

- ▶ **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



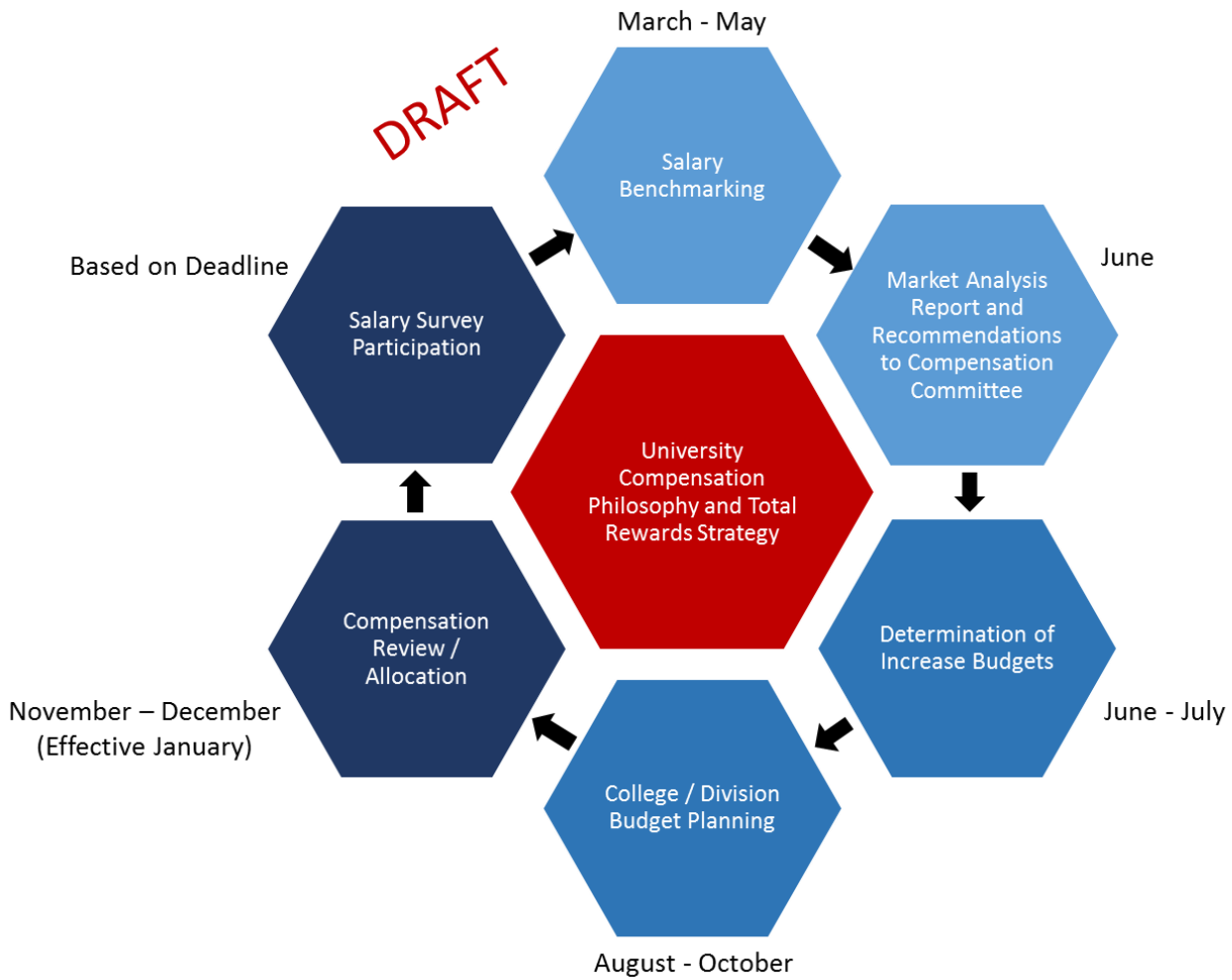
Benchmarkable Levels

- 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:



Annual Compensation Planning and Management Lifecycle:



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.