PRC Process after conversion to USS (6/8/2014)

Any conflict

If not resolved

If not resolved

If not resolved

If not resolved

Appeal to Director of Employee Relations

Department Head

Dean or Vice President

If not resolved

If not resolved

If not resolved

Appeal to PRC or Appeals

Board

PRC hears Performance Reviews

• PRC makes final decision

PRC hears

Proposed Decision-making Leave, Unfair Treatment or Discrimination

- PRC makes recommendation to Director of Employee Relations
- Director of Employee Relations makes final determination

Appeals Board hears

Demotion, Suspension

without Pay, Dismissal

- Appeals Board makes recommendation to VP Human Capital
- VP Human Capital makes final determination