Job Category Framework and Compensation Program for Professional Faculty: Talking Points for Steering Committee

Oregon State University is developing this program to:

- Increase our capacity to become a top tier land grant institution by recruiting and retaining the best faculty, staff and students;
- Create a methodology to address concerns about fair, equitable and competitive job level and pay practices;
- Communicate to our professional faculty the value of employment opportunities and career progression at Oregon State;

The Goals of this Program (The Vision) –

By successfully implementing this program:

- Oregon State will have a structured process to recruit and retain a diverse, high-quality workforce to fulfill the mission of the University.
- A Job Family framework will be created, reflecting the variety of positions and responsibilities among professional faculty that more clearly recognizes job value and defines career progression.
- Oregon State will utilize competitive salary practices, through comparison to appropriate talent markets, which are fair, equitable and financially sustainable.
- Oregon State’s work environment will be improved through this program by providing opportunities for all professional faculty to achieve career and work life goals.
- Over time, the program will facilitate recognition and reward of workplace excellence, innovation, leadership, productivity, effectiveness, as well as contribution to the University’s goals, thereby encouraging life-long learning and development.

Initial Job Category Framework – the program design has established the Framework with following three components:

**Job Families** – positions are grouped by common roles, responsibilities, skills and most prevalent career progression;

**Job Levels** – describes the organizational impact, scope, and authorities of positions in a consistent manner across the University; and

**Job Profiles** – capture the nature of work at the individual position level, as summarized from recently completed Position Description Questionnaires (PDQs) or existing current position descriptions, and through discussions with organizational leaders for applicable Job Families.

Process and Timing (The Guiding Structure) –

With the guidance of the Steering Committee, the Project Team, which is made of membership from across the University, is working in a collaborative manner with the Office of Human Resources, Business Center human relations staff and Sibson Consulting.

- Their charter is to design the program and develop administrative guidelines.
- The Team is reaching out to leaders among professional faculty to gain clear understanding of individual position scope, impact and responsibilities.
- The program design will be completed during the first quarter 2013 and key milestones will be communicated along the way.