

## Roles and Expectations

**Director of Compensation:** Caprece Speaks-Toler, Director of Compensation, as the Career Tracks Project Manager, oversees the campus Career Tracks project. She serves on the Career Tracks Systemwide Steering Committee and serves as the conduit between the systemwide group and UC San Diego as the matrices, job standards and implementation proceeds.

**Career Tracks Project Leader:** Mary Paul, Principal Compensation Analyst, serves as the Career Tracks Project Leader for the campuswide review of the Career Tracks matrices and provides expert input on the matrices, job standards and implementation. Mary also serves as Caprece's backup on the Career Tracks Systemwide Steering Committee and coordinates the ad hoc subject matter workgroups for the families.

**Compensation Analysts:** The Compensation Analysts serve as expert resources on campus job descriptions and provide input on the matrices. In the implementation phases of job families, they work with campus departments and the subject matter experts, as requested, in mapping positions to the new titles.

**Campus Workgroup:** The campus Career Tracks Workgroup serves as the primary campus consultation group for input on Career Tracks, providing the Vice Chancellor area perspectives.

**Subject Matter Experts:** Subject matter experts (SMEs), who are chosen by the Vice Chancellor Offices review and propose changes, if necessary, to the systemwide draft matrices for their area of expertise. They use their current knowledge and consult with other staff and the Compensation Analysts. They may also serve as consultants to their Vice Chancellor area during the initial mapping of campus positions to the new titles.