

RETHINKING CAREERS *at* INDIANA UNIVERSITY

Job Framework Redesign Project for Appointed Staff Employees

Indiana University Human Resources is conducting a thorough review and redesign of IU's current classification structure for appointed staff positions. With university-wide input, this project will retire current classification structures and create a job framework that is clear, consistent, and transparent. Academic positions will not be evaluated as part of the project.

Job Framework: The structure of how jobs are organized and related to one another.

The Job Framework Redesign Project will result in a new framework for staff that is simple, transparent, user-friendly, and aided by technology.



FOCUS ON CAREER

BENEFITS OF A NEW JOB FRAMEWORK

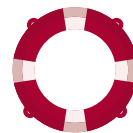
- Clearly and consistently defined jobs, levels, and role descriptors
- Tools that allow you to easily explore career development at IU
- Managers will be able to make more informed decisions about pay and promotional opportunities



TRANSPARENCY

WHAT THE PROJECT MEANS FOR YOU

No employees will lose their jobs and base salary will not be reduced as a result of this project. Your job stays the same, but you'll have a clearer picture of your job and how it relates to other jobs, your individual career path, and opportunities for development and growth at IU.



JOB SECURITY

THIS PROJECT WILL NOT

- Eliminate jobs
- Change base salary
- Change job duties
- Impact the importance of any jobs at IU

