

# Career Tracks Overview

- Provide a consistent way to define and organize jobs based on the job architecture structure, while establishing career pathways and organizational hierarchy for the A/P faculty population.
- Placement of career track levels in the framework establishes the relative internal value of those levels. Two or more aligned levels in different tracks are considered to be of equivalent internal value, regardless of differences in external value.

**Tracks run across horizontally. Levels run vertically with the lowest level at the bottom and the highest at the top.**

General Administration	Academic Administration	Technical/ STEM	Development	Clinical	Management/ Leadership
Individual contributor roles that are in administrative/ professional non-student facing functions.	Individual contributor roles that are student facing or academic in nature.	Technical individual contributor roles, including technology and research.	Individual contributor roles that are focused on fundraising for the organization.	Individual contributor roles that are focused on health care and clinical services for the organization.	Managers are responsible for the achievement of people. Executives are accountable for the execution of business strategies and organizational results.
					E3
G5: Expert Professional	A5: Expert Academic Admin	T5: Expert Technical	D5: Expert Development	C5: Advanced Clinical	E2
G4: Advanced Professional	A4: Advanced Academic Admin	T4: Advanced Technical	D4: Advanced Development	C4: Advanced Clinical	E1
G3: Senior Professional	A3: Senior Academic Admin	T3: Senior Technical	D3: Senior Development	C3: Senior Clinical	M3
G2: Intermed. Professional	A2: Intermed. Academic Admin	T2: Intermed. Technical	D2: Intermed. Development	C2: Intermed. Clinical	M2
G1: Entry Professional	A1: Entry Academic Admin	T1: Entry Technical	D1: Entry Development	C1: Entry Clinical	M1

<sup>1</sup> **Tracks** are the basic infrastructure of the career track leveling structure; they define if a level is within the General Administration, Academic Administration, Technical/STEM, Development, Clinical, Management/Leadership

<sup>2</sup> **Levels** are denoted by their "track" (e.g., "G" for General Administration, "A" for Academic Administration, etc.) and provide a system of hierarchical layers and organizational structure across career tracks (e.g., G1, G2, G3, G4, G5)