



Ohio Administrative Code

Rule 3335-57-03 Selection of candidates is based upon a determination of merit and fitness.

Effective: June 2, 2011

(A) The university is committed to recruiting and selecting candidates based on a determination of merit and fitness relative to the position.

(B) Determination of merit and fitness may include an evaluation of factors including but not limited to experience, competencies, knowledge, skills, abilities, education, training, and physical or psychological fitness. Evaluation of applicants may be written, oral, physical, demonstration of skill, or an evaluation of training and experiences. Applicant evaluation must be designed to fairly test the relative capacity of the applicants to perform the duties of the position. Candidate evaluation may include structured interviews; assessment centers; work simulations; examinations of knowledge, skills, and abilities; and any other acceptable evaluation method.

(C) Reasonable accommodations for applicants with disabilities may be set prior to the evaluation as determined by the university on a case by case basis. Applicants with disabilities who may require some accommodation in the selection process are responsible for notifying the university prior to the date of selection activity.
