Applicant Review & Assessment (Professional)

HR-TMS – Under Review by Department - Not Interviewed – Not Selected

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

Phone Pre-Screen

HR-TMS Phone Screen (Interviewed, Not Hired – Email when 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

**HR-TMS Request for Interview/Interviewed not Hired Status**

I1 – Unable to contact candidate

I2 – Did not show/late for interview

I3 – Lack of interest in the position

I4 – Experience not as strong as other candidates

I5 – Education not as strong as other candidates

I6 – Qualified but skill set not as strong as top candidate

I7 – Unable to verify all employment during seven (7) years immediately preceding application

I8 – Unable to verify all experience that qualifies individual for position

I9– Unable to verify all academic diplomas and degrees

I10 – Unable to verify all required licensure(s)/certifications

I11 – Unable to verify/unsatisfactory references

I12 – Candidate withdrew from consideration (pre-offer)

I13 – Candidate not eligible to work in the U.S.

I14 – Later discovered fraudulent information in application/interview materials

I15 – Position not filled

I16 – Failed search
HR-TMS Recommended for Hire – Not Hired

R1 – Not eligible for hire/transfer (delinquent account)
R2– Not eligible for hire/transfer (extended leave)
R3 – Not eligible for hire/transfer (cannot work required shift)
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
R9– Declined – work shift
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

6/20/16