



Companion PVLs

Companion PVLs are used to recruit for one vacancy under two different title series. Two PVLs are posted simultaneously, but only one PVL is filled. Companion PVLs are needed to distinguish unique qualifications, responsibilities and/or employment classes. Posting companion PVLs allows the hiring unit to broaden the applicant pool and select the appropriate title based on the selected candidate's qualifications.

Common examples of companion PVLs include:

- Teaching Professor and Faculty Associate
- Research Professor and Scientist

Companion PVLs need to cross reference each other in the job postings. In the 'Additional Information' section of each PVL, the following (or similar) should be added:

This vacancy is being announced simultaneously with [job number # XXXXX]; please note that only one vacancy exists. Having two job postings allows the [School/College] to consider candidates with both tenure-track faculty credentials and non-tenure-track faculty credentials for this position.

The PVLs are released to the employment website at the same time and for the same length of time.

Applicants only need to apply to one PVL to be considered for both titles.

If the selected candidate applied to the incorrect pool, TRE can move the candidate to the correct pool prior to extending an offer in TREMS, assuming the candidate meets the qualifications of the selected title.

After the position is filled, contact TRE to cancel the unfilled PVL.

