

Share the Journey

Information resource #3 for
Career Roadmap – Spring 2019

Career Roadmap, a key element of Ohio State's HR Transformation initiative, organizes job functions, titles and a pay structure into a catalog that will:

- Keep pace with market trends
- Be consistent in titles and career levels
- Provide visibility to career paths
- Apply across the university and medical center

Benefits for key stakeholders include:

- Employees will have more clarity on career paths and compensation.
- Managers and HR professionals can make more informed decisions on recruitment and retention.

Career Roadmap aligns with Ohio State's HR talent and culture strategy and the Enterprise Project's implementation of Workday.

Over time, Career Roadmap will enhance Ohio State's reputation as an employer of choice and more effectively address workforce needs.



How does Career Roadmap help me succeed at Ohio State?

Inspiring talent to visualize a future at Ohio State aids in recruitment and retention.

Staff employees: Transparent career paths and pay ranges will help staff plan their own careers within the university and medical center. Each career level will include the basic requirements to be achieved. You can advance within the career framework based on your skills, experience, performance and the business need. You can more easily evaluate a job posting as a promotion or lateral career move.

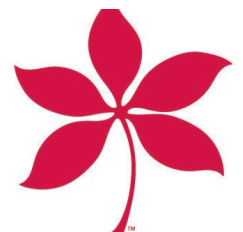
Managers and HR Professionals: You will more easily be able to compare an employee's performance to their position in Career Roadmap for potential development. You can compare jobs in your department with similar jobs in other units. Streamlined review processes with simpler self-service will reduce time HR professionals spend on transactional tasks and enable them to advise managers in a more strategic capacity. HR professionals can reference Career Roadmap pay ranges when working with managers to determine pay for jobs instead of seeking review and approval from HR Compensation.

Colleges and units: Standardized pay ranges and consistent job functions will foster equity from one unit to another. The pay ranges and job profiles will be aligned with external market data, supporting strategic recruiting and benchmarking.



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HUMAN RESOURCES



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