



APS JUSTIFICATION

Policy Title: University Employment Postings

APS Number: 5056

APS Functional Area: **HUMAN RESOURCES**

Date Submitted:	October 8, 2025
Proposed Action:	Revision
Brief Description:	Sets forth the requirements for posting new and vacant positions.
Desired Effective Date:	January 1, 2026
Responsible University Officer:	Vice President and CHRO
Responsible Office:	Vice President and CHRO
Policy Contact:	Vice President and CHRO
Applies to:	University Staff and Officers

Reason for Policy: The intention of this policy is to define the posting process for university positions. The provisions of this University Employment Postings policy are intended to implement the Colorado Equal Pay for Equal Work Act.

I. REASON FOR PROPOSED ACTION

Minor modifications to update policy based on the Equal Pay for Equal Work Act by:

- changing the interim basis from six months to nine months
- adding language around the compensation range within the posting

Expanding non-discrimination requirements with updated language

II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

Campus and System Administration Human Resources offices

III. LEGAL REVIEW

A. Do you think legal review would be required for these proposed changes? **Yes**

1. If no, please explain.
2. If yes, what is your plan to get the legal review? **Submitted for review to assure compliance with applicable laws and policies**

B. Date legal review completed: **In progress**

C. Person completing legal review:

IV. FISCAL REVIEW

Are there any financial (human resources, technology, operations, training, etc.) or other resource impacts of implementing this policy (e.g., cost savings, start-up costs, additional time for faculty or staff, new systems, or software)? **No** If yes, please explain: