

CAREER PATH DEVELOPMENT PROJECT

GLOSSARY OF TERMS

Career Path: The growth or trajectory an employee can take in their career. Career paths depict how a progression of jobs, roles, or experiences fits into a logical career progression. Career paths are important for employees to plan their future, enhance their skills and knowledge to master current jobs, or identify paths for transfers, promotions, and other movements.

Career Track: Career type characterized by distinct responsibilities and set of competencies (e.g., leadership, management, professional contributor, operational contributor).

- **Operational Contributor Track:** Operational contributors provide institutional the delivery of business activities or operational services.
- **Professional Track:** Professional contributors provide expertise in a professional discipline. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (4-year University degree or direct and applicable experience). Non-represented employees may have administrative supervision for less than two staff and/or may or have functional supervision of lower levels.
- **Management Track:** Management and supervisory professionals focusing on the tactical, operational activities within a specified area. The majority of time is spent overseeing their area of responsibility, strategizing, planning, prioritizing, and/or directing the responsibilities of staff. Goal achievement is typically accomplished through performance of direct and/or indirect reports. Levels within the Management career stream will have two or more direct reports.
- **Leadership Track:** Academic College and Function Heads providing strategic vision and overall direction. The majority of time is spent overseeing the Function(s) and/or Academic College(s). The goal achievement is typically accomplished through the performance of direct and/or indirect reports, which include multiple layers of management.

College/School: One of the Colleges/Schools within the University: College of Agriculture & Life Sciences/Extension, College of Arts & Sciences, College of Engineering & Mathematical Sciences, College of Nursing & Health Sciences, College of Medicine, Grossman School of Business, Rubenstein School of Environmental & Natural Resources.

Compensation Philosophy: A formal statement defining the guiding principles of an employee pay and creates a framework for consistent pay administration. It should align with the organization's values, business strategy, and culture.

Department: An organizational unit as described by HR Information Systems (PeopleSoft).

Job Architecture: A standardized framework to organize jobs based on the nature of the work and the level at which the work is completed. A job architecture is a logical approach to understanding jobs and careers at UVM. It helps employees understand how their job fits wit

