

Organizational Contributor Abbreviated Work Dimensions				
Category	Organizational Contributor I (OC1)	Organizational Contributor II (OC2)	Organizational Contributor III (OC3)	Organizational Contributor IV (OC4)
Complexity of Work	Issues are routine with decisions aligned to prescribed processes/procedures.	Issues are routine. Requires the need to apply various methods to accomplish tasks.	Issues are complex and require significant judgment and initiative.	Consistently works on highly complex problems requiring independent development of methods, techniques, or procedures and strong decision making.
Communication	Interacts mostly with immediate peers within assigned work group communicating straight forward information.	Typically has some responsibility to communicate information outside of immediate work group.	Typically requires the ability to exchange information with other departments or external contacts to achieve objectives.	Coordinates efforts with other departments and serves as point of contact for many individuals in the organization and externally. Often deals with highly technical or confidential information.
Operational Latitude and Impact	Work is performed under supervision and receives detailed instructions to perform tasks. Decisions typically impact work area.	Work is performed under general supervision except for new assignments. Decisions typically impact own job function or work unit.	Work is performed under minimal supervision with assigned general expectations. Judgment is used to determine best approach. Decisions typically impact outcomes of the department.	Work is performed under general guidance with assigned objectives. Significant creativity and ingenuity are expected to recommend solutions to complex problems and new challenges. Decisions may have some impact on the overall outcomes of the college or division.
Knowledge	Limited knowledge and use of concepts of job function required.	General knowledge and use of concepts of job function required.	Extensive knowledge and use of concepts of job function required.	Complete knowledge of job function and best practices. Transfers knowledge of concepts.
Education and Experience	High school diploma or equivalent learning may be required.	High school diploma or equivalent learning and minimum of 3 years of experience typically required.	High school diploma or equivalent learning and minimum of 5 years of experience typically required.	High school diploma or equivalent learning and minimum of 7 years of experience typically required.

