A/P Faculty
Job Architecture Project

WHY IS THIS PROJECT IMPORTANT?

- Organizes **2,500+** A/P faculty positions, with **1,700+** unique titles.
  - A/P faculty positions have increased ~350 since project began in Feb. 2022.
- Staff positions have a structure established by the state.
- T&R and research faculty positions have a structure administered by the Provost Office.
- A/P positions have no structure or consistency in titling, job descriptions, or how pay is determined.

THIS PROJECT WILL PROVIDE

- Career pathing options.

- Frameworks of job functions, sub-functions, and disciplines.

- Consistent job titling methodology.

- Structure for aligning market-based compensation.

- Valid set of position summaries and related qualifications for recruitment.

DESTINATION FOR TALENT

Providing leaders, employees, and the university with tools and knowledge.

Recruit

Develop

Retain
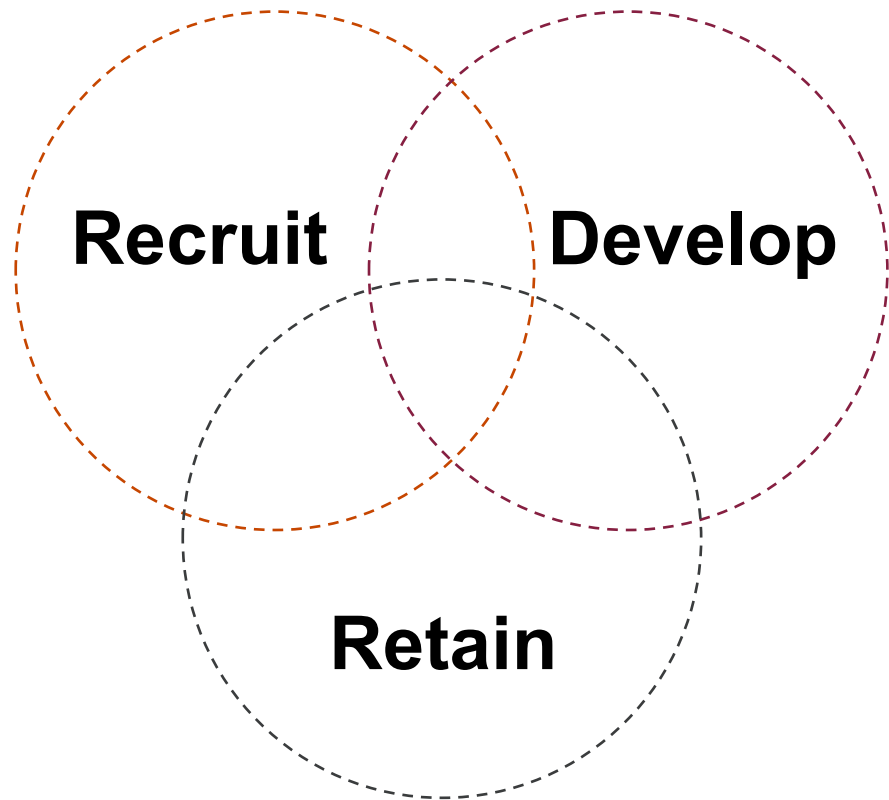
PROJECT SCOPE DOES NOT INVOLVE
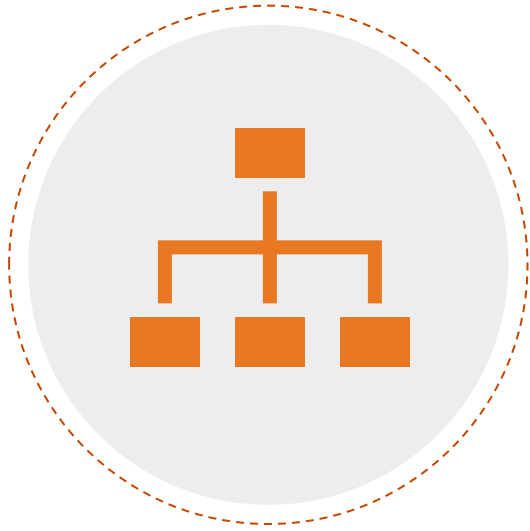
REORGANIZATIONS OR REPORTING STRUCTURES

SALARY REDUCTIONS OR INCREASES

WORKING TITLE CHANGES

STAFF POSITIONS

PROJECT PHASES COMPLETE

PDQs COLLECTED → JOB FRAMEWORKS → MAPPING & VALIDATION → HARMONIZATION

NEXT STEPS

MARKET & COST ANALYSIS | SYSTEMS & WEBSITE | CHANGE MANAGEMENT | IMPLEMENT

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