TMS Disposition Codes for Staff Applicants

Workflow State:

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
D24 - Not eligible for hire or transfer - student status

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

11 - Unable to contact candidate
12 - Did not show/late for interview
13 - Lack of interest in the position
14 - Experience not as strong as other candidates
15 - Education not as strong as other candidates
16 - Qualified but skill set not as strong as top candidate
17 - Unable to verify all employment during seven (7) years immediately preceding application
18 - Unable to verify all experience that qualifies individual for position
19 - Unable to verify all academic diplomas and degrees
20 - Unable to verify all required licensure(s)/certifications
21 - Unable to verify/unsatisfactory references
22 - Candidate withdrew from consideration (pre-offer)
23 - Candidate not eligible to work in the U.S.
24 - Later discovered fraudulent information in application/interview materials
25 - Position not filled
26 - Failed search
27 - 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.
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

11.4.19