

Equity Adjustments

- Biennial Campus-wide Equity Call: This process will be managed Org wide and requires VC approval. HRBP and CFAO will work together and with VC to determine appropriate actions, in consultation with the AVC.
- Special Off-Cycle Requests: Under policy *PPSM 30, Compensation*, all equity requests require VC/HR approval post HRBP review and packaging. Appropriate under the following circumstances:
 - Bonafide Retention
 - Supervisor/*Represented* employee compression
 - Other: Permanent, unanticipated change in scope of duties, complexity of assignment, etc.