



## Faculty Recruiting System– Guide to using Disposition Codes

Disposition codes serve two purposes– to define the stages of the application review process and to allow search committees to define the reason that a candidate was

### Application Review Stages

Applications– Guideto usingDispositionCodes.cont'd.

Not Selected	
<u>DispositionCodeReason</u>	<u>Description/UsageGuidance</u>
Min QualificationsNot Met	Candidatedid not meet advertisedminimumqualifications
Pref. QualificationsNot Met	Candidatedid not meet advertisedpreferredqualifications
Resch/expertise not a match	Contentor direction of candidate'sresearchor expertisenot a matchfor the department
UnsuccessfuJobTalk/Presentation	Candidateperformedpoorly in on campustalk or presentation
Rsch/tchgower than finalist	Qualityof candidate'sresearchor teachingis lower than the selectedcandidate
Lackof externalfunding	Candidatehasnot demonstratedsuccessin securingexternalfunding
Lessqualifiedthan selectapp	Candidateis not asqualifiedasthe selectedcandidate
OtherCandidatePreferred	Othercandidatepreferred, no other reasonlisted here applies
UnsuccessfuReference	Lettersof recommendationor in person/phonereferencecheck, raisedconcerns
Falsificationof Information	Candidatefalsifiedapplicationmaterialsor information
No work authorization	Candidateacksthe proper work authorization
JobSeekerNot Considered	Candidateappliedafter deadlineand wasnot reviewed/considered
JobOpeningCancelled	Searchcancelled, all remainingapplicantsshouldreceivethis codeat time of cancellation