

These crosswalks are provided as a source of general guidance. Final classification assignments are determined following a detailed position-by-position review, subject to the approval of the institutional Chief HR Officer or their designee.

Career Banding Crosswalk	Competency Level	EHRA Class Title
B&T Applications Analyst	1 Contributing	IT Analyst/Programmer I
B&T Applications Analyst	1 Contributing	IT Database Administrator I
B&T Applications Analyst	2 Journey	IT Analyst/Programmer II
B&T Applications Analyst	2 Journey	IT Analyst/Programmer III
B&T Applications Analyst	2 Journey	IT Database Administrator II
B&T Applications Analyst	3 Advanced	IT Database Administrator III
 		
B&T Applications Specialist	1 Contributing	IT Analyst/Programmer II
B&T Applications Specialist	1 Contributing	IT Analyst/Programmer III
B&T Applications Specialist	2 Journey	IT Analyst/Programmer II
B&T Applications Specialist	2 Journey	IT Analyst/Programmer III
B&T Applications Specialist	2 Journey	IT Database Administrator II
B&T Applications Specialist	3 Advanced	IT Database Administrator III
 		
B&T Applications Technician	1 Contributing	IT Analyst/Programmer I
B&T Applications Technician	2 Journey	IT Analyst/Programmer I
B&T Applications Technician	3 Advanced	IT Analyst/Programmer I
B&T Applications Technician	3 Advanced	IT Database Administrator II
 		
Business & Technology Manager	1 Contributing	IT Manager I
Business & Technology Manager	2 Journey	IT Manager II
Business & Technology Manager	3 Advanced	IT Manager III
 		
Business Systems Analyst	1 Contributing	IT Business Systems Analyst I
Business Systems Analyst	2 Journey	IT Business Systems Analyst II
Business Systems Analyst	3 Advanced	IT Business Systems Analyst III
 		
IT Manager	1 Contributing	IT Manager I
IT Manager	2 Journey	IT Manager II
IT Manager	3 Advanced	IT Manager III
 		
IT Project Program Manager	1 Contributing	IT Project Manager I
IT Project Program Manager	2 Journey	IT Project Manager II
IT Project Program Manager	3 Advanced	IT Project Manager III
 		
IT Security Specialist	1 Contributing	IT Security Professional I
IT Security Specialist	2 Journey	IT Security Professional II
IT Security Specialist	3 Advanced	IT Security Professional III
 		
Networking Analyst	1 Contributing	IT Network Administrator I
Networking Analyst	2 Journey	IT Network Administrator II
Networking Analyst	3 Advanced	IT Network Administrator III
 		
Networking Manager	1 Contributing	IT Manager I
Networking Manager	2 Journey	IT Manager II
Networking Manager	3 Advanced	IT Manager III

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Networking Specialist	1 Contributing	IT Network Administrator II
Networking Specialist	2 Journey	IT Network Administrator II
Networking Specialist	3 Advanced	IT Network Administrator III
Networking Technician	1 Contributing	IT Network Administrator I
Networking Technician	2 Journey	IT Network Administrator II
Networking Technician	3 Advanced	IT Network Administrator II
No Match		IT Architect/Engineer I
No Match		IT Architect/Engineer II
No Match		IT Architect/Engineer III
No Match		IT Auditor I
No Match		IT Auditor II
No Match		IT Auditor III
No Match		IT Business Intelligence/Data Analyst I
No Match		IT Business Intelligence/Data Analyst II
No Match		IT Business Intelligence/Data Analyst III
No Match		IT Client Support Manager I
No Match		IT Client Support Manager II
No Match		IT Client Support Manager III
No Match		IT Instructional/Classroom Support Professional I
No Match		IT Instructional/Classroom Support Professional II
No Match		IT Instructional/Classroom Support Professional III
Op & Sys Analyst	1 Contributing	IT System Administrator II
Op & Sys Analyst	2 Journey	IT System Administrator II
Op & Sys Analyst	3 Advanced	IT System Administrator II
Op & Sys Analyst	3 Advanced	IT System Administrator III
Op & Sys Specialist	1 Contributing	IT System Administrator III
Op & Sys Specialist	2 Journey	IT System Administrator III
Op & Sys Specialist	3 Advanced	IT System Administrator III
Op & Sys Technician	1 Contributing	IT System Administrator I
Op & Sys Technician	2 Journey	IT System Administrator I
Op & Sys Technician	3 Advanced	IT System Administrator I
Operations Manager	1 Contributing	IT Manager I
Operations Manager	2 Journey	IT Manager II
Operations Manager	3 Advanced	IT Manager III

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Career Banding Crosswalk	Competency Level	EHRA Class Title
Project Program Manager	1 Contributing	IT Manager II
Project Program Manager	1 Contributing	IT Manager III
Project Program Manager	2 Journey	IT Manager III
Project Program Manager	3 Advanced	IT Manager III
Systems Manager	1 Contributing	IT Manager I
Systems Manager	2 Journey	IT Manager II
Systems Manager	3 Advanced	IT Manager III
Systems Programmer Analyst	1 Contributing	IT Analyst/Programmer I
Systems Programmer Analyst	2 Journey	IT Analyst/Programmer I
Systems Programmer Analyst	3 Advanced	IT Analyst/Programmer II
Systems Programmer Specialist	1 Contributing	IT Analyst/Programmer II
Systems Programmer Specialist	2 Journey	IT Analyst/Programmer III
Systems Programmer Specialist	3 Advanced	IT Analyst/Programmer III
Tech Support Analyst	1 Contributing	IT Web Designer/Developer I
Tech Support Analyst	2 Journey	IT Web Designer/Developer II
Tech Support Analyst	3 Advanced	IT Web Designer/Developer II
Tech Support Analyst	3 Advanced	IT Web Designer/Developer III
Tech Support Specialist	1 Contributing	IT Database Administrator I
Tech Support Specialist	1 Contributing	IT Web Designer/Developer II
Tech Support Specialist	2 Journey	IT Database Administrator II
Tech Support Specialist	2 Journey	IT Web Designer/Developer III
Tech Support Specialist	3 Advanced	IT Database Administrator III
Tech Support Specialist	3 Advanced	IT Web Designer/Developer III
Tech Support Technician	3 Advanced	IT Web Designer/Developer I
Technology Support Manager	1 Contributing	IT Manager I
Technology Support Manager	2 Journey	IT Manager II
Technology Support Manager	3 Advanced	IT Manager III

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IT Analyst/Programmer I	B&T Applications Analyst	1 Contributing
IT Analyst/Programmer I	B&T Applications Technician	1 Contributing
IT Analyst/Programmer I	B&T Applications Technician	2 Journey
IT Analyst/Programmer I	B&T Applications Technician	3 Advanced
IT Analyst/Programmer I	Systems Programmer Analyst	1 Contributing
IT Analyst/Programmer I	Systems Programmer Analyst	2 Journey
IT Analyst/Programmer II	B&T Applications Analyst	2 Journey
IT Analyst/Programmer II	B&T Applications Specialist	1 Contributing
IT Analyst/Programmer II	B&T Applications Specialist	2 Journey
IT Analyst/Programmer II	Systems Programmer Analyst	3 Advanced
IT Analyst/Programmer II	Systems Programmer Specialist	1 Contributing
IT Analyst/Programmer III	B&T Applications Analyst	2 Journey
IT Analyst/Programmer III	B&T Applications Specialist	1 Contributing
IT Analyst/Programmer III	B&T Applications Specialist	2 Journey
IT Analyst/Programmer III	Systems Programmer Specialist	2 Journey
IT Analyst/Programmer III	Systems Programmer Specialist	3 Advanced
IT Architect/Engineer I	No Match	
IT Architect/Engineer II	No Match	
IT Architect/Engineer III	No Match	
IT Auditor I	No Match	
IT Auditor II	No Match	
IT Auditor III	No Match	
IT Business Intelligence/Data Analyst I	No Match	
IT Business Intelligence/Data Analyst II	No Match	
IT Business Intelligence/Data Analyst III	No Match	
IT Business Systems Analyst I	Business Systems Analyst	1 Contributing
IT Business Systems Analyst II	Business Systems Analyst	2 Journey
IT Business Systems Analyst III	Business Systems Analyst	3 Advanced
IT Client Support Manager I	No Match	
IT Client Support Manager II	No Match	
IT Client Support Manager III	No Match	
IT Database Administrator I	B&T Applications Analyst	1 Contributing
IT Database Administrator I	Tech Support Specialist	1 Contributing
IT Database Administrator II	B&T Applications Analyst	2 Journey
IT Database Administrator II	B&T Applications Specialist	2 Journey
IT Database Administrator II	B&T Applications Technician	3 Advanced
IT Database Administrator II	Tech Support Specialist	2 Journey

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EHRA Class Title	Career Banding Crosswalk	Competency Level
IT Database Administrator III	B&T Applications Analyst	3 Advanced
IT Database Administrator III	B&T Applications Specialist	3 Advanced
IT Database Administrator III	Tech Support Specialist	3 Advanced
IT Instructional/Classroom Support Professional I		
IT Instructional/Classroom Support Professional I	No Match	
IT Instructional/Classroom Support Professional II		
IT Instructional/Classroom Support Professional II	No Match	
IT Instructional/Classroom Support Professional III		
IT Instructional/Classroom Support Professional III	No Match	
IT Manager I		
IT Manager I	Business & Technology Manager	1 Contributing
IT Manager I	IT Manager	1 Contributing
IT Manager I	Networking Manager	1 Contributing
IT Manager I	Operations Manager	1 Contributing
IT Manager I	Systems Manager	1 Contributing
IT Manager I	Technology Support Manager	1 Contributing
IT Manager II		
IT Manager II	Business & Technology Manager	2 Journey
IT Manager II	IT Manager	2 Journey
IT Manager II	Networking Manager	2 Journey
IT Manager II	Operations Manager	2 Journey
IT Manager II	Project Program Manager	1 Contributing
IT Manager II	Systems Manager	2 Journey
IT Manager II	Technology Support Manager	2 Journey
IT Manager III		
IT Manager III	Business & Technology Manager	3 Advanced
IT Manager III	IT Manager	3 Advanced
IT Manager III	Networking Manager	3 Advanced
IT Manager III	Operations Manager	3 Advanced
IT Manager III	Project Program Manager	1 Contributing
IT Manager III	Project Program Manager	2 Journey
IT Manager III	Project Program Manager	3 Advanced
IT Manager III	Systems Manager	3 Advanced
IT Manager III	Technology Support Manager	3 Advanced
IT Network Administrator I		
IT Network Administrator I	Networking Analyst	1 Contributing
IT Network Administrator I	Networking Technician	1 Contributing
IT Network Administrator II		
IT Network Administrator II	Networking Analyst	2 Journey
IT Network Administrator II	Networking Specialist	1 Contributing
IT Network Administrator II	Networking Specialist	2 Journey
IT Network Administrator II	Networking Technician	2 Journey
IT Network Administrator II	Networking Technician	3 Advanced
IT Network Administrator III		
IT Network Administrator III	Networking Analyst	3 Advanced
IT Network Administrator III	Networking Specialist	3 Advanced

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IT Project Manager I	IT Project Program Manager	1 Contributing
IT Project Manager II	IT Project Program Manager	2 Journey
IT Project Manager III	IT Project Program Manager	3 Advanced
IT Security Professionals		
IT Security Professional I	IT Security Specialist	1 Contributing
IT Security Professional II	IT Security Specialist	2 Journey
IT Security Professional III	IT Security Specialist	3 Advanced
IT System Administrators		
IT System Administrator I	Op & Sys Technician	1 Contributing
IT System Administrator I	Op & Sys Technician	2 Journey
IT System Administrator I	Op & Sys Technician	3 Advanced
IT System Administrator II	Op & Sys Analyst	1 Contributing
IT System Administrator II	Op & Sys Analyst	2 Journey
IT System Administrator II	Op & Sys Analyst	3 Advanced
IT System Administrator III	Op & Sys Analyst	3 Advanced
IT System Administrator III	Op & Sys Specialist	1 Contributing
IT System Administrator III	Op & Sys Specialist	2 Journey
IT System Administrator III	Op & Sys Specialist	3 Advanced
IT Web Designers/Developers		
IT Web Designer/Developer I	Tech Support Analyst	1 Contributing
IT Web Designer/Developer I	Tech Support Technician	3 Advanced
IT Web Designer/Developer II	Tech Support Analyst	2 Journey
IT Web Designer/Developer II	Tech Support Analyst	3 Advanced
IT Web Designer/Developer II	Tech Support Specialist	1 Contributing
IT Web Designer/Developer III	Tech Support Analyst	3 Advanced
IT Web Designer/Developer III	Tech Support Specialist	2 Journey
IT Web Designer/Developer III	Tech Support Specialist	3 Advanced