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

**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.
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

5/17/17 SS