

**From:** [HR - Communications](#)  
**To:** [REDACTED]  
**Subject:** Segal Organizational Assessment Update – Interview Participation  
**Date:** Thursday, August 28, 2025 11:01:00 AM

---

Dear [REDACTED]

As part of the ongoing organizational assessment, several employees have been identified to participate in small group interviews with representatives from Segal. Other employees, while their positions are within the scope of review, have not been selected for interview.

The purpose of the interviews is to gain a balanced and representative understanding of how the university functions as it relates to business and administrative support and marketing and communications. To do this effectively, the Segal team will interview a cross-section of employees across units and functional areas as well as across job titles. This will ensure they capture the breadth of work and how it is performed across all units as well as how work takes place across job templates.

Not every staff member who holds a position in one of the classifications included in the assessment will be interviewed. Instead, the selection of staff to participate in interviews was designed solely to ensure that Segal hears a wide range of perspectives without having to interview every employee in the selected job titles, which would not be possible due to logistical and timing issues.

Employees Selected for Interview:

[REDACTED]

Employees Not Selected for Interview:

[REDACTED]

Each employee will also receive a direct communication this afternoon notifying them of whether they have been selected for interview, with additional information and details. We appreciate you encouraging all your staff throughout this process. For those selected for interviews, their participation and feedback will be essential in helping Segal understand how work gets done at the university and in shaping future recommendations. For those not selected for interviews, their questions, suggestions, and feedback provided through the informational sessions and feedback form are equally import to the success of this effort.

Thank you for your ongoing support for your staff through this process and please do not hesitate to reach out with any questions.

Sincerely,

Renee

