

Flow of information – Employment Impact

Senior HR leaders work with college/unit leadership to develop a suite of options for FY20/FY21

Colleges - Submit initial plan to provost for approval

- Assesses impact on academic mission
- Ensures alignment with faculty policies
- Ensures consistency
- Reviews plans for college-level internal communication

Submit initial plan to University Human Resources for HR Employment Coordination Committee Meeting

HR subject matter experts conduct initial disparate impact analysis and review of plan's rationale

Plan submitted to HR Employment Coordination Committee

- Ensures consistent HR practices
- Reviews disparate impact analysis
- Reviews rationale
- Reviews implementation & internal communications plans

Review and advance by HR Employment Coordination Committee

Communication to BoR

Implementation and internal communication begin