**INFORMED DECISIONS:** Relevant market data for the University, managers and employees to make quicker and more informed decisions

**SHARED LANGUAGE:** Common career models, level descriptors, title guidelines and compensation ranges to allow for transparent dialogue

**CAREER POSSIBILITIES:** Career progression opportunities for the vast array of professions at the University

**Current State:**

10,440 positions in scope / 2,940 unique primary job titles / 2,176 of those titles are single incumbent

**Key Deliverable:**

Appointed Professionals + Classified Staff = Job Functions and Families

**Sample Functions, Families and Jobs (not exhaustive):**

<table>
<thead>
<tr>
<th>Function</th>
<th>Academic and Student Services</th>
<th>Information Technology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Families:</td>
<td>Academic Advising</td>
<td>Network Engineering</td>
</tr>
<tr>
<td></td>
<td>Academic Support</td>
<td>Desktop Support</td>
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<tr>
<td></td>
<td>Career Strategies</td>
<td>Applications Development</td>
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<tr>
<td></td>
<td>Financial Aid</td>
<td>Systems Development</td>
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<td>Residence Life</td>
<td>Web Development</td>
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<td></td>
<td>Recruitment and Admissions</td>
<td>Telecommunications</td>
</tr>
<tr>
<td></td>
<td>Student Activities</td>
<td>Instructional Technology</td>
</tr>
</tbody>
</table>

**Career Streams**

- Organizational Contributor
- Professional Contributor
- Manager / Leader

**Benchmarkable Levels**

- Network Tech I
- Network Tech II
- Network Tech III
- Network Tech IV
- Network Engineer I
- Network Engineer II
- Network Engineer III
- Network Engineer IV
- Network Engineer V
- Network Manager I
- Network Manager II
- Network Manager III
- Network Manager IV
- Network Manager V
- Network Manager VI
- Network Manager VII

**Project Timeline:**

- 2017: Preliminary Design Study Strategy
- 2018:
  - Step I: Develop Career Model, Define Jobs and Map Employees
  - Step II: Assess Market and Design Pay Structure
  - Step III: Slot Jobs and Evaluate Cost
  - Step IV: Plan for Change and Communication
- 2019: Testing and Implementation
Putting it all Together—Sample Illustration:

Next Steps:

- Conducting calibration sessions on the draft architecture and incorporating feedback from subject matter experts
- Once subject matter experts have revised and vetted the architecture, the content will be shared with the University community
- Development of training materials to inform the job mapping process and completion of job mapping
- Assessment of market information and the design of a new pay structure

Career Streams & Levels:

- **Manager & Leader** (M1 – M7): oversee area of responsibility, plan, prioritize and direct responsibilities of employees and/or manages strategy and policy development for a major UA function. Typically have 3+ direct reports.
- **Professional Contributor** (PC1 – PC5): oversee the design, implementation or delivery of processes, programs and policies using specialized knowledge or skills typically acquired through advanced education or equivalent advanced learning attained through experience. Typically salaried positions, though entry levels may include hourly jobs.
- **Organizational Contributor** (OC1 – OC4): provide organizational related support or service (administrative or clinical OR operate in a "hands-on" environment in support of daily activities (e.g., technical, craft, etc.). Typically hourly positions.

CAREER DEFINITIONS