

## WPRR Process vs PMRR Process

**What is the difference between a Workforce Position Review Request (WPRR) and a People Management Review Request (PMRR)**

	WPRR	PMRR
<b>Impacted Positions:</b>	Applies to all <b>Vacant</b> Positions or requests for <b>New</b> Positions (COM Faculty will follow the JFR Process)	Applies to all existing staff or <b>Filled</b> Positions (COM Faculty will follow the JFR Process)
<b>Type of Request:</b>	<p>The types of requests for the WPRR process include:</p> <ul style="list-style-type: none"> <li>- New Position Request</li> <li>- Backfill As Is (No changes to Position)</li> <li>- Backfill with Reclassification (Title Change)</li> <li>- Backfill with Position Change (FTE Change)</li> <li>- Agency/Traveler*</li> <li>- Contractor*</li> </ul> <p>* Will be included in this process at a future date</p>	<p>The types of requests for the PMRR process include:</p> <ul style="list-style-type: none"> <li>- Reorganizations/Restructures</li> <li>- Reclassify a filled position</li> <li>- Internal Equity Review</li> <li>- External Market Review</li> <li>- Retention Request</li> <li>- New MOU Request</li> <li>- New Bonus Request (Sign-On, Referral)</li> </ul>
<b>How are these requests submitted:</b>	The request is initiated in Service Now and the appropriate action is then entered into Workday after receiving approval.	The request is initiated in Service Now and the appropriate action is then entered into Workday after receiving approval.
<b>Who do I contact with Questions:</b>	Email <a href="mailto:WorkforcePositionManagement@uams.edu">WorkforcePositionManagement@uams.edu</a> or contact your assigned People and Culture Partner.	Email <a href="mailto:hrcomp@uams.edu">hrcomp@uams.edu</a> or contact your assigned People and Culture Partner.
<b>What documentation is required:</b>	<ul style="list-style-type: none"> <li>- General information.</li> <li>- Background Information.</li> <li>- Funding Information</li> <li>- Productivity Information</li> <li>- Summary of Request</li> </ul>	<ul style="list-style-type: none"> <li>- A completed Business Case.</li> <li>- The Divisional Senior Leader (or designee) must approve the PMRR.</li> <li>- Additional documentation is needed based on type. (Refer to process guide)</li> </ul>
<b>Other:</b>	All Positions approved for recruitment must follow the normal Compensation & Classification process. The DPC Compensation Team will determine final Classification and Compensation and will follow Compensation & Classification practices.	If the PMRR request results in a negative impact on the budget, please delay the request.