

Professional Contributor Abbreviated Work Dimensions

Category	Professional Contributor I (PC1)	Professional Contributor II (PC2)	Professional Contributor III (PC3)	Professional Contributor IV (PC4)	Professional Contributor V (PC5) –applies to some job families-
Complexity of Work	Issues are routine . Requires moderate innovation and creativity.	Issues are varied . Requires innovation and creativity.	Strategic issues requiring significant innovation and creativity.	Highly complex issues without clear precedent requiring the development of new approaches, methods, or techniques.	Requires extensive consideration of variables that impact multiple areas outside of the job area. Expected to make improvements to existing professional standards.
Communication	Most communication occurs within the department .	Most communication occurs within department or other work units .	Works to influence within and outside of job function. Communication occurs with leadership and within the college, division, department, and externally .	Works to influence others to accept job function new concepts, practices, and approaches . Requires communication with executive leadership.	Frequently conducts briefings to senior leaders both within and outside the job function on strategic matters. Represents the organization externally as a thought leader in professional discipline or specific job area.
Operational Latitude and Impact	Normally receives direction and guidance to perform work. Work may be reviewed for accuracy.	Some work may be reviewed for accuracy and alignment with overall objectives . Moderate guidance provided.	Work is performed independently except for new projects or concepts. Work is reviewed to ensure objectives met.	Exercises considerable latitude in determining objectives and approaches.	Works independently toward long-range goals and objectives. Might supervise 1–2 individuals.
Knowledge	Basic knowledge and use of principles, theories and concepts of job function and industry standards.	General knowledge and use of principles, theories, and concepts of job function and industry standards.	Extensive knowledge and use of principles, theories, and concepts of job function and industry standards.	Complete knowledge of job function and industry best practices. Transfers knowledge of complex principles, theories, and concepts.	Mastery knowledge of industry best practices and job functions. Is considered a renowned subject matter expert within the organization and externally.
Education and Experience	Bachelor’s degree or and at least 1 year of experience or equivalent education and exp.	Bachelor’s degree and at least 3 years of experience or equivalent education and exp.	Bachelor’s degree and at least 5 years of experience or equivalent education and exp.	Bachelor’s degree and at least 8 years of experience or equivalent education and exp.	Master’s degree and at least 12 years of experience or equivalent education and exp.