

## 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 benefited 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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