



University of Louisiana at Lafayette
Office of Human Resources
Unclassified Faculty and Staff Hiring Checklist

EEO#: _____

Position Title: _____

Date Action Initiated: _____

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1. Director/Department Head completes the Position Request Form and Position Description Form and submits along with an updated or proposed organization chart to Human Resources to either create or fill a vacancy/position.
 2. Human Resources reviews request for classification and compensation and assigns tentative EEO number then submits to the responsible Vice President.
 3. The Vice President must sign and approve a hard copy of the request for the position.
 4. The request is then sent to the VP for Administration and Finance and the President to be approved.
 5. The President approves and routes the request to Human Resources, initiating the recruitment phase.

Position Recruitment:

1. Once the department receives the approved copy of the request for the new position, the e-file of the vacancy announcement (MS Word formatted) is sent to the EEO Office at eeo@louisiana.edu. This email must also include the requested length of posting. The minimum posting time is 5 days on the UL website. Vacancies may be requested to post “until filled”. HR and VP of Faculty Affairs (if an academic vacancy) will review and edit if necessary, before it is posted to the University Employment Opportunities webpage.

*Note: If you wish to place your vacancy ad in journals, newspapers, or any other off-campus publications/websites, it is the responsibility of the Department to include the text and cost of the proposed ad in your request to have the position approved by Human Resources. Once you receive the approval for your ads, you can send this material, along with your purchase requisition to **Purchasing**, NOT the EEO Office.*

2. After all resumes have been accepted and the ad is no longer posted, the Director/Department Head, or his/her designee, must transmit the names and email addresses of ALL applicants in an Excel file to the EEO Office at eeo@louisiana.edu. If the applicant does not have an email address, please indicate their home address.
3. During the interview process (in person or by phone) the applicant must receive a copy of the Federal 1998 Clery Act, which can be found at:

<http://police.louisiana.edu/jeanne-clery-act/crime-statistics>; In order to be compliant with the Clery Act. The Clery Act is under the ‘Crime Stats’ tab.

Additionally, each interviewed candidate must be asked to complete and sign the “Background Screening Notification and Authorization Form” and provide the applicant with the “A Summary of Your Rights Under the Fair Credit Reporting Act” which is attached to the form. This form is available on the HR website <http://humanresources.louisiana.edu/forms-policies/policies>.

4. For Academic vacancies, The Director/Department Head will then send a ‘ranked’ list of the top three candidates to the Dean who will then approve and submit for hire.
5. Once the Dean/Director/Head of Search Committee has approved a candidate for hire, the background check authorization form for the selected candidate is forwarded to Human Resources, who processes the background check. The form may be delivered to Martin Hall Room 170, faxed to (337) 482-1452 or mailed to P.O. Box 40196, Lafayette, Louisiana 70504. Any final applicant who refuses to provide a signed authorization form will be ineligible for consideration for the position. Departments may conduct reference checks. The background check must be completed prior to an offer of employment. If the position is designated “Safety Sensitive” by the Director of Public Safety, a drug screen must also be conducted by HR prior to a hire offer. A list of Safety-Sensitive positions can be found in the Drug Testing Policy page:

<http://www.safety.louisiana.edu/resource-center/policies-procedures/employee-drug-testing>.

6. Concurrent to the background screening, the Director/Department Head will also initiate the hiring request, by completing a Personnel Action Form for to hire the candidate. This form can be found at: <http://humanresources.louisiana.edu/forms-policies/forms/background-check-forms>

Once the form is signed by the Director/Department Head, it is then sent through the chain of command for approval. The president is the final approving authority for all non-faculty appointments. The Provost is the final approving authority for faculty appointments. All appointments must be reviewed and approved by the Vice President for administration. The official effective date of the candidate’s appointment will be determined post-approval by Human Resources; however, a requested proposed date should be indicated in the respective field of the form.

7. **Formal Hire Offers will be made by the Office of Human Resources**, once the Personnel Action Form is approved by all required signees, and contingent on a clear background check and drug screen (if required):

- e. Required Approvals:
 - i. Director/Department Head
 - ii. Dean of College
 - iii. HR/EEO Officer
 - iv. Faculty Affairs (if applicable)
 - v. Area Vice President
 - vi. VP of Administration and Finance
 - vii. Provost (Final approver for faculty hires)
 - viii. The President (Final approver for non-faculty hires)

Any new employee offered a position, or put to work prior to the aforementioned approvals will be considered an **unauthorized hire**, per University delegated authority, and will be separated from employment until the required approvals are received.

Copies of approved Personnel Action Forms are returned to all parties involved from the area Vice President.

- 8. An EEO Final Report Form will be sent to the Director/Department Head and MUST be completed and returned to the EEO Officer within 10 working days after receipt. HR will include all available candidate data surveys received from the applicant pool.

All correspondences regarding the EEO Process and Approvals should be sent to: eeo@louisiana.edu or via interoffice mail to Human Resources (Attn: EEO).