

Waiver Crosswalk

Waiver #	Waiver Description	Disposition	Future State
1	Appointment for less than two semesters (9 months), or appointment for a full year at 50% time or less	No longer available	POSTED POSITION. Waiver does not meet hiring standards.
2	Visiting faculty/academic staff. The visiting waiver is only to be used for faculty and academic staff who are visiting on a short-term basis (i.e., 2 years or less) and who intend to return to their home institution or agency from which they are visiting.	No longer considered a waiver	Visiting scholars and/or faculty on sabbatical appointments are not classified as openings. Hiring under these circumstances will be redefined as the VISITING SCHOLAR APPOINTMENT PROCESS
3	Reappointment of fixed term faculty/academic staff	No longer considered a waiver	Redefined as the REAPPOINTMENT PROCESS.
4	Adjunct/Clinical/On-call faculty/academic staff	No longer considered a waiver (for unpaid) AND No longer available (for paid)	<ul style="list-style-type: none"> • Adjunct/Clinical redefined as the UNPAID APPOINTMENT PROCESS • Paid On-call appointments hiring process is POSTED POSITION.
5	Retired faculty/academic staff rehired on a fixed term basis	Allowable	Meets the INTERNALLY FILLED hiring standard.
6	Research Associate appointment due to emergency or jeopardy of the grant	No longer available	POSTED POSITION. Waiver does not meet hiring standards.
7	Research Associate appointment in position with highly limited availability due to specialty	No longer available	POSTED POSITION. Waiver does not meet hiring standards.
8	Research Associate appointment in position with unique circumstances that limit open candidates	No longer available	POSTED POSITION. Waiver does not meet hiring standards.
10	Resident/intern/fellow selected from national pool	No longer considered a waiver	Redefined as the FELLOW/RESIDENTS selected from a national pool APPOINTMENT PROCESS
11	Assignment of an internal candidate to an administrative position in which the administrative duties are 50% or less of the total duties	Allowable	Meets the INTERNALLY FILLED hiring standard.
13	Shift from other appointment category	Allowable	Meets the INTERNALLY FILLED hiring standard.
16	Appointment necessary to recruit/retain spouse/partner	No longer considered a waiver	Spousal/Partner appointments are not classified as openings. Hiring under these circumstances will be redefined as RECRUITMENT CONTINGENT HIRE PROCESS.
17	Special opportunity (unique qualifications)	No longer available effective 4/18/2017	POSTED POSITION. Waiver does not meet hiring standards.
18	Other cases where waivers of posting/search are appropriate.	No longer available effective 4/18/2017	POSTED POSITION. Waiver does not meet hiring standards.