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 were 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.