

OA Job Family Framework Project

Stakeholder Listening Sessions
Officers of Administration
May 1, 2019

Agenda

1. Overview of the OA Job Family Framework project
2. Hearing from you

To provide additional feedback, please go to:

hr.uoregon.edu/oajobfamily-feedback

This link is available on the OA Job Family Framework project web page.



The OA job family framework project has three primary goals:

- 1. *Clarity*** - To retain and attract talent by creating a structure that clarifies how OA positions across campus relate to each other and to improve an OA's ability to evaluate job opportunities at the University of Oregon.
- 2. *Consistency*** - To enhance transparency, consistency, and efficiency of compensation decisions by developing a structure and tools for units and HR to use when creating and evaluating new and revised position descriptions.
- 3. *Compliance*** - To support the university's goal to compensate OAs fairly and equitably and ensure continued compliance with the Oregon Equal Pay Act.

OA Job Family Framework Project

What this project is:

- an extension of previous work that established OA salary bands.
- an initiative to align positions with similar duties and responsibilities within job families.
- expected to provide information OAs can use when evaluating job opportunities at UO.

What this project is not:

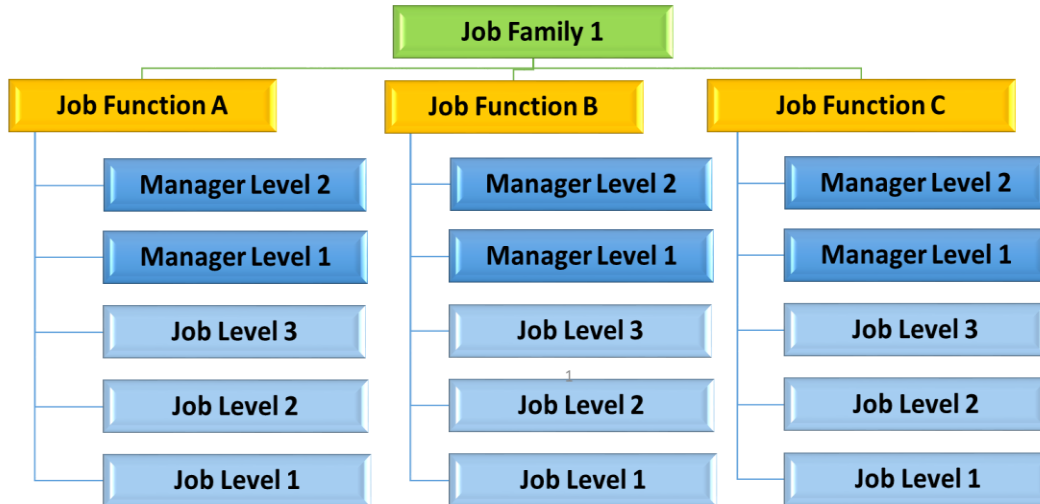
- an analysis of current compensation or salary bands.
- a budget savings initiative or intended to reorganize departments or units.
- an effort to create personalized career paths for OAs.

Advisory Committee Member List

- **Miriam Bolton**, Assistant Dean for Administration & Operations - College of Arts & Sciences
- **Erica Daley**, Associate Dean of Finance & Operations - School of Law
- **Jeslyn Everitt**, Assistant General Counsel - General Counsel's Office
- **Amy Green***, Assistant Director, Human Resources - College of Education
- **Annie Herz**, Associate Director, Employee & Labor Relations - University Human Resources
- **Dave Landrum**, Assistant VP of Business Administration– Office of Research & Innovation
- **Chelsey Megli**, Sr. Director Strategic Talent Engagement - University Advancement
- **Patrick Moore**, Associate Director, FASS Human Resources - Finance & Shared Services - VPFA
- **Darsi Neff**, Interim HR Project Manager - University Human Resources
- **Nancy Nieraeth**, Director of Talent Acquisition - University Human Resources
- **Sonia Potter**, Director of HR Operations - University Human Resources
- **Kaia Rogers**, Sr. Director of Programs, Services & Strategic Initiatives - University Human Resources
- **Diana Sobczynski**, Sr. Compensation Analyst - University Human Resources
- **Kathie Stanley**, Associate VP & Chief of Staff - Division of Student Life

* OA Council designee

Job Family Framework Example



NOTE: This does not contain actual UO information – it is for illustration purposes only.

Discussion Questions

- What challenges does UO face in attracting, hiring and retaining OAs?
- What is working well and what is not working well related to the current OA compensation program and process?
- What information would you like the University to make available to OAs related to the compensation program?
- What outreach to campus do you feel is necessary to ensure a successful implementation of the job family framework project?

Is there anything else that is important for us to know for this initiative?

Thank You!

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