



## **EMPLOYMENT PREFERENCE FOR VETERANS**

### **I. Policy Statement**

It shall be the policy of Winston-Salem State University that, in appreciation for their service to this State and this country during a period of war, and in recognition of the time and advantage lost toward the pursuit of a civilian career, veterans shall be granted preference in employment with the University.

### **II. Definitions**

- A. Period of War:** For application of this policy, period of war shall include:
1. World War I: April 16, 1917 through November 11, 1918
  2. World War II: December 7, 1941 through December 31, 1946
  3. Korean Conflict: June 27, 1950 through January 31, 1955
  4. The period of time between January 31, 1955 and the end of hostilities in Vietnam May 7, 1975
- B. Veteran:** A person who served in the Armed Forces of the United State on active duty, for reasons other than training, and has been discharged under other than dishonorable conditions.
- C. Eligible Veteran:** An eligible veteran is:
1. A veteran who served during a period of war; or
  2. The spouse of a disabled veteran; or
  3. The surviving spouse or dependent of a veteran who dies on active duty during a period of war either directly or indirectly as a result of such service; or
  4. A veteran who suffered a disabling injury for service-related reasons during peacetime; or
  5. The spouse of a veteran described in Section II., C., 4.
  6. The surviving spouse or dependent of a person who served in the Armed Forces of the United State on active duty, for reasons other than training, who died for service-related reasons during peacetime

### **III. Guidelines**

- A. Eligible persons must complete and submit an application for a position covered by this policy
- B. Applicant must meet the minimum education and experience requirements for the position applied for and must be capable of performing the essential duties assigned to the position

## **IV. Roles & Responsibilities**

Human Resources shall evaluate the qualifications of eligible person against minimum education and experience requirements and shall give credit on a year for year and month for month basis for all military experience which bears a reasonable functional relationship to the knowledge, skills and abilities required for the position applied for.

## **V. Applicability**

This policy applies to all SHRA positions.

## **VI. Compliance:**

Any claim that preference has not been accorded to an eligible person must be filed in accordance to the University of North Carolina SHRA Grievance Policy.

---

William U Harris  
Chairman, Board of Trustees  
Winston-Salem State University

---

Scott F. Wierman  
Secretary, Board of Trustees  
Winston-Salem State University

Responsible Division: Vice Chancellor & Chief of Staff  
Authority: Board of Trustees  
History: Adopted: June 9, 2017