

Progress Report: Role Definition

The University's review of all classification specifications is currently underway. This review will help us ensure employees' roles and contributions are being accurately reflected and identify points of connection between different positions. These efforts will also assist in developing clear paths for career progression and growth opportunities at the University. The analysis will ultimately support the comprehensive University compensation study, across all administrative positions.

Our Work Thus Far

All jobs were divided into 3 phases based on commonalities or the number of individuals within those classifications. Phases 1 and 2 have received surveys and we are currently reviewing the information shared. Phase 3 is in the early stages, and we anticipate beginning the outreach to Phase 3 employees shortly. Results from surveys and focus groups will be reviewed to revise and group each job as discussed above. The project will be complete by September 2022.

We greatly appreciate everyone's time, input and efforts to date which have assisted with our review. We will be continuing to reach out to employees until we have had the opportunity to capture information for each position at the University. This information is vital for us to make informed decisions that support our campus workforce.

What should I do right now?

Employees included in Phase 1 do not have any further actions currently. Employees in Phase 2 will be receiving information for focus groups. For those who have not received a survey yet, we will be sending surveys for Phase 3 in the coming weeks. We want to connect with each of you to capture your current role and responsibilities, as your input is critical to this project. We will continue to provide updates as the project moves forward.

Questions?

Should you have any questions, please do not hesitate to reach out to the Organizational Development (OD) consulting team via email at organizationaldevelopment@uakron.edu.