Career Tracks

Presentation to HR Contacts

UC San Diego
Campus Human Resources
Compensation Unit
Agenda

- New Job Description System/Job Builder
- Career Tracks Overview
- Career Tracks Job Structure
- Mapping Process
- Resources

Human Resources
Serving UCSD, an equal opportunity employer

Compensation
A new online job description system/job builder will be implemented in December.

Job descriptions can be created from Career Tracks standards, from previous job descriptions, or from scratch.

Once the job builder is available, IT job descriptions with the new Career Tracks titles can be created.
Career Tracks is a systemwide job classification effort that is being implemented at all UC locations.

The Career Tracks framework aligns jobs with similar positions internally and in the external marketplace.

Career Tracks includes non-represented staff positions. Senior Management Group, academics and represented staff are not affected at present.

Career Tracks will not affect job duties or function, or current salary.
Benefits

- Job descriptions can be created very quickly
- The differences among titles and levels are much clearer
  - More transparent classification decisions
  - More transparent career paths
- Better analytics for your work organization
- Better alignment with the job market over time
### Career Tracks Job Structure

<table>
<thead>
<tr>
<th>Job Family</th>
<th>A group of jobs in the same general occupation</th>
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<tbody>
<tr>
<td>Job Function/ Specialty</td>
<td>A more specific area within a family</td>
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<tr>
<td><strong>Job Category</strong></td>
<td><strong>Operational &amp; Technical</strong></td>
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<tr>
<td>Career Level</td>
<td>Level 1</td>
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<td></td>
<td>Level 2</td>
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<td></td>
<td>Level 3</td>
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**Compensation**

*Human Resources, Serving UCSD, an equal opportunity employer*
Supervisor determines preliminary placement of non-represented IT positions using:

1. Career Tracks IT matrices
2. Mapping workbook
3. List of employees by current IT payroll title
4. Categories and Levels document

Document proposed payroll titles on mapping worksheet
After preliminary mapping, Worksheet submitted for approval

* Department
* PAAC
* Vice Chancellor
* HR Compensation

Supervisor discusses proposed placement with incumbent

Mapping timeframe: Recommend that mapping be completed in time for the launch of the new job description system – December 16th

Prepare job descriptions when the job description system/job builder is available

Intent is for the implementation to be salary neutral
Resources

- Blink: http://blink.ucsd.edu/HR/comp-class/classification/careertracks/
- IT Matrices
- FAQs
- IT Mapping Workbook
- List of IT employees by department & current payroll title
  - To be distributed by VC offices
- PAAC member and Compensation Analysts
### Programmer Analyst Advisory Committee

<table>
<thead>
<tr>
<th>Members</th>
<th>Departments</th>
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<tbody>
<tr>
<td>Blomgren, Wade</td>
<td>Vice Chancellor Academic Affairs</td>
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<tr>
<td>Campbell, Matt</td>
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<tr>
<td>DeMeulle, Brian</td>
<td>Vice Chancellor Resource Management and Planning</td>
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<tr>
<td>Fleming, Declan</td>
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<td>Hutches, David</td>
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<td>Lorentz, Brian</td>
<td>Vice Chancellor External and Business Affairs</td>
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<td>Polichar, Valerie</td>
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<td>Veldin, Ed</td>
<td>Vice Chancellor Health Sciences / School of Medicine</td>
</tr>
<tr>
<td>Wanetick, Jerry</td>
<td>Vice Chancellor Marine Sciences</td>
</tr>
<tr>
<td>Willis, Anitra</td>
<td>Vice Chancellor Student Affairs</td>
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</tbody>
</table>
Compensation Analysts’ Vice Chancellor area assignments:

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  Resource Management and Planning
  Academic Senate

Mary Paul - x44215 – mppaul@ucsd.edu
  External Relations and Business Affairs
  Student Affairs

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  Chancellor's Office
  Marine Sciences
Questions?

THANK YOU!