



APS JUSTIFICATION

Policy Title: Acting and Interim Appointments for University Staff Positions

APS Number: 5013

APS Functional Area: **HUMAN RESOURCES**

Date Submitted:	August 2, 2021
Proposed Action:	Revision
Brief Description:	Provides guidance for making acting or interim appointments to non-faculty positions that are exempt from the state personnel system (Administrative Positions).
Desired Effective Date:	TBD
Responsible University Officer:	Senior Associate Vice President and Chief Human Resource Officer
Responsible Office:	Senior Associate Vice President and Chief Human Resource Officer
Policy Contact:	Senior Associate Vice President and Chief Human Resource Officer 303-860-5617
Last Reviewed/Updated:	January 1, 2018
Applies to:	Universitywide

Reason for Policy: To provide guidelines not addressed in regent policy.

I. REASON FOR PROPOSED ACTION

In 2019, Colorado passed the Equal Pay for Equal Work Act, which took effect on January 1, 2021. The law is designed to reduce the compensation gap that exists based on sex or gender identity, or sex or gender identity plus another protected status, between workers doing substantially similar work.

Each Colorado employer is responsible for implementing practices and procedures required by the act to achieve greater parity in employee compensation. Existing university and campus policies and procedures are being reviewed to ensure compliance with Colorado’s Equal Pay Act. This APS is under review for that purpose.

II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

Legal, Human Resources, Academic Affairs, Chief Human Resources Officers (CHROs)

III. LEGAL REVIEW

A. Do you think legal review would be required for these proposed changes? **Yes. System and campus legal counsel has been involved in the reviews and revisions on this APS.**

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)? **There are no financial impacts with respect to this revision.** If yes, please explain: