

Who's covered?

A person who served in the active military, naval, or air services (including Air National Guard and National Guard) and who was discharged or released under honorable conditions only or who later received an upgraded discharge under honorable conditions, notwithstanding any action by the United States Department of Veterans Affairs on individuals discharged or released with other than honorable discharges.

A veteran with a disability whose disability is service connected; a veteran; a veteran's surviving spouse who has not remarried; and an orphan of a veteran if the veteran was killed while on active duty.

Is there a special interview process for veterans who qualify for this preference?

An individual who qualifies for a Veteran's Preference in Employment is entitled to a preference in the interview process over other applicants for the same position who do not have a greater qualification. However, the Veteran's Preference statute does not guarantee the veteran (or those who qualify) a job. Positions at the University of Houston-Clear Lake (UHCL) are filled with the best qualified candidate as determined by the hiring manager.

Also, please note that all offers of employment are tentative and based upon successful completion of a background check. As such, all individuals who qualify for a Veteran's Preference and are extended a job offer, will be required to provide a copy of his or her DD214 (or equivalent certification from the Department of Veterans Affairs) as part of the background check.

How do I know what positions at UHCL qualify for Veteran's Preference?

All positions at UHCL qualify for a veteran's preference with the exception of student worker and other designated positions.

If I have a complaint regarding an employment decision who may I contact?

Chapter 657 of the Texas Government Code provides that an individual entitled to a Veteran's Employment Preference who is aggrieved by a decision of a State agency or institution, relating to hiring or to retention of the individual in the event of a workforce reduction, may appeal the decision by filing a complaint with the governing body of the agency. Please visit Chapter 657 or www.texas.gov. You may also contact the Veteran's Liaison at University of Houston-Clear Lake.

If you require accommodation(s) during any part of the application process, please contact the Office of Human Resources at 281-283-2160, or by email at humanresources@uhcl.edu.