

**Proposed Hiring Policy
Ohio Valley University
January 1, 2016**

1. As a Christian University, OVU seeks employees who are committed to the Christian mission of the University. As an institution affiliated with churches of Christ, and, as allowed under federal law, OVU demonstrates a strong preference for candidates with the same church affiliation and upholds the foundational tenets of its religious heritage in hiring practices.
2. Currently the President (or in rare occasions the EVP) interviews every proposed prospective employee. These prospects have been vetted through the hiring process as the candidate of choice. The President's interview has three purposes: a) to determine that the candidate understands and can fully embrace the mission of the university; b) to inform the candidate of the status of the university; and c) to consider any questions that that candidate might have of the President. This process has been in place at least since 2013.
3. Proposal: The following wording must be included in the appropriate job descriptions of the university.
 - a. *Please note that Ohio Valley University is affiliated with churches of Christ, and, as allowed under federal law, demonstrates a strong preference for candidates with the same church affiliation and upholds the foundational tenets of its religious heritage in hiring practices. All candidates must endorse the mission of Ohio Valley University.*
4. Proposal: Hiring Policy
 - a. Positions open to all candidates, with president's approval
 1. Security
 2. Maintenance
 3. Assistant coaches
 4. Clerical staff
 - b. Adjuncts
 - i. Those responsible for hiring adjuncts must include the following in the interview
 1. determine that the candidate understands and can fully embrace the mission of the university;
 2. consider any questions that that candidate might have
 - ii. All adjuncts must have VPAA approval
 - c. Positions which require candidates from churches Christ
 1. Administrators (Senior administration through Director positions)
 2. Full-time Faculty
 3. Head Coaches
 4. Conditions under which exceptions might be made
 - a. Nationwide search failed to find a proper candidate. Nationwide search includes ads in the Chronicle and calls to at least 6 other church of Christ colleges; and
 - b. Search of 6 months completed