



University of Missouri System

COLUMBIA | KANSAS CITY | ROLLA | ST. LOUIS

POSITION CLASSIFICATION QUESTIONNAIRE

Date: _____

Nature of Request

- Re-evaluation
(no significant change in duties)
- New Position
- Reclassification
(significant change in duties)
- Other (please specify)

Position Data

Position #: _____

Vacant Occupied

Current Job Data

Job code:		Job Title:	
Grade:		Salary:	

Proposed Job Data

Job code:		Job Title:	
Grade:		Salary:	

Employee / Department Data

Employee name		Division/College	
Employee ID#		Supervisor's name	
FTE		Supervisor's title	
DEPTID		Supervisor's phone#	
Department name		Supervisor's position #	

PURPOSE AND INSTRUCTIONS

This form is designed to collect detailed information for the purpose of evaluating staff positions. As a supervisor/manager your input is very important as your answers will be used as official documentation for evaluating the job in the University's Global Grading System. Complete each of the yellow highlighted sections on the following pages. You are welcome to further describe the answer to any question at the end of the form, or by attaching additional pages. Please keep the following concepts in mind as you complete the questions:

- **A current organizational chart is required.** This must contain actual classification/titles and show who the position reports to, and all direct reports to the position (if applicable). Working titles may also be provided if applicable. This can be simple or handwritten, but must be detailed enough to show how this specific position fits into the organization.
- Describe the position as it currently exists, not as it was in the past, or may be in the future.
- Describe the position as it is typically conducted over an extended period of time (e.g. year); do not describe just a particular dimension of the position or a temporary assignment.
- Avoid understating or overstating the positions' duties and requirements. It may be helpful to think about the responsibilities as though you were explaining the position to new staff.
- Consider how the position would normally be performed by the typical employee. Feel free to discuss responses with employees in the position, colleagues, or other managers.
- If the job is currently occupied, consider the job only, not the employee in the job.
- Employees should not move into a new job opportunity without going through a fair and open competitive process or a direct promotion process, whichever is most appropriate for the situation.

If you have any questions about completing this form, contact Human Resource Services.

POSITION SUMMARY

Briefly describe the primary purpose of the position. Please indicate if the focus of the position is one supervising or managing student works or University staff members and the title of positions directly supervised. Specific questions on the nature of this supervision are included in the questionnaire.

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KEY RESPONSIBILITIES

List, *in order of importance*, specific major duties and responsibilities and estimate the average percentage of time spent on each. The following chart will assist you in estimating time percentages on an annual basis:

% of Time	PERIODIC EQUIVALENCIES			
	Daily	Weekly	Monthly	Yearly (annually)
5%	30 minutes	2 hours	1 day	2.5 weeks
10%	1 hour	4 hours	2 days	5 weeks
20%	2 hours	1 day	4.5 days	2.5 months

- Document the job as it is currently performed (may not match the existing jobdescription).
- Use descriptive terms that relate to the objectives or end result of the job being performed, not the steps or tasks involved in performing the job duty orresponsibility.
- Each statement should be brief and concise, beginning with an action verb. Use a separate statement for each major duty or responsibility.
- Duties or responsibilities that take less than 10% of the employee’s time should not be shown as a separate statement but group with other related duties.
- Consideration should be given to breaking into smaller increments (10% or more) any duties or responsibilities that constitute 30% or more of the employee’s time.
- Ensure that a task is not a restatement or overlap of any other statement.
- Review the order of importance and percentage oftime.

KEY RESPONSIBILITIES		
	List most important duties and responsibilities first.	% of Time
1.		
2.		
3.		
4.		
5.		
6.		

7.		
8.		
9.		
10.	<i>Performs other job-related duties as assigned.</i>	
		100%

How long has the employee been performing these duties?

Have the duties changed since the current incumbent has been in this position? If yes, describe approximately how and when this change occurred.

EDUCATION AND WORK EXPERIENCE

Education

What is the minimum formal education required to perform the duties of the position satisfactorily? List the degree required, along with the appropriate major, if applicable.

Examples:

- A High School diploma or GED is required.
- A Bachelor's Degree with a major in Business Administration is required.

Experience

What is the minimum amount of related work experience required to perform the duties of the position satisfactorily? List the number of years required (in whole years), and describe the type of experience in the space below. If experience can be substituted for the education requirements, indicate the type and amount of experience that will substitute separately.

Example:

- Two years of clerical experience is required. Prior experience in medical office is preferred.

REQUIRED LICENSURE OR CERTIFICATION

List any licenses, registrations, certificates or other credentials that are required to perform the work. (Desired credentials may be listed, but indicate these as preferred vs. required qualifications.)

ORGANIZATIONAL CHART

Attach a current organizational chart that shows how this position fits into the unit. Org charts can be simple and handwritten if necessary, but must clearly show the hierarchy pertaining to the job:

- **Reports to:** title and name of the leader the job directly reports to
- **Peers reporting to the same leader:** job title(s) and employee names (or count if large #) that are peer roles.
- **Direct reports:** title and name (or count if large #) of all employees that report to the job. Indicate if the position is full-time, part-time, regular status, students or regular employees.

PEER POSITIONS

In the chart below, list the closest peers to this position, including jobs in the same work area, in the same division and/or across campus. Please provide the employee's name and title, and in the last column indicate whether you believe the position is at about the same level, or if it is at a higher or lower level.

Name	Title	Same / Higher / Lower

LEADERSHIP/SUPERVISORY RESPONSIBILITIES

Select the descriptions that best fits the job being evaluated:

<p>No Formal Supervision</p> <p>No supervisory responsibility (or supervises students only)</p>
<p>Work leadership</p> <p>Leads daily activities of a team including assigned projects or tasks</p> <p>Coordinates the daily activities of a small to medium-size team with a support and/or operations focus</p>
<p>Supervising</p> <p>Supervises a group of employees who generally perform similar work</p> <p>May occasionally do the work of those supervised (<20% of the time)</p> <p>Coordinates and supervises the daily activities of a team with support and/or operations focus</p> <p>Sets priorities for the team to ensure task completion</p>
<p>Managing</p> <p>Manages professional employees and/or supervisors</p> <p>Defines operating standards and ensures essential procedures are followed based on knowledge of own discipline</p> <p>Develops departmental plans, including business, operational and/or organizational priorities</p> <p>Accountable for performance and results of multiple teams</p>
<p>Directing</p> <p>Provides leadership and direction through Managers</p> <p>Adapts and executes functional or departmental business plans</p>

Decisions are guided by organizational and functional strategies and priorities
 Accountable for performance and results for multiple functions or division

Direct reports to position being evaluated:

Employee Category	Indirect		Direct	
	Count	FTE	Count	FTE
Students				
Non-exempt Employees				
Exempt Employees				

If the position being evaluated supervises others, select the responsibilities below that are applicable:

<input type="checkbox"/>	Recruits, screens, and interviews candidates	<input type="checkbox"/>	Conducts performance appraisals
<input type="checkbox"/>	Recommends candidates for hire	<input type="checkbox"/>	Administers disciplinary action
<input type="checkbox"/>	Approves candidates for hire	<input type="checkbox"/>	Recommends salary actions
<input type="checkbox"/>	Assigns tasks or responsibilities to others	<input type="checkbox"/>	Approves salary actions
<input type="checkbox"/>	Conducts training of others	<input type="checkbox"/>	Recommends termination of employees
<input type="checkbox"/>	Monitors work performance	<input type="checkbox"/>	Approves termination of employees

FISCAL RESPONSIBILITY

Describe the budget or fiscal authority and accountability of the position, including responsibility for generating and collecting revenue, approving expenditures and reconciling accounts. Describe the size of the budget, extent of signature authority and involvement in the budget process.

Does this position have responsibility for a budget? ___ Yes ___ No Amount: \$ _____

Does this position	No	Yes	If yes, explain/provide context
Negotiate contracts?			
Manage grants?			
Reconcile accounts?			
Manage service or auxiliary operations?			

Select the category below which best corresponds with the highest level of fiscal responsibility exercised by this position.

- Not Applicable
- Supports
 - Tracks expenditures for an organizational level.
 - Has no decision making or spending authority.
 - Some budgetary proficiency required to advice on revenues, expenses, and budgetary status and processes.

- Recommends
 - Makes recommendations on budgetary decisions
 - May have authority to approve expense items.
 - May recommend on revenue-generating activities and grants.

- Controls
 - Responsible for the budget for an organizational level of the University.
 - Has accountability for all expenses within an organizational unit of the University.
 - Has final decision-making authority on all revenues and expenses.

INDEPENDENT JUDGMENT/PROBLEM SOLVING

Select the description that best fits the job being evaluated:

	Performs tasks and duties under direct supervision, using well-defined policies and procedures. Work is reviewed by supervisor. Limited opportunity exists for exercising independent judgment and decision making. Refers most problems to supervisor.
	Performs tasks and duties under general supervision, using established procedures and innovation. Chooses from limited alternatives to resolve problems. Occasionally independent judgment is required to complete work assignments. Often makes recommendations to work procedures, policies, and practices. Refers unusual problems to supervisor.
	Performs duties within the scope of general University policies, procedures, and objectives. Analyzes problems and performs needs assessments. Uses judgment in adapting broad guidelines to achieve desired result. Regular exercise of independent judgment within accepted practices. Makes recommendations that affect policies, procedures, and practices. Refers exceptions to policy and procedures to the supervisor.
	Develops objectives and general policies and procedures for a specific program or functional area of responsibility within general scope of established operational goals and plans. Day-to-day work and decisions do not require direction or review by immediate supervisor. End results are reviewed by supervisor. Strategic issues are referred to supervisor.
	Develops strategic direction, goals, plans, and policies for an area of responsibility. Sets broad objectives and is accountable for overall results in respective area of responsibility. Authority to make independent decisions on matters of significance. Requires high degree of independent judgment and problem solving of complex problems.

Provide examples of the decisions made by the incumbent in this position where they must check with someone else for approval or direction.

Which of the following statements best describes the way the incumbent independently solves problems:

- Most (or the majority) of decisions made are based on the incumbent’s own analysis/judgement of the situation.
- Most (or the majority) of decisions are driven/guided by policies, procedures, or guidelines.

Provide two (or three) examples to support the answer selected above:

WORK COMPLEXITY

Select the description that most closely matches the level of variety, difficulty and magnitude of the tasks and responsibilities in the job.

<input type="checkbox"/>	Tasks are highly interrelated and simple. Work consists of fairly standard procedures and tasks.
<input type="checkbox"/>	Tasks are multiple and focus more on single processes. Work is sometimes standardized and sometimes varied.
<input type="checkbox"/>	Tasks are multiple and diverse with some interrelationship across processes. Work requires the direct application of a variety of procedures, policies, and/or precedents.
<input type="checkbox"/>	Tasks and responsibilities require integration of diverse functional areas and involve variables that are more abstract. Work is substantially complex and varied, and requires the interpretation of technical and detailed guidelines, policies, and procedures in combination.

Describe the nature and variety of the job's most complex, yet typical, work process or responsibility.

MAGNITUDE OF IMPACT

Select the description that best fits the job, and provide a specific example:

<input type="checkbox"/>	Very limited; only on immediate group.
<input type="checkbox"/>	Limited; impact on single department or program.
<input type="checkbox"/>	Moderate; impact on more than one department or program.
<input type="checkbox"/>	Substantial; impact on a major division or broad range of departments or programs.
<input type="checkbox"/>	Significant; impact more than one division or unit and/or entire University system.

Provide an example to support the above selection.

INTERNAL / EXTERNAL CONTACTS

Type of contact: Select the description that best fits.

	Little or no contact with others outside own workgroup. Primary purpose of contact is to provide and/or receive routine information or documents.
	Some contact with others outside own workgroup, such as students, general public, visitors, and/or other University employees. Primary purpose of contact is to provide or obtain explanation or interpretation of information.
	Regular contact with others outside own workgroup, such as students, general public, visitors, and/or other University employees. Primary purpose of contact is to explain, clarify, or interpret information. May handle confidential information and some complex matters.
	Regular and substantial contact with others outside own workgroup. Contacts usually involve discussions related to policies and programs and may include proposal or grant writing, negotiation with vendors, etc. Handles sensitive, complex, and/or confidential information.
	High-level contact with others across the University in key positions. Contact usually involves several areas within the University and/or with community, government, business leaders, media, and dignitaries. Typically handles highly sensitive and/or confidential information.

Nature of contact: Select the description that best fits the job, and provide a specific example:

	Receives/provides routine information; common courtesies and ordinary tact.
	Explains or interprets guidelines or instructions or elicit opinions; moderate tact and cooperation required.
	Provides detailed and somewhat complex/sensitive information; contacts are non-routine and require discretion and thoughtful communication efforts.
	Exchange of highly complex information; substantial sensitivity, discretion and cooperation required; usually follow-up action is needed.
	Solves problems through discussion or persuasion; issues may have substantial impact on the University or be controversial, which requires high level of tact and sensitivity.

If there is routine contact with others outside of the work group, provide examples of who and the nature or context of the contact.

WORKING CONDITIONS/PHYSICAL EFFORT

To comply with the Americans with Disabilities Act of 1990 (ADA), which prohibits discrimination against qualified individuals on the basis of disability, it is necessary to specify the physical, mental and environmental conditions of the Essential Duties of the job. Select all that apply:

Physical		Mental		Environmental			
On the job the employee must:		On the job the employee must be able to:		On the job the employee:			
<input type="checkbox"/>	Bend	<input type="checkbox"/>	Read/Comprehend	<input type="checkbox"/>	Is exposed to excessive noise		
<input type="checkbox"/>	Squat	<input type="checkbox"/>	Write	<input type="checkbox"/>	Is around moving machinery		
<input type="checkbox"/>	Crawl	<input type="checkbox"/>	Perform calculations	<input type="checkbox"/>	Is exposed to marked changes in temperature and/or humidity		
<input type="checkbox"/>	Climb	<input type="checkbox"/>	Communicate orally				
<input type="checkbox"/>	Kneel	<input type="checkbox"/>	Reason and analyze	<input type="checkbox"/>	Is exposed to dust, fumes, gases, radiation, infectious diseases, etc.		
<input type="checkbox"/>	Sit	<input type="checkbox"/>	Other				
<input type="checkbox"/>	Stand			<input type="checkbox"/>	Drives motorized equipment		
<input type="checkbox"/>	Walk			<input type="checkbox"/>	Works in confined quarters		
<input type="checkbox"/>	Push/Pull			<input type="checkbox"/>	Other:		
<input type="checkbox"/>	Handle object (manual dexterity)						
<input type="checkbox"/>	Reach above shoulder level						
<input type="checkbox"/>	Use fine finger movements						
<input type="checkbox"/>	Other						
Must carry/lift loads that are:							
<input type="checkbox"/>	Light (up to 25 lbs.)						
<input type="checkbox"/>	Moderate (25 – 50 lbs.)						
<input type="checkbox"/>	Heavy (over 50 lbs.)						

IMMEDIATE SUPERVISOR COMMENTS

Use this section to record your understanding of the job as it currently exists. (Reminder: the job incumbent's performance level is not a part of this review and is not to be considered for this exercise.) If this job has a Research or Information Technology focus, select the appropriate box, complete the respective addendum, and submit with this document.

<input type="checkbox"/>	Research
<input type="checkbox"/>	Information Technology

Additional remarks about this position:

REMINDER: Attach an organizational chart showing who the position reports to, peer positions that report to the same manager, and all direct reports to the position (if applicable). This provides essential information for processing the PCQ.

SIGNATURES

Immediate supervisor signature

Date

Next level supervisor signature

Date