

# Share the Journey

## Information resource #4 for Career Roadmap 1Q 2020

Career Roadmap 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 Pillar 5 of the university's Time and Change Strategic Plan.

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



## What is Functional Alignment?

The middle phase of Career Roadmap development is a **functional alignment** process that ensures consistent mapping of similar jobs across all units.

- Functional alignment kicked off January 30, 2020, with 200 participants attending an all-day opening session.
- On average, 6-8 leaders for each job function reviewed consistency of assigned career levels and subfunctions.
- These work groups analyzed data to identify outliers, possible mapping inconsistencies and/or misinterpretations of the mapping criteria.
- Work groups met twice in February to analyze data and make recommendations.
- Functional alignment ended in March 2020.

What comes next:

- Recommendations from a Title Advisory Group are completed in spring 2020, covering both job classification and working titles. Results will be shared in summer 2020.
- President's Cabinet is expected to make decisions on salary structure implementation in summer 2020.



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