

**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.**
- 4. 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.**
- 5. Recommends that OWG 59 and Internal Audit should collaborate on *the Ensure Effective Implementation of Controls (Flowcharts, Segregated Duties)*.**
- 6. Recommends identifying relevant competencies that should comprise "seniority" and develop a weighted decision model to be used to determine staff seniority.**