



TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER EL PASO

Operating Policy and Procedure

HSCEP OP: 79.07, **Travel Expenses Incurred by Prospective Employees**

PURPOSE: The purpose of this Texas Tech University Health Sciences Center El Paso (TTUHSC El Paso) Operating Policy and Procedure (HSCEP OP) is to establish the guidelines for reimbursement of travel expenses by prospective employees.

REVIEW: This HSCEP OP will be reviewed on December 1 of each odd-numbered year (ONY) by the director of Procurement Services, with recommendations for revisions submitted to the chief financial officer or his/her designee by December 15.

POLICY/PROCEDURE:

I. Definition.

A prospective employee is an individual who has been requested to visit TTUHSC El Paso for the purpose of being interviewed and evaluated for employment. This includes employees at other state agencies being considered for employment at TTUHSC El Paso.

II. Reimbursement for Travel Expenses.

- A. Prospective employees are to be reimbursed in the **same manner** as other TTUHSC El Paso employees except that they may not receive a travel advance (See [HSCEP OP 79.06](#)).
- B. Prospective employees should be informed that reimbursement of travel expenses incurred will be forwarded after the recruitment visit.
- C. A prospective employee is not exempt from hotel occupancy taxes. Those taxes may be reimbursed as an incidental expense.
- D. A prospective employee's airfare may be requested with TTUHSC El Paso's Business Travel Account (BTA) as part of an online travel application ([HSCEP OP 79.02](#)).

III. Travel Expenses for Spouse/Family.

Travel expenses for the spouse or family of a prospective employee will be allowed only on local funds. If state funds will be used for the prospective employee's expenses, the expenses of the spouse or family must be processed on local funds.

IV. Direct Bill for Lodging.

A department may request the hotel to bill directly to them the official travel expenses only. Official reimbursable hotel expenses include room rate, all taxes, food charges, and local phone calls made for official business purposes. Long distance phone calls are not allowed for prospective employees. The prospective employee should be informed in advance to pay all non-reimbursable expenses upon checkout.

Invoices/folios which are directly billed to TTUHSC El Paso from lodging establishments are processed using the Direct Pay forms in TechBuy for non-employees. If using state funds for the prospective employee's expenses, the state limitations must be followed as stated in [HSCEP OP 79.06](#). Any limitations and prohibited expenses (i.e., tips) must be paid on a local account. The payment option of direct billing is to be used for prospective employee expenses only; it is not allowed for employee expenses.