**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:**

![Diagram showing Key Deliverables]

**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>
</tr>
<tr>
<td></td>
<td>Career Strategies</td>
<td>Applications Development</td>
</tr>
<tr>
<td></td>
<td>Financial Aid</td>
<td>Systems Development</td>
</tr>
<tr>
<td></td>
<td>Residence Life</td>
<td>Web Development</td>
</tr>
<tr>
<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:**

<table>
<thead>
<tr>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Preliminary:</strong></td>
<td><strong>Step I:</strong> Develop Career Model &amp; Define Jobs and Map Employees</td>
<td><strong>Step II:</strong> Assess Market and Design Pay Structure</td>
</tr>
<tr>
<td>Design Study Strategy</td>
<td>Step III: Slot Jobs and Evaluate Cost</td>
<td>Step IV: Plan for Change and Communication</td>
</tr>
<tr>
<td><strong>Step III:</strong></td>
<td>Testing and Implementation</td>
<td>Go Live</td>
</tr>
</tbody>
</table>
**Upcoming:**

- Career models including job functions, families and level descriptors are being finalized with Mercer and input from campus subject matter experts
- Job mapping will occur in March/April 2018. All colleges and divisions will map in-scope employees during this time.