

Veteran's Preference: How it works

Search job postings

Search for job postings in the [Texas State Jobs website](#) to apply for either staff, faculty, or student positions.



Indicate Veteran's Preference

- Indicate eligibility for veteran's preference:
- select either "yes" or "no" in your online application, and
 - attach form DD214.



Interview eligibility

In order to be considered for an interview, all applicants must meet all required qualifications, as specified in the job posting.

If the total number of applicants interviewed for a position is 6 or fewer, at least 1 of those applicants must be a qualified individual eligible for veteran's preference.

If the total number of applicants interviewed for a position is more than 6, then at least 20% of the total number of those applicants must be qualified individuals eligible for veteran's preference.



Hiring decision

If two applicants are finalists for a position, and are equally qualified (except only one is eligible for veteran's preference), the applicant utilizing veteran's preference is selected for hire.