

1. Title

Hiring, Promotion, and Transfer of Employees

2. Policy

Sec. 1 Purpose. The purpose of this Policy is to outline the responsibilities of all parties to the hiring process and to ensure the fair and impartial recruitment and selection of employees in accordance with applicable laws, rules, and U. T. System Administration policy.

Sec. 2 Applicability. This Policy applies to the posting and filling of employment vacancies.

Sec. 3 Exceptions. An exception to this Policy may occur in the filling of positions that report directly to the Chancellor or when approved by the Chancellor or his designee.

Sec. 4 Equal Opportunity/Affirmative Action. The University of Texas System Administration is an Equal Opportunity/Affirmative Action employer and is committed to the recruitment and selection of highly qualified employees without regard to race, color, national origin, religion, sex, veteran status, sexual orientation, age, or disability.

Sec. 5 Procedures for Filling Posted Vacancies.

5.1 All regular positions must be recruited through the posting of vacancies or, in some cases, through a search firm.

5.2 Vacancies may be posted internally or open to the public. Options include:

- (a) available only to employees within the hiring department;
- (b) available only to U. T. System Administration employees;
- (c) available only to U. T. System employees, across all institutions, including U. T. System Administration; and
- (d) available to all applicants, regardless of employment status.

5.3 All vacancies posted for recruitment must be posted for a minimum of five consecutive workdays.

5.4 Workdays include weekdays that U. T. System Administration is not recognizing a holiday. Workdays will include optional holidays. One workday will be considered elapsed at the completion of eight full workday hours.

Sec. 6 Security Sensitive Positions. All positions at U. T. System Administration have been designated as security sensitive. All postings and advertisements will identify positions as security sensitive and state that a criminal background check will be conducted. (See INT109, *Criminal Background Checks*)

Sec. 7 Posting Vacancies. To post a position, the hiring official must submit a completed job posting, which must be forwarded by the hiring official to the Office of Employee Services (OES) for review and approval. The requirements for the position must meet the minimum qualifications set forth in the job classification description. All advertisements in newspapers, journals, etc., will be reviewed and placed by OES and will identify U. T. System Administration as an Equal Opportunity/Affirmative Action Employer.

Approvals for Job Postings. OES will ensure that all requisite approvals are obtained before a job is posted. All positions with budget impact will be approved by the Associate Vice Chancellor-Controller and Chief Budget Officer before posting.

Sec. 8 Applying for Positions.

8.1 Applicants may not be considered for a position until a completed application for employment is submitted to OES, including any supplemental materials required by the job posting.

8.2 A regular employee of U. T. System Administration is eligible to apply for job openings outside of his or her current department provided he or she has been employed for a minimum of six continuous months. An employee interested in transfer opportunities must submit an application to OES to be considered for any posted position.

8.3 An applicant will be disqualified from consideration for employment with U. T. System Administration if he or she makes a false statement on the application form or during the interview process, has committed fraud during the application or selection process, or is not legally permitted to hold the position.

Sec. 9 Selecting and Interviewing Applicants.

- 9.1 The hiring official is responsible for selecting qualified applicants to be interviewed and scheduling appointments with individuals from the pool.
- 9.2 The hiring official will ensure that all applicants selected for interview have submitted a completed U. T. System Administration application for employment directly to OES on or before the date the applicant is scheduled to be interviewed.
- 9.3 Any supplemental materials required of applicants by a job posting must be received for an applicant to be considered for interview or selection for hire. Applicants must be given a minimum of five workdays to submit required materials before an offer of employment may be extended unless the hiring official can demonstrate using job-related criteria that the applicant would not be selected even if his/her supplemental materials were received.
- 9.4 The hiring official must consider all qualified applicants with complete applications before making an offer of employment.
- 9.5 Before making a hiring decision, the hiring manager will review the materials submitted by all applicants to determine if any applicants are eligible for a veteran's employment preference in accordance with *Texas Government Code* Chapter 657 or former foster children preference in accordance with *Texas Government Code* Chapter 672.

At the time of application, applicants are able to self identify as being eligible for the preference under *Texas Government Code* Chapter 657.003, which states in part: "An individual who qualifies for a veteran's employment preference is entitled to a preference in employment with or appointment to a public entity or for a public work of this state over other applicants for the same position who do not have a greater qualification." The Human Resources Management System designates with the image of an American flag applicants who self identify in this manner.

If an applicant who claims eligibility for the veteran's preference has qualifications that are superior to all other applicants, the hiring manager may submit that applicant's name to OES as the applicant recommended for hire in accordance with Section 10 of this Policy. If an applicant who claims eligibility for the

veteran's preference has qualifications that are equal to the qualifications of the most qualified candidate, the hiring manager will notify OES immediately for review. After a review of the applicants' materials and, if necessary, requesting additional material from the applicant(s) claiming a preference, OES will evaluate whether the applicant qualifies for the preference. The hiring manager will make the employment selection accordingly.

Former foster children are eligible for employment preference under *Texas Government Code* Chapter 672.002, which states in part: "An individual who was under the permanent managing conservatorship of the Department of Family and Protective Services on the day preceding the individual's 18th birthday is entitled to a preference in employment with a state agency over other applicants for the same position who do not have a greater qualification."

Persons claiming an entitlement to the veteran or former foster children employment preference in accordance with *Texas Government Code* Chapter 657 and *Texas Government Code* Chapter 672 and who are aggrieved by an adverse hiring decision by U. T. System Administration may file a written complaint with the Office of the Chancellor. Within 15 days of receipt of the written complaint, the Office of the Chancellor shall review the complaint and may render a different employment decision if it is determined that the employment preference under these chapters was not applied. The decision of the Office of the Chancellor shall be final.

9.6 The interviewer ensures that all questions are job-related.

Sec. 10 Review of Selected Applicant and Notification to Those Not Selected for Hire.

10.1 The hiring official or his/her designee will check a minimum of two references provided by the selected applicant before an offer of employment may be extended. This requirement applies to internal and external candidates.

10.2 OES will complete a criminal background check, verify any academic degrees claimed by the selected applicant prior to the offer of employment, regardless of whether a degree was a required qualification.

- 10.3 If the position requires routinely driving on U. T. System business, a motor vehicle history must be completed on the selected applicant prior to offer of employment.
 - 10.4 A conditional written job offer may be extended to the applicant following approval of OES. The written offer must contain a statement that the offer of employment is contingent on the completion of satisfactory preemployment inquiries as performed by OES. The selected applicant must acknowledge the terms of offer by returning a signed copy of the letter to the hiring manager. The hiring manager will forward a copy of the letter to OES.
 - 10.5 The hiring official must complete a recruiting summary and electronically forward it to OES for review and approval. OES will review the recruiting summary and documents for Equal Employment Opportunity compliance.
 - 10.6 The effective date of a promotion or transfer within U. T. System should be mutually agreed upon between the two departments involved. The change will normally be effective after the employee gives notice of two weeks or 10 workdays.
 - 10.7 The hiring department must complete an assignment action and route it to OES prior to the beginning employment date of the applicant selected.
 - 10.8 Applicants who are interviewed but not selected for a position will be notified by the hiring official, or, upon departmental request, by OES.
- Sec. 11 Recordkeeping. All materials used in the hiring process (e.g., interview notes, reference check records) must be forwarded to OES at the completion of the process. OES will retain selection materials in accordance with the U. T. System records retention schedule.

3. Definitions

Internal Recruitment - recruitment within a specific department of the U. T. System Administration.

Open Recruitment - recruitment for a position in the open job market, either locally in Austin, regionally, or nationally.

Regular Position - a position that entails at least 20 hours per week for a period of at least four and one-half continuous months.

Systemwide Recruitment - recruitment from the institutions of the U. T. System, including U. T. System Administration. Employees of any U. T. System institution may apply for such positions.

4. Relevant Federal and State Statutes

[Texas Government Code Chapter 656, Job Notices and Training](#)

[Texas Government Code Chapter 657, Veteran's Employment Preferences](#)

[Texas Government Code Chapter 672, Employment Preferences for Former Foster Children](#)

5. Relevant System Policies, Procedures, and Forms

[INT109, Criminal Background Checks](#)

[INT121, Equal Employment Opportunity](#)

[UTS105, Sexual Orientation Nondiscrimination Policy](#)

[Human Resource Management System](#)

6. System Administration Office(s) Responsible for Policy

The Office of Employee Services

7. Dates Approved or Amended

April 7, 2004

Amended May 26, 2011

Amended July 11, 2011

Amended August 1, 2013