

- ▶ **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:**



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

Function	Academic and Student Services	Information Technology
Families:	Academic Advising Academic Support Career Strategies Financial Aid Residence Life Recruitment and Admissions Student Activities	Network Engineering Desktop Support Applications Development Systems Development Web Development Telecommunications Instructional Technology

**Career Streams**



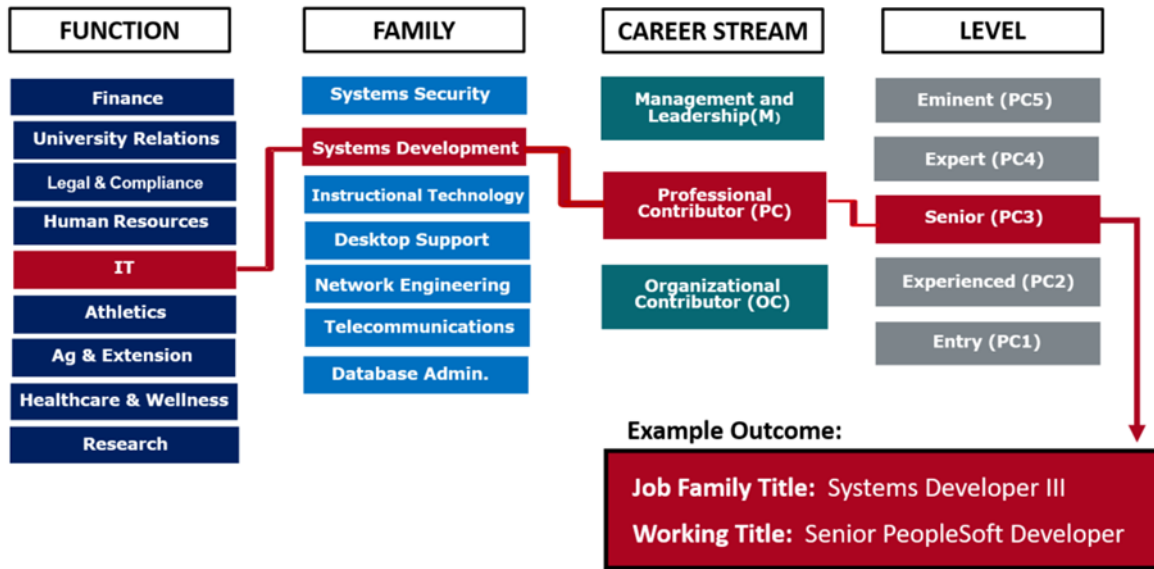
**Benchmarkable Levels**

- 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

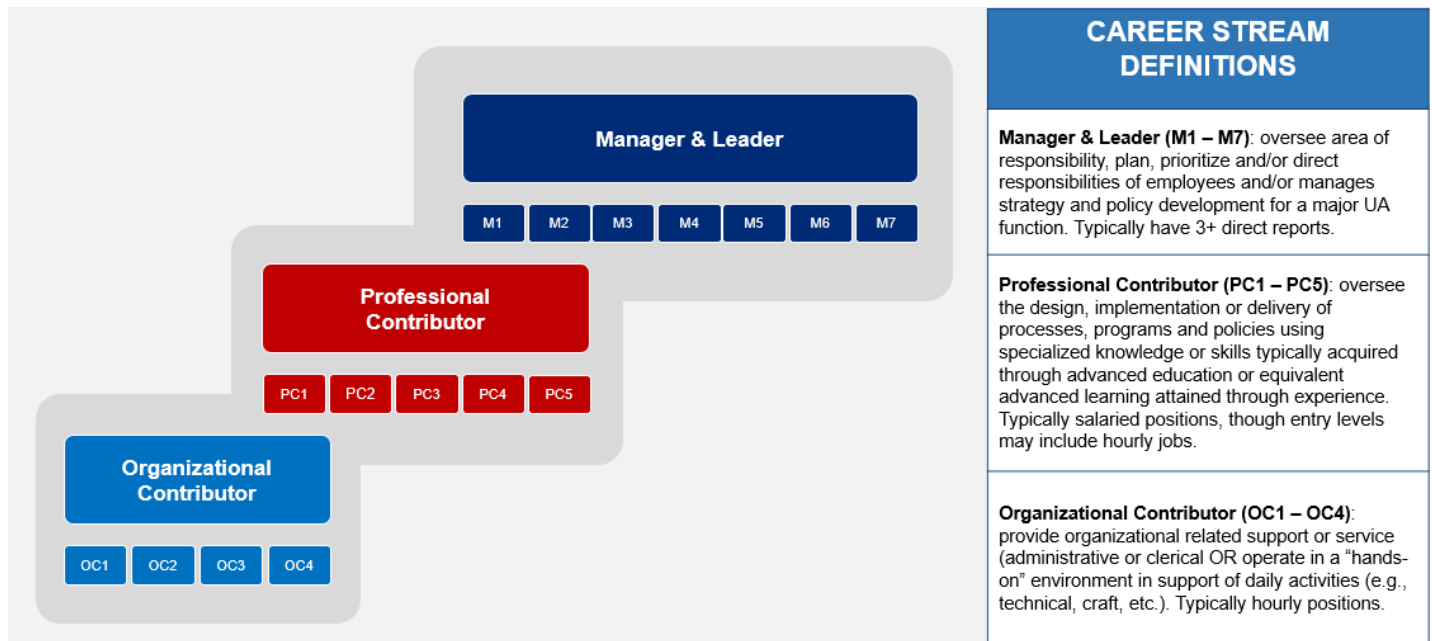
**Project Timeline:**



**Putting it all Together—Sample Illustration:**



**Career Streams & Levels:**



**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