VII-1.01 - POLICY ON RECRUITMENT AND SELECTION

(Approved by the Board of Regents, November 12, 1993; Amended October 9, 2015)

I. PURPOSE AND APPLICABILITY

This policy defines the recruitment and selection philosophy for the University System of Maryland (USM). This policy applies to all non-faculty USM employees.

II. EQUAL OPPORTUNITY

In order to ensure that the University System of Maryland employees are individuals of the highest caliber and diverse backgrounds, each institution shall develop appropriate recruitment, screening and selection procedures:

A. consistent with these goals and with applicable regulations governing Equal Employment Opportunity and Affirmative Action and

B. that may include consideration of hiring a Contingent Status employee who applies to fill a vacant position in the same or a similar classification in which the Contingent employee is employed.

IMPLEMENTATION PROCEDURES:

Each President shall identify his/her designee(s) as appropriate for this policy, develop procedures as necessary to implement this policy, communicate this policy and applicable procedures to his/her institutional community, and post it on its institutional website.