

EEO Program Review Self-Assessment | Promotions

Promotions | Promotion Process: Competitive and/or Posted:

Guidance: All promotional opportunities that are posted on the university's job board must follow the EEO guidance for recruitment, hiring, and selection.

Testing: If the position was posted, were all of the actions in the "Recruitment, Hiring, and Selection" program assessment completed?

Promotions | Promotion: Non-Competitive and/or Reclassification

Guidance: All similarly situated employees (i.e., similar job titles and positions within the same department or unit) should be considered for promotional opportunities, without regard to their demographics.

Testing: Were all similarly situated employees considered for the promotion in a consistent and nondiscriminatory manner? Did the manager articulate job-related reasons the identified employee was the most qualified for the role?

Promotions | Notification for Competitive/Posted Promotions

Guidance: All similarly situated employees should receive equal notice about available promotions.

Testing: Did all similarly situated employees receive equal notification about the promotion opportunity?

Promotions | Training & Professional Development

Guidance: Training and professional development opportunities should be equally offered and communicated to similarly situated employees.

Testing: Were training and professional development opportunities offered and communicated in an equal and nondiscriminatory manner to all similarly situated employees in the unit and/or possible promotion pool?