The 3 "C"s of CAREER TRACKS

UC Davis and UC Davis Health System

Career Tracks is...

Clear
Career Tracks is a classification system that clarifies career paths for non-represented staff by outlining common job duties and qualifications for positions across the UC system.

Current
UC Davis job descriptors date back to 1975. Career Tracks provides occupational job descriptors reflecting the current labor market, which determines salary scales.

Consistent
Career Tracks creates consistency across job families and functions and helps facilitate consistent employee evaluations.

Not for Represented Staff
Career Tracks does not apply to represented employees, academic personnel, senior management professionals or student employees.

Not a Salary Program
Career Tracks will not affect base pay for the vast majority of employees.

6,000 positions by the end of 2017

UC Davis is the first location to map both a campus and a health system at the same time, with approximately 6,000 non-represented positions being mapped into the Career Tracks job titles. You can review these job titles at the Career Tracks website listed below.

The Office of the President is partnering with Human Resources to achieve the goal of completion by December 2017.
Everyone has a role in the Career Tracks project!

Office of the President launched the initiative.
HR leaders throughout the UC System review position descriptions and assign new job classifications.
Managers review position descriptions and employee classification assignments.
Supervisors and staff meet to discuss Career Tracks and new position classifications.

Project Milestones

- **EXECUTIVE ENDORSEMENT**
  - SEPTEMBER 2016

- **JANUARY 2017**
  - Campus Pre-Implementation
  - Introduce Career Tracks
  - Mapping and Calibration
  - November 2016-February 2017

- **JULY 2017**
  - Campus Initial Validation
  - Manager Review
  - February - April
  - Team Review
  - April-June 2017

- **JULY-August 2017**
  - Campus and Health System Final Validation
  - Manager Review

- **JANUARY 2018**
  - Payroll Upload

- **GO LIVE**
  - DECEMBER 2017

Stay informed! Learn more about Career Tracks today.

hr.ucdavis.edu/compensation/career_tracks

careertracks@ucdavis.edu