

## Veterans Preference Justification Sample

### Pre-interview Report

#### Requisition #12345 – Educational Support Services Specialist (Military & Veteran Education Specialist

The search committee reviewed 35 applications for this position. Of the 35 reviewed, six met the basic and/or some or all of the desirable, qualifications (Insert applicants name here). The search committee conducted phone screens with these six and is requesting permission to bring four (Insert applicants name here) to campus for interviews. Based on the results of the phone screen, (Insert applicant names here) are no longer under consideration.

#### Veterans Preference Applicants:

**(Insert applicant Name here)**– Did not meet all basic and desired requirements

##### Required Qualifications

- One-three years of experience in providing social/educational services to military personnel or veterans in non-higher education settings, or the provision of student services to prospective/current college students; **(Met)**
- Knowledge of veteran services benefits for military service members and dependents; **(Met)**
- demonstrated understanding of student eligibility for veteran educational benefits and funding opportunities; **(Unclear)**
- Demonstrated experience developing and implementing programs for military/veterans and their dependents; **(Did not meet)**
- Demonstrated understanding of the needs and challenges of military/veterans, and their dependents, in higher education; **(Did not meet)**
- Demonstrated commitment to promoting diversity and experience working effectively in a diverse environment; **(Met)**

##### Desired Qualifications

- Demonstrated experience working collaboratively; **(Met)**
- Demonstrated experience prioritizing work and meeting deadlines; **(Met)**
- Excellent written and verbal communication skills, including oral and written presentations through various media formats to diverse audiences; **(Met)**
- Demonstrated proficiency in computer software applications including word processing, spreadsheet applications, database and presentation; **(Met)**