

## What is a “Specialist”?

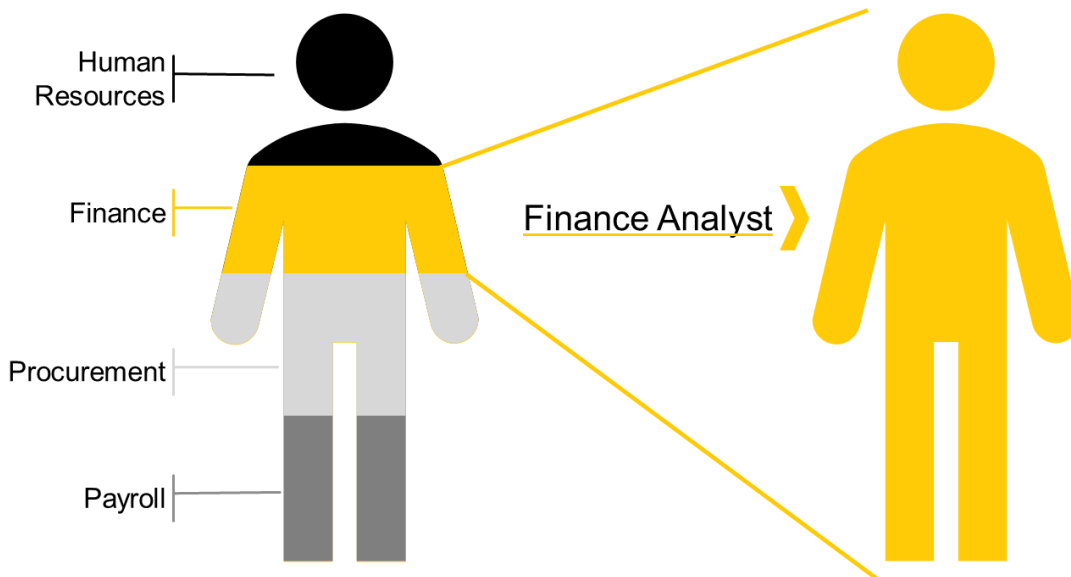
- Someone who demonstrates profound **expertise** in a focused area.
- Someone who dedicates their time to **HR, finance, payroll, procurement** or **unit-based post-award** activities.

## What Does it Mean to Specialize?

- Our staff frequently operate as “**generalists**,” where an individual’s responsibilities are split between many different functional areas.
- Moving from a “generalist” to a “specialist” role will allow each staff member to focus on a single functional area, **strengthening their knowledge and expertise in a specific area**.

### GENERALIST MODEL

### SPECIALIST MODEL



#### EXAMPLE OF STAFF MOVING TO FINANCE ANALYST

The model is designed around **specialists**, where people will have specialized expertise in one functional area (e.g., finance), rather than responsibilities across several functional areas.

## Benefits to our People

- Creates defined, uniform **roles, responsibilities** and **competencies** for staff and supervisors.
- Provides staff with more effective **training opportunities**, boosting their ability to develop **specialized skills** and clearly defined **pathways for advancement**.
- Reduces duplicative work by **simplifying** and **standardizing processes**, yielding an improved work environment that benefits from central offices support.



Current effort is highly fractional. Continuing to function this way would result in more of the same issues of duplicity and inefficiency for our institution.

## Benefits to the University

- Increasing service **speed, quality, and consistency**.
- **Reducing risk from non-compliant processes and practices**.