



## APS JUSTIFICATION

**Policy Title:** University Employment Postings

**APS Number:** 5056

**APS Functional Area:** **HUMAN RESOURCES**

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<b>Date Submitted:</b>	September 29, 2023
<b>Proposed Action:</b>	Revision
<b>Brief Description:</b>	To align with state policies and provide usage clarity.
<b>Desired Effective Date:</b>	January 1, 2024
<b>Responsible University Officer:</b>	Vice President and Chief Human Resources Officer
<b>Responsible Office:</b>	Office of Employee Services
<b>Policy Contact:</b>	Office of Employee Services
<b>Applies to:</b>	All Employees

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**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.

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### I. REASON FOR PROPOSED ACTION

With the passage of Senate Bill 23-105 Ensure Equal Pay for Equal Work, minor adjustments are required for the university policy.

### II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

Campus HR 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? University Counsel has reviewed.
- B. Date legal review completed: **9/29/2023**
- C. Person completing legal review: **Julie Steeler**

### 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: