



Progress Report: Role Definition

The University's review of all classifications is underway. This review will help us ensure employees' roles and contributions are being accurately reflected and identify points of connection between different positions. These efforts will also assist in developing clear paths for career progression and growth opportunities at the University. The analysis will ultimately support the comprehensive University compensation study, across all administrative positions.

Our Work Thus Far

An initial plan was developed that groups positions by area, job duties, responsibilities, and experience. The plan has been created to consider factors such as career pathways, transferrable skills, and future growth. The initial plan organized all jobs into a structure of 7 job family groups which contain a combined total of 30 job families.

Work is currently underway to define levels within each career pathway to reflect increasing knowledge and scope of responsibility. These levels will help support career development, growth and pathways for employees. The leveling is the final step in the job architecture phase and will provide a foundation for the upcoming compensation study. The job architecture phase should be completed in early December 2022.

What should I do right now?

Currently no action is needed. We will continue to provide updates as the project moves forward. To view more information on the new family group and job family structure or the upcoming phases of the project, please visit <https://www.uakron.edu/hr/organizational-analysis/>

Questions?

Should you have any questions, please do not hesitate to reach out to the Organizational Development (OD) consulting team via email at organizationaldevelopment@uakron.edu.