The actual wage determination is the wage paid by the Department to all other employees (in the specific job position) with similar education, specialized knowledge, experience and qualifications. The Employee's salary must fall within the range of actual salaries and cannot be lower.

TTUHSC uses a formal salary structure --- the Pay Plan --- to create employee categories and wages. Other established salary structures are used for certain groups (e.g. AAMC Survey of Resident/Fellow Stipends and Benefits, or NRSA Stipend Levels).

Please indicate which established salary structure was used to determine the wages to be paid for this position:

- ☐ TTUHSC Pay Plan (Human Resources)
- ☐ GME Resident/Fellow Salary Plan (AAMC Survey of Resident/Fellow Stipend & Benefits)
- ☐ AAMC Report on Medical School Faculty Compensation Survey
- ☐ AACP Salary Database (Pharmacy Faculty Salaries)

IF YOU DID NOT USE ANY OF THE ESTABLISHED SALARY STRUCTURES LISTED ABOVE

PLEASE CONTACT ICS AT ICS@ttuhsc.edu