

## A/P Faculty Job Architecture Overview

- The A/P faculty employee type, which represents about 30 percent of Virginia Tech's full-time workforce, has been without a clear framework and structure since it became a major position classification category following higher education restructuring in 2006.
  - In contrast, staff have a structure that is established by the state and the T&R and research faculty structure is administered through the Provost Office.
  - Today, we have more than 2,500 A/P faculty positions with more than 1,700 unique titles. Since the project started in Feb. 2022, A/P faculty positions have increased by approximately 350.
  - The lack of structure and clarity around job descriptions, titles, qualifications, and pay creates issues with hires, promotions, and pay consistency across campus.
- As part of our goal to be a Destination for Talent, it is important to create a structure for A/P faculty positions like those in place for staff roles and for T&R faculty roles.
- The end results of this project are to:
  - Create clear frameworks for A/P faculty roles that organize positions into functions, sub-functions, and disciplines.
    - This is a way of grouping jobs that have distinct purposes in an organization that require distinct knowledge. Examples include Finance and Information Technology.
    - These job families and titles are generally recognizable across industries and organizations.
  - Using this information will allow us to compare our career groups with the outside market and create a clear market-based pay structure and transparency.
  - Create tools for leaders and employees to help with career path development.
  - Provide consistent job titling, job summaries, and qualifications for A/P faculty roles to aid in keeping current talent and recruiting new talent.
- These end results will help leaders and employees directly and allow the university to recruit, develop, and retain the talented professionals needed to achieve our mission.
- The A/P faculty job architecture project scope does **not** involve reorganization, salary reductions or increases, changes to working titles, or an assessment of staff positions.
- The project does supply clarity and information to help the university make informed decisions in the future for new A/P faculty positions and when A/P faculty positions become vacant.