# UCAREER TIMELINE UPDATE

AS ORIGINALLY PLANNED, THE UCAREER PROJECT WILL LAUNCH IN OCTOBER 2023. BASED ON THE INFORMATION GATHERED FROM THE PILOT PROGRAMS AND CONSIDERING GUIDANCE FROM THE UNIVERSITY LEADERSHIP, WE DECIDED TO EXTEND THE STRATEGIC REVIEW TIME PERIOD FOR DEPARTMENTS. DURING THIS WINDOW, DEPARTMENTS WILL FORMULATE THEIR COMPENSATION STRATEGIES AND CREATE CAREER PROGRESSION STRUCTURES. AT THE SAME TIME, UHRM WILL WORK WITH CAMPUS LEADERS ON IDENTIFYING AND STANDARDIZING SHARED POSITIONS, LIKE ACCOUNTING, IT, HR, MARKETING, OFFICE ADMINISTRATION, AND OTHERS. THE NEW TIMELINE IS NOW POSTED ON THE UHRM COMPENSATION WEBSITE: https://www.hr.utah.edu/comp

ORIGINAL PROJECT TIMELINE
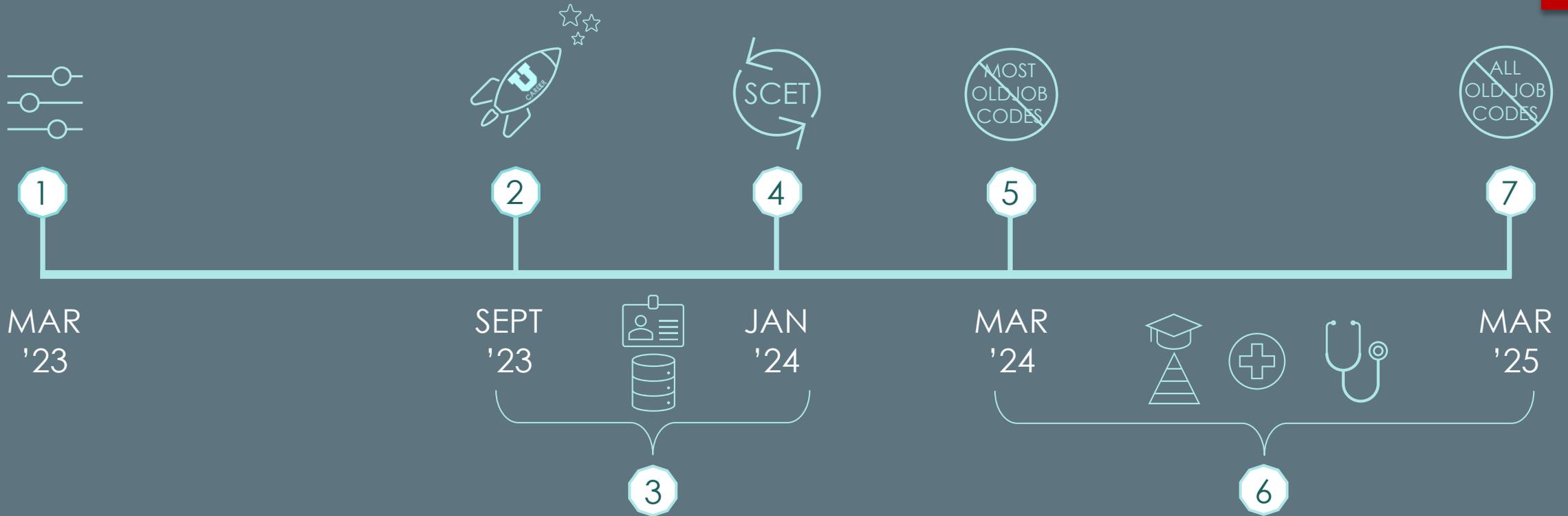
1. **MAR '23** • Adjust Q3 & Q4 of the current grades
2. **SEPT '23** • Launch of the new compensation structure and UCareer website
3. **SEPT '23 – JAN '24** • Mass update window. Departments place employees into new career progressions using simplified spreadsheets for mass update.
4. **JAN '24** • SCET (Strategic Compensation Evaluation Tool) update, new comp strategy formulation begins
5. **JAN '24 – MAR '24** • Departments continue to place employees into new career progressions using individual ePAFs. Mass update form is no longer available.
6. **MAR '24** • Discontinue old job codes for which there is a new equivalent
7. **MAR '24 – MAR '25** • Create higher-ed-specific and clinical career progressions
8. **MAR '25** • Old grading system and job codes are discontinued. Phase I of the UCareer project is completed.

PROPOSED PROJECT TIMELINE (DRAFT)

OCT '23   MAR '24   SEPT '24   FEB '25   OCT '25   DEC '26
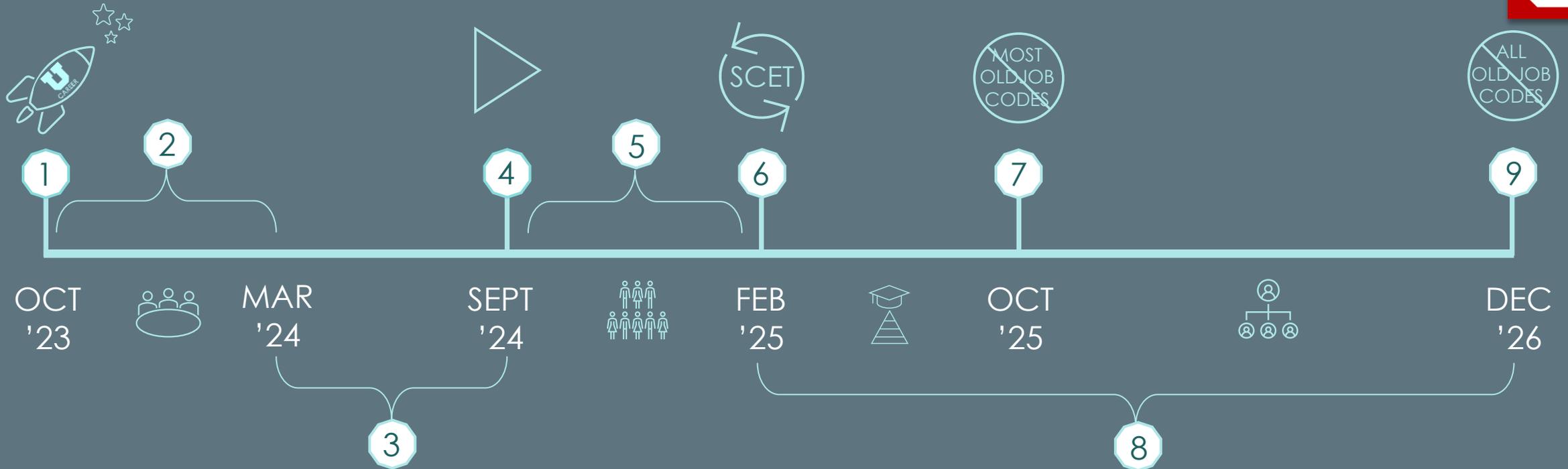
1. **OCT '23** • UCareer Launch! New comp structures, grades, and full job library is released to the senior leadership and key department administrators.

2. **OCT '23 – MAR '24** • Internal Planning Stage. Departments set parameters and create position charts • HR completes clinical and research career progressions.

3. **MAR '24 – SEPT '24** • HR reviews career progression charts and creates a campus-wide equity structure for shared positions. HR produces training materials for employees and does a "UCareer" tour across campus.

4. **SEPT '24** • UCareer structure is activated and is available for use by employees and departments.

5. **SEPT '24 – FEB '25** • Employees are moved into new job codes. Mass Update window.

6. **FEB '25** • SCET (Strategic Compensation Evaluation Tool) is updated.

7. **OCT '25** • Discontinue old job codes for which there is a new alternative.

8. **FEB '25 – DEC '26** • HR develops higher-ed-specific career progressions. Executive Track positions are developed.

9. **DEC '26** • Old grading system and old job codes are discontinued.