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 applicants eligible for interviews are 6 or less, at least 1 of them must be a qualified veteran, who indicated “yes” for veteran’s preference.

If applicants eligible for interviews are 6 or more, at least 20% of them must be qualified veterans, who indicated “yes” 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.

For more information contact the Employment team at hr@txstate.edu or at 512.245.2557.