



Strategic Position Review Process

The Strategic Position Review (SPR) is required for determining whether to post faculty and staff positions at all levels.

The Strategic Position Review Process requires increased scrutiny and accountability of all vacant positions prior to the positions being eligible for announcement. All University positions will be reviewed via the SPR process prior to being posted on the Careers@CSU job page or any other advertisement outlet.

1. Once answers on questionnaire are complete, Director/Dean and Department VP must sign the form.
2. Position Description must be attached to the SPR.
3. Submit paperwork to the Budget Office for approval.
4. The Budget Office will submit paperwork to the Human Resources Department for approval.
5. Human Resources submits paperwork to Vice President of Administration & Finance/CFO for approval.
6. The President will make the final decision on SPR's.
7. Human Resources will officially notify the Dean/Director in writing that the SPR has been approved and that an electronic requisition must be initiated via the CSU Careers Online System.