



Each of the initiatives within the UGA Journeys program work together to create a more seamless and transparent process for staff to understand their individual growth opportunities.

Competitive Compensation Model

Compensation structure will include new classifications and policies aligned to market research and built for transparency. An updated approach to setting salaries will allow UGA to hire and retain staff using a market-based approach to compensation. This will assist with hiring in a competitive market as well as retention of current employees.

Clear Career Paths

Career level progression mapping that clarify areas for staff advancement. By aligning professional development with career progression, UGA staff will have a clear understanding of what is available for their development. Development courses may be in-person, but many will be available online through the Professional Education Portal (PEP).

Professional Development Opportunities

New professional development tools and training will support identification of career development opportunities. Staff will have the opportunity to develop their skills for their current role and to prepare for potential future opportunities when positions become available. This work will also provide tools and resources to supervisors as they work to support the career development of their staff.

Enhanced Performance Management Tool

Introduction of a new tool that features a staff evaluation process that encourages growth conversations. University Human Resources will launch a new performance management tool which will be online and will include the Staff Competency Model and job requirements associated with each job title.