

OWG 59 HR, including Position Descriptions and Salary Bands
Approved Recommendations

- 1. Recommends comparing and contrasting both Institution's Applicant Tracking Systems (ATS).**
- 2. Recommends comparing and contrasting both Institution's organizational charts with relevant information before combining charts.**
- 3. Recommends that the OWG should present scenarios for 52 week work schedule affecting 12 month faculty and staff and deferring final decision making to the President.**
- 4. Recommends that OWG 59 and Internal Audit should collaborate on *the Ensure Effective Implementation of Controls (Flowcharts, Segregated Duties)*.**
- 5. Recommends identifying relevant competencies that should comprise "seniority" and develop a weighted decision model to be used to determine staff seniority.**
- 6. Recommends including DSC's Background Investigation Committee (BIC) in the new University's hiring process.**
- 7. Recommends that the new University should adopt the processes outlined in the USG's revised Reduction in Force (RIF) Policy.**
- 8. Recommends combining the major elements of hiring processes from both institutions.**
- 9. Recommends requiring online Search Committee training for any employee(s) wishing to serve on search committees at the New U.**
- 10. Recommends not including Diversity Team Members in the New U's hiring process; but, do repurpose DSC's 'Diversity Team' for the New U. Diversity Team Members' attention should be focused on developing diversity programming for the New University.**