The following is copy for HR Connect about the Job Architecture initiative. It will provide additional information that employees can reference. It will live within Workday so that it is behind a firewall.

**JOB ARCHITECTURE OVERVIEW**

**OVERVIEW**
Job Architecture is a University initiative that will create transparency and understanding about how staff positions are organized relative to responsibilities, scope and skill/education requirements. In the current state, there is inconsistency in position classifications relative to these factors. The goal of Job Architecture is to provide greater clarity for employees and supervisors and to strengthen internal pay equity and Affirmative Action Compliance.

NOTE: All non-union staff employees below the Associate Vice President level are in scope for this initiative. No staff pay will be decreased due to Job Architecture’s implementation.

HR will continue to work with units to ensure that changes are attuned to local needs and culture.

**BENEFITS**
Providing a structure around University jobs and pay levels has many benefits to the University and its employees, including:

- **Defined Career Map**, including role impact, career band and job level. Each job will be reflected in the UChicago Job Catalog, a summary of all non-union staff roles on campus that includes descriptions of foundational skill sets, knowledge, abilities, education and experience of each role. This transparency provides employees with a realistic preview of career opportunities throughout campus.

- **Strengthen internal pay equity** in a manner that is fair and consistent across the University, with each role assigned to a pay grade, having a minimum and maximum level of base pay.

- **Improves compliance efforts** in both how employees are compensated and how we attract potential talent to the University.

- **Creates efficiencies within the talent acquisition process**. With jobs clearly defined, leveraging modernized job profiles, applicant pools can be shared.

**TIMING**
The new Job Architecture is scheduled to be active starting January 31, 2019. Employee conversations with their People Managers will take place starting in January. More information on next steps will be shared soon, but timing and sources depend on the division or unit; Divisional or Unit leadership and local HR Partners.

**MORE INFORMATION**
More information is available from the following sources:

- Contact your local HR Partner who has more details about your specific unit or division.
- Visit this site regularly, as more resources and information will be provided in the future.
- Contact central HR for urgent requests as it relates to the University-wide initiative via compensation@uchicago.edu.