Disposition Codes for Applicants - Staff

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 candidates
- 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 benefitted positions
- D20 - Non-BSU employee applicant - not eligible for internal posting
- D24 - Not eligible for hire or transfer - student status
- D27 - Application not considered

Phone Pre-Screened Interviewed – 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 U.S.
- P9 - Later discovered fraudulent information in application/interview materials
- P10 - Position not filled
- P11 - Failed search
- P12 - Hiring freeze
Interviewed, Not Hired

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
I17 - Hiring freeze

Approved for Interview – Not Interviewed

F1 - Unable to contact candidate
F2 - Did not show/late for interview
F12 - Candidate withdrew from consideration (pre-interview)

Recommend 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 and/or motor vehicle record 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
R16 - Does not meet minimum qualifications - Other required license/certifications/credentials
R17 - Offer was rescinded

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