

Ohio State Career Roadmap

1) What is the Career Roadmap?

It is a comprehensive job family model and pay structure that will ensure equitable and consistent compensation practices for staff across the university. Work teams have already started assessing needs and issues, aiming for a launch of summer 2020.

2) How will jobs be organized?

A comprehensive job catalog will provide pay ranges and a career framework comparable to the external labor market. The career framework (example at right) progresses from functions to more detailed job levels. Staff are able to advance within the career framework based on skills, experience, performance and organizational need.

3) How will the Career Roadmap help individual colleges and units?

The pay ranges in the catalog will be updated annually, assisting colleges and units with strategic resource planning. Standardized pay ranges and consistent job functions will also foster equity from one unit to another and help streamline review processes with simpler self-service for HR professionals.

4) How will the Career Roadmap help Ohio State staff?

Previous culture surveys indicate that career paths and compensation practices for staff are not clear. We need to ensure Ohio State has a work environment where people have opportunities to develop themselves and their teams and are valued for their contributions. The Career Roadmap will provide transparent career paths and pay ranges.

5) What groups are not included in the Career Roadmap?

The Career Roadmap focuses on staff positions across the medical center, main campus and regional campuses. It does not cover physician, faculty, union or student populations.

6) How will this change the way units work with HR Compensation during implementation?

The current operating model for HR Compensation is heavily dependent on transactional work, and maintaining that model would be a barrier to the success of Career Roadmap implementation. New process recommendations will help units manage during a temporary period of reduced HR Compensation capacity.

7) Is the Career Roadmap related to the Enterprise Project?

The Career Roadmap is part of the HR Transformation work championed by Susan Basso, senior vice president of talent, culture and human resources. We will leverage opportunities to collaborate with counterparts in the Enterprise Project, especially as we approach the launch date for both.



Career Framework example

Job Title: Benefits Senior Analyst (excerpt)

Job Profile Code: HRSBENS3

Function: Human Resources

Human Resources is responsible for establishing HR-related policies and controls, partnering with clients to provide solutions, executing HR operations, providing and interpreting HR-related reports and supporting strategic decisions.

Sub-Function: Benefits

Benefits is responsible for benchmarking, designing, recommending, and communicating employee benefit programs.

Career Band: Individual Contributor, Specialized

Work is primarily achieved through individual efforts or by participation on functional or project teams. May coordinate, influence or review the work of others.

Career Level: S3 Senior Level

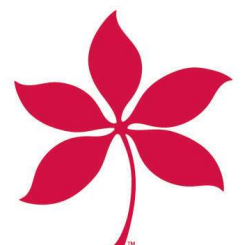
Fully experienced professional who applies industry knowledge and a thorough understanding of concepts, principles and technical capabilities to perform tasks and projects, works on complex projects of large scope.

FLSA: Exempt

Grade: 13 [example]



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