Disposition Codes for Applicants - Professional

Workflow State in HR-TMS:

**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
D17 – Hiring Freeze
D18 – Retiree – Not eligible for benefited positions
D19 – Unable to verify/unsatisfactory references
D20 – Non-BSU employee applicant, not eligible for internal posting
D-27 – Application not considered

**Phone Pre Screened - Not Selected**

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 – Unable to verify/unsatisfactory references.
**Interviewed not Hired**

1. Unable to contact candidate
2. Did not show/late for interview
3. Lack of interest in the position
4. Experience not as strong as other candidates
5. Education not as strong as other candidates
6. Qualified but skill set not as strong as top candidate
7. Unable to verify all employment during seven (7) years immediately preceding application
8. Unable to verify all experience that qualifies individual for position
9. Unable to verify all academic diplomas and degrees
10. Unable to verify all required licensure(s)/certifications
11. Unable to verify/unsatisfactory references
12. Candidate withdrew from consideration (pre-offer)
13. Candidate not eligible to work in the U.S.
14. Later discovered fraudulent information in application/interview materials
15. Position not filled
16. Failed search
17. Hiring freeze
18. Declined verbal offer post-interview

**Recommended for Hire – Not Hired**

1. Not eligible for hire/transfer (delinquent account)
2. Not eligible for hire/transfer (extended leave)
3. Not eligible for hire/transfer (cannot work required shift)
4. Did not satisfactorily pass criminal background check
5. Did not satisfactorily pass credit/tax background check
6. Declined – no longer interested in position (post-offer)
7. Declined – pay and/or benefits
8. Declined – location
9. Declined – work shift
10. Candidate withdrew from consideration (pre-offer)
11. Candidate not eligible to work in the U.S.
12. Later discovered fraudulent information in application/interview materials
13. Position not filled
14. Failed search
15. Hiring freeze
16. Does not meet minimum qualifications – Other required licenses/certifications/credentials
17. Offer was rescinded

Rev. 2/28/24