

## Frequently Asked Questions: Expression of Interest (EOI) Process

### 1. What is the Expression of Interest process?

The Expression of Interest (EOI) process is an established staffing process that is used when an organization is implementing a reconfiguration or restructure. It is a staffing transition approach used to fill positions with internal talent as the unit transitions to its future state. The EOI includes three differentiated selection processes that can be deployed based on the level of changes associated with the reconfiguration or restructure.

### 2. Is the EOI process new (in 2024)?

No, Georgia Tech’s EOI process was developed in 2022 by a cross-functional team of internal and external experts. The process has been thoroughly vetted and continues to be overseen by Georgia Tech Human Resources (GTHR), the Office of General Counsel (OGC), the Department of Internal Audit (DIA), and the HR Division of the University System of Georgia (USG).

### 3. When is the EOI process used?

There are a narrow set of situations when the EOI process is used. During the organizational design process, a unit may determine new work or a significant change in elements of a job (>25%) must be made to deliver strategic objectives. The EOI process is used to staff positions with internal talent while ensuring a fair, equitable, and competitive selection process.

### 4. What three selection processes comprise the EOI process?

The EOI process includes three differentiated selection processes –

- Open Posting (Careers hiring),
- Competitive Selection, and
- Evaluation and Confirmation.

Each staffing approach requires regular consultation between unit leadership, GTHR (including Business Partner and Employee Relations), and Talent Acquisition. Detailed planning, documentation, and management is required.

Position Type	Description	Selection Approach
<b>New Position</b>	Work is not currently performed within unit/department or at GT today.	<b>Open Posting</b> (Careers Hiring) – positions are open to campus and external candidates
<b>Changing Position</b>	Work is currently performed, but elements of the job are substantially changed (>25%) (e.g. day-to-day duties, reporting relationships, etc.).	<b>Competitive Selection</b> – positions are open to the impacted population who can “preference” positions and/or identify other roles within GT of interest (as applicable).
<b>Similar Position</b>	Work is currently performed, and the role remains largely unchanged.	<b>Evaluation and Confirmation</b> – positions are open to the incumbent impacted population.

**Questions?** Employees and People Leaders – contact your primary HR contact. HR Partners – contact GTHR Organizational Design.