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
D20 – Non-BSU employee applicant, not eligible for internal posting
D21 – Application received - ready pool vacancies satisified
D22 – Application received – ready pool expired

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
F22 – Declined verbal offer post-interview

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

1/4/21