

**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.**
- 11. Recommends that OWG 59 review DSC's pay study that was prepared by Carl Vinson Institute of Government (CVIOG). The OWG will perform an assessment to see if this study meets the needs of the new University. The results of the assessment are to be shared with the CIC.**
- 12. Recommends adapting the structure provided in DSC's current Classification & Compensation Plan (Pay Plan) for the new University.**
- 13. Recommends forming a Compensation Committee comprised of Faculty and Staff members to periodically review, assess, and address pay issues related to position classifications at the new University.**