

Veteran's Preference

Requirement for all University Support Personnel System (USPS) Positions



As a public employer, the University of Central Florida is committed to providing preference to all United States veterans, their spouses, and family members who are eligible in regards to hiring, promotion and retention for all USPS positions only (excluding A&P and Faculty positions per Florida Statute 295.07). Also, effective July 1, 2007, preference eligibility no longer expires upon appointment of the eligible person to a position with the state or any political subdivision in the state.

Who's Eligible?

Effective July 1, 2014

- ★ A Veteran of any war that has served at least one day during that war time period as defined in subsection 1.01 (14) or who has been awarded a campaign or expeditionary medal.
- ★ Disabled Veterans who have served on active duty in any branch of the Armed Forces and who presently have an existing compensable service-connected disability.
- ★ The spouse of a Veteran: a) who has a total and permanent service-connected disability and who, because of this disability cannot qualify for employment ; or b) who is missing in action, captured in the line of duty or detained by a foreign government or power.
- ★ The mother, father, legal guardian, or un-remarried widow or widower of a service member who died as a result of military service under combat-related conditions as verified by the U.S. Department of Defense.
- ★ The un-remarried widow or widower of a Veteran who died of a service-connected disability.

What does it mean?

Tips for Hiring Managers

Applicant Flag

Applicants reviewed and granted Veteran's Preference by Talent Acquisition are notated by the symbol below in PageUp:



Interviews

Preference eligible applicants must be given preference at each stage of the process. An interview must be granted to all individuals who meet minimum qualifications as denoted by the Veteran's Preference symbol.

Selection Process

Determinations, that the applicant with veteran's preference is not qualified to advance to an interview, must be reviewed by Talent Acquisition before a hire request will be approved for the position.

Final Round

If the applicant with veteran's preference is tied with a non-preference applicant as the most qualified, the veteran must be selected.

A VETERAN AS DEFINED:

- Section 1.01m (14) Florida Statutes - A person who served in the active military, naval, or air service.
- Discharged or released therefrom under honorable conditions only or who later received an upgraded discharge under honorable conditions.
- A current member of any reserve component of the U.S. Armed Forces or the Florida National Guard also qualifies for Veteran's Preference.

Eligible Service Dates

- World War II: December 7, 1941- December 31, 1946
- Korean Conflict: June 27, 1941- January 31, 1955
- Vietnam Era: February 28, 1961- May 7, 1975
- Persian Gulf War: August 2, 1990- January 2, 1992
- Operation Enduring Freedom: October 7, 2001-TBD
- Operation Iraqi Freedom: March 13, 2003-TBD
- Operation New Dawn: September 1, 2010-TBD