

Disposition Codes HR-TMS - FACULTY

Workflow State

Do Not Select (move to Not Interviewed, Not Selected – Email when filled)

- D1 – Application incomplete
- D2 – Submission received after position closed or filled
- D3 – Does not meet minimum qualifications - education
- D4 – Does not meet minimum qualifications - experience
- D5 – Does not meet minimum qualifications - other required license/certification/credential
- D6 – Did not leave the university in good standing
- D9 – Experience not as strong as other candidates
- D10 – Education not as strong as other candidate
- D11 – Duplicate application
- D12 – Candidate withdrew from consideration (pre-offer)
- D13 – Candidate not eligible to work in the U.S.
- D14 – Later discovered fraudulent information in application/interview materials
- D15 – Position not filled
- D16 – Failed search
- D17 – Hiring Freeze
- D18 – Retiree – not eligible for benefited position
- D19 – Unable to verify/unsatisfactory references

Workflow State

Submit (move to Phone Pre-Screened – Not Selected – email at Filled)

- P1 – Unable to contact candidate
- P2– Not available/late for interview
- P3– Lack of interest in the position
- P4– Experience not as strong as other candidates
- P5– Education not as strong as other candidates
- P6– Not eligible for hire/transfer (cannot work required shift)
- P7– Candidate withdrew from consideration (pre-offer)
- P8– Candidate not eligible to work in the U.S.
- P9– Later discovered fraudulent information in application/interview materials
- P10– Position not filled
- P11– Failed search
- P12– Hiring freeze
- P13 – Teaching credentials not as strong as other candidates
- P14 – Research credentials not as strong as other candidates
- P15 – Teaching specialization does not meet needs of the department
- P16 – Record in research, publication, creative endeavors or other scholarly productivity does not meet the needs of the department.
- P17 – Unable to verify/unsatisfactory references

Workflow State

Do Not Select (move to Interviewed, Not Hired – Email when filled)

- F1 – Unable to contact candidate
- F2 – Did not show/late for interview
- F3 – Lack of interest in the position
- F4 – Experience not as strong as other candidates
- F5 – Education not as strong as other candidates
- F6 – Qualified but skill set not as strong as top candidate
- F7 – Unable to verify all employment during seven (7) years immediately preceding application
- F8 – Unable to verify all experience that qualifies individual for position
- F9– Unable to verify all academic diplomas and degrees
- F10 – Unable to verify all required licensure(s)/certifications
- F11 – Unable to verify/unsatisfactory references
- F12 – Candidate withdrew from consideration (pre-offer)
- F13 – Candidate not eligible to work in the U.S.
- F14 – Later discovered fraudulent information in application/interview materials
- F15 – Position not filled
- F16 – Failed search
- F17 – Hiring freeze
- F18 – Teaching specialization does not meet needs of the department
- F19 – Record in research, publication, creative endeavors or other scholarly productivity does not meet the needs of the department.
- F20 -Teaching credentials not as strong as other candidates
- F21 – Research credentials not as strong as other candidates

Workflow State

Not Hired (move to Recommended for Hire – Not Hired)

- R1 – Not eligible for hire/transfer (delinquent account)
- R2– Not eligible for hire/transfer (extended leave)
- R4 – Did not satisfactorily pass criminal background check
- R5– Did not satisfactorily pass credit/tax background check
- R6– Declined – no longer interested in position (post-offer)
- R7– Declined – pay and/or benefits
- R8– Declined – location
- R10– Candidate withdrew from consideration (pre-offer)
- R11– Candidate not eligible to work in the U.S.
- R12– Later discovered fraudulent information in application/interview materials
- R13– Position not filled
- R14– Failed search
- R15– Hiring freeze