



THE RESEARCH FOUNDATION
The State University of New York

Can a Search Be Waived?

It is expected that all vacant full time positions will be filled with a fair and non-discriminating search. On very rare occasions, the equal employment assurances of the Research Foundation can be reached without going through an extensive search. This can be done under the following conditions:

- The Affirmative Action/Equal Employment Opportunity goals of the Research Foundation can be met by the identification of a qualified candidate for the position. This can only be used if there is a narrowly tailored justification for the hire based on clearly defined evidence of the effects of previous discrimination.
- When the unique nature of a particular position severely restricts the available pool of candidates.
- The person is a “key” member of the project as written into the narrative and the budget of a proposal.
- When there is an immediate need to fill a vacancy created by extended illness or death.
- When the individual is brought to the College from another institution in connection with the transfer of existing research projects.

If a search waiver is to be proposed an appointment must be made with the Research Foundation Director and the Research Foundation Human Resources Coordinator.

Please contact gruarisl@buffalostate.edu for more information.