

**UNIVERSITY OF HOUSTON SYSTEM
ADMINISTRATIVE MEMORANDUM**

SECTION: Human Resources

NUMBER: 02.A.13

AREA: General

SUBJECT: Recruitment, Job Posting and Selection of Staff Employees

1. PURPOSE

The University of Houston System is committed to equal opportunity ~~and affirmative action~~ in its recruiting practices. This document sets forth the policy regarding recruitment of staff employees, including the manner in which information regarding position vacancies is disseminated. It applies to all exempt and non-exempt regular non-faculty employees.

2. POLICY

- 2.1. Recruitment and selection of candidates for vacant positions will be conducted in accordance with applicable statutes, regulations, and policies of the System and will be consistent with the principles of equal employment ~~and affirmative action~~.
- 2.2. All regular staff positions shall be posted for a minimum of ten working days prior to making a hiring decision, per [Texas Government Code, Section 656.024](#). Positions shall be posted on the university's employment web site. The decision to use additional advertising will be made on a case-by-case basis.
- 2.3. The policy of the University of Houston System is to ensure equal opportunity in all its educational programs and activities, and all terms and conditions of employment without regard to age, race, color, disability, religion, national origin, ethnicity, military status, genetic information, sex (including gender and pregnancy), sexual orientation, gender identity or status, or gender expression, except where such a distinction is required by law. For the UH System's Official Non-Discrimination Statement, see [SAM.01.D.05 – Equal Opportunity and Non-Discrimination Statement](#).

3. DEFINITIONS

- 3.1. [Background check: A criminal background check conducted on any candidate, internal or external, for a full-time, part-time, regular, or temporary position who is under final consideration for employment, following normal screening and selection processes. Additional information on background checks for employees may be found in SAM 02.A.37 – Background Checks for Employees.](#)

- 3.2~~4~~. Job posting: Method of displaying current job openings that extends an invitation to those interested to apply. Postings include a summary of the major duties and responsibilities and minimum qualifications.
- 3.3~~2~~. Job/Position description: A document that describes the major duties, functions, and authority assigned to a position. It details the minimum skills, knowledge, and abilities required to perform a job.
- 3.4~~3~~. Regular staff employee: An employee who is appointed for at least 20 hours per week on a regular basis for a period of at least four and one-half months, excluding students employed in positions that require student status as a condition for employment, and those holding a teaching and/or research position classified as faculty.
- ~~3.4. Background check: A criminal background check must be conducted on any candidate, internal or external, for a full-time, part-time, regular, or temporary position who is under final consideration for employment, following normal screening and selection processes. Additional information on background checks for employees may be found in SAM 02.A.37—Background Checks for Employees.~~

4. POLICY PROVISIONS – RECRUITMENT

- 4.1. A request to fill a position must be posted with the university's human resources department prior to distributing any public notices, advertisements placed, or screening of applicants.
- 4.2. All regular staff positions below the level of vice president will be listed with the university's human resources department employment office to ensure equal employment opportunity and to allow uniform reporting procedures. This listing must take place prior to initiating any search activities.
- 4.3. If a search/screening committee is to be used for the selection of candidates for a regular staff position, the membership of the committee must be filed with the university's human resources department at the time the committee members are appointed. The membership information provided to the university's human resources department must include identification of the chair or a contact person.

5. POLICY PROVISIONS – JOB POSTING

- 5.1. Employment qualifications listed on position requests and job postings must be work-related and must be those qualifications included on the job/position description under which the position is classified.
- 5.2. Each university's human resources department will post position announcements on the officially designated university's employment web site.

5.3. Approved vacancies may be publicized in newspapers and academic journals upon the request of the hiring department. All advertisements must be approved by the university's human resources department prior to placement of the advertisement and must include the appropriate equal employment opportunity statement. ~~Advertising for positions for which there is a formal search/screening committee~~Any changes to the equal employment opportunity statement must have prior approval of the university's Equal Opportunity~~affirmative action~~ officer or designee.

5.4. ~~All print advertising of vacancies will include an equal opportunity statement, and the advertising will also include~~Hiring managers must receive training on a Veterans/Military Employment Preference ~~statement~~ in compliance with Texas Government Code, Chapter 657 – Veteran's Employment PreferencesTexas Government Code, Chapter 657 – Military Employment Preferences.

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6. POLICY PROVISIONS – SELECTION

6.1. All employment applicants must complete an application for employment and submit all required paperwork prior to being considered for a position with the respective university. These forms furnish applicant information necessary for reports to state and federal agencies.

6.2. The duties and qualification requirements of the position, as described in the position description under which the position is classified, and the position announcement, shall be used in determining the candidates that possess the basic minimum qualifications.

6.3. Each university's human resources department will establish detailed procedures for the administration of this document. Procedures should comply with Equal Employment Opportunity~~Affirmative Action guidelines~~ policies.

6.4. Selection to serve as a search committee member is a position of trust and leadership for the university. Search committee members are perceived by job applicants to know more about university policies and the appropriate reporting channels for concerns of Discrimination or Harassment, and therefore must report any such known or suspected incidents to the Equal Opportunity officer for the university.

7. REVIEW AND RESPONSIBILITY

Responsible Party: Associate Vice Chancellor, Human Resources

Review: Every five years

8. APPROVAL

Approved: ~~/Raymond Bartlett/~~
Senior Vice Chancellor for Administration and Finance

~~/Renu Khator/~~
Chancellor

Date: ~~December 26, 2023~~