Waiver of recruitment

Policy

Procedure
In general, a full and open affirmative action search must be conducted in all hiring at SUNY at Geneseo. However, there may be exceptions. The intent of Geneseo’s Recruitment Waiver procedure is to ensure that the recruitment will be waived only in special circumstance. A recruitment waiver is an exception and is to be used very sparingly. A recruitment waiver will only be granted with sufficient justification and must meet the requirements set forth in this policy. The procedure does not abrogate the responsibility of the hiring department to comply with the personnel policy. A request for waiver approval must be initiated in writing by the appropriate department head or designee for consideration by the Director of Affirmative Action and accompanied by the following information using the Liquid Office form:

1. The reasons for the request (explanation of the exceptional circumstances that is believed to justify the request.)
   a. name and current position of the person for whom the waiver is requested
   b. the position, rank, and line number to which the hiring unit wishes to appoint the person
   c. the proposed salary
   d. an explanation of the exceptional circumstances that is believed to justify the request.
2. An approval of the waiver by the Provost or the appropriate Vice President
3. A job description
4. Resume of the candidate and employment application completed by the candidate, whom the department wishes to hire
5. Where applicable and possible, listing of the qualified, diverse candidate pool

The information shall be sent to the attention of the Director of Affirmative Action after the Provost or the appropriate VP has signed it. After the analysis is completed, the request will be either approved or denied. If it is denied, the department may appeal the decision to the President. Only the President is empowered to waive the affirmative action search. The President informs the requesting officer, the Panel, and the Office of Affirmative Action of the final decision.

If the request is approved, the following documents must be submitted to the Human Resources department prior to the appointment:
1. Geneseo Employment Recommendation (GER) Form
2. The proposed offer letter

Recruitment Waiver criteria

1. The recruitment has an urgency that does not allow a regular search to be conducted
2. Qualified Diverse Candidate pool – Within the past 6 months, the department conducted a full search that yielded a diverse candidate pool and the department wishes to select a candidate from the original pool for the opening in the same job title.
3. Business necessity – Conducting a full recruitment would have a seriously negative impact on the operation of the department or would violate a contractual obligation of the college.
4. Prior open recruitment – The incumbent applied for a position in the pool, as stated above.
SUNY College at Geneseo: Recruitment Waiver Request

Date: _____________________________________________________________________________________________

Department : ______________________________________________________________________________________

Name of Person requesting waiver: ______________________________________________________________________

Contact information: _________________________________________________________________________________

Present Status

Title and Grade: ______________________________________________________________________________________

Appointment Type: _____________________________________________________________________________________

Was there a recent search? _____ Yes  _____ No  If so, when? __________________________________________________

Is the proposed person selected from the recent search pool?

Proposed Status

Name of Person: ______________________________________________________________________________________

Title ______________________________________ Grade: ______________________

Salary: ______________________

Salary payment schedule: Calendar year:______  Academic year: ________  Other: ______________________

Appointment Type: _________________________________  Effective Date: __________________________________

Justification:  □ See Attached

___________________________________________________________

Basis for Waiver  □ Emergency Staffing  □ To Achieve Hiring Goals  □ See Attached

□ Other ______________________________________________________

___________________________________________________________

Additional Justification or Information Attached □ Yes □ No

Attachment:

○ Job description that includes the essential functions for the position, the preferred and required qualification

○ Resume of candidate

If the candidate for the search waiver is not a US citizen, the department should consult with the Director of Affirmative Action.

Requested By: ___________________________________________  __________________

Signature/Print Name  Date

Supervisor: ____________________________________________  __________________

Signature/Print Name  Date

Determination of the Director of Affirmative Action:  □ Approved  □ Disapproved  □ See Attached

By: ______________________________  __________________

Signature  Date

President: ____________________________________________  __________________

Signature  Date

Presidential Review (If Disapproved by Director of Affirmative Action):

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

President: ____________________________________________  __________________

Signature  Date
Department Initiates Process by completing waiver of recruitment form

Provost or Appropriate VP for signature & approval

Approved

Director of AA for approval

Approved

Prepare Appointment form & Proposed Offer Letter

Follow usual appointment process

Denied

President for review decision of Director of AA

Approved

Prepare Appointment form

Follow usual appointment process

Denied

Follow the usual search process